

**1<sup>st</sup>** Presbyterian  
CHURCH FORT WORTH

Inspiring Disciples...Engaging the World

## Mission Study

August 5, 2019

**Luke 12:48:** *From everyone to whom much has been given, much more will be required; and from the one to whom much has been entrusted, even more will be demanded.*

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# Introduction

Grace Presbytery requires congregations to conduct a review of their mission following a change in pastoral leadership. Conducted by the Mission Review Committee, the purpose of the Mission Review is to gather a holistic view of the past, current and future ministry of the church that will guide the Pastoral Nominating Committee (PNC) in their search for the next installed senior pastor. The Mission Study Report must be approved by Session and submitted to the Committee on Ministry of the Presbytery before the congregation can move forward to elect a PNC.

The purpose of this Mission Study Report is to summarize the findings of the Mission Review Committee about who we are as a congregation, where we have been and where God may be leading us to go – an expression of our church’s hope for itself. The report’s intended audiences include the PNC, which will lead the process of searching for and calling a Pastor/Head of Staff; candidates for the position; the church’s leadership in discerning directions for current and future ministries; current and potential members of our faith community; and others who want to better understand who we are and where we should go.

The Mission Review Committee was appointed by the Session at their monthly meeting held on May 19, 2019. On June 3, 2019, the committee members began the work of gathering and reflecting on information to complete this report. The Mission Review Committee was comprised of ten currently active elders, including several committee chairs from major committees.

The Mission Review Committee met almost weekly throughout the information and data gathering process. The findings presented here are the result of the research and discernment process. In this report, we have attempted to distill information into a format that captures a clear picture of the current ministry and life of the church. We hope and pray that we have accurately reflected the hopes and dreams of the congregation for the future.

# Past

## ***A short history of our church***

The Fort Worth Presbyterian Church was formed on May 23, 1873, when the population of Fort Worth was less than 6,000. In 1877, the congregation built its first facility that had good lighting and adequate space for horses and buggies. In 1890, the church moved to a new facility and renamed itself First Presbyterian Church. Then, on January 30, 1916, First Presbyterian Church merged with Taylor Street Presbyterian Church and became First Presbyterian Church (Federated). On May 1 of that year, this new federated church called its first pastor, James K. Thompson, and he faithfully served as pastor until he retired in 1944. During his 28 years as pastor, the congregation grew from around 1000 members to over 1500 members.

Dr. Robert F. Jones was called as the next pastor and held that position for over 30 years until his retirement in 1978. During this period of time, the church grew enormously both in scope and number of congregants – membership grew more rapidly in this period than at any other time in the congregation's history. In these years, First Presbyterian Church simultaneously belonged to both the Presbyterian Church in the United States (the Southern Church) and the United Presbyterian Church in the United States of America (the Northern Church) (these two factions would not unite until 1983), and our church was the largest church in the Northern Church that also was a member of the Southern Church.

An important development during Dr. Jones's tenure was moving the church to its current location, 1000 Penn Street. In the early 1950s, a building committee, under the chairmanship of Dr. C. A. Hickman, found the new site just west of central downtown, and developed plans for a new church facility for a growing congregation. Ground breaking for the new facility occurred on March 13, 1955. On December 23, 1956, the congregation celebrated the opening of the new facility. The crowd was so large that it spilled out into the street. Members and visitors alike were inspired by the beautiful stained-glass windows. The Penn Street facility was formally dedicated during the week of May 5, 1957.

There were of course other milestones under Dr. Jones. In 1966, Averill Gouldy and Mary Settle became the first women elders of the church, and in 1969, Rev. Elizabeth Johnson was ordained and installed as youth minister of the church, thus becoming the first Presbyterian clergywoman ordained in North Texas. In June 1973, the church helped host the 113th meeting of the General Assembly of the Presbyterian Church of the United States. Also, in 1978, First Presbyterian Day School opened with fifteen children in two classrooms.

Dr. Robert W. Bohl served as pastor from 1980 until 1996 when he accepted the call of another congregation. Dr. Bohl placed major emphasis on corporate worship, mission giving and service/evangelism. In 1994, Dr. Bohl was elected Moderator of the 206th General Assembly.

There were multiple highlights of Dr. Bohl's tenure at First Presbyterian Church. In 1982, the church started its Stephen Ministry program, making it one of the oldest Stephen Ministry programs in the country. In 1984, the Presbyterian Night Shelter opened. In 1991, the church received a significant gift from the James and Eunice West Charitable Trust as the seed gift to construct an Alzheimer's care facility. The James West Special Care Center was opened and dedicated in 1993 and remains a state-of-the-art Alzheimer's care center. That same year we began a relationship with Habitat for Humanity to build affordable housing; this year we are sponsored our 90<sup>th</sup> Habitat home.

Rev. Dana C. Jones, Jr. served as pastor from 1998 until he accepted a call from another congregation in 2005. Rev. Jones broadened the church's education and music programs and inspired various hands-on ministries. His emphasis on community outreach resulted in the formation of a new church in nearby Aledo, as well as the revitalization of the Hemphill Presbyterian Fellowship. In 2003 – 2005, he also led the church in a visioning process that resulted in a master campus plan and the successful capital campaign that provided a significant portion of the funds needed to bring the plan to life.

In 1998, the church inaugurated the annual "Kirkin' o' the Tartans" service. Each February bagpipes and tartans greet an overflowing audience in our Sanctuary and remind us of our Scottish ties. The next year First Presbyterian Church and Grace Presbytery welcomed commissioners to the 211<sup>th</sup> General Assembly held in Fort Worth. On November 1, 2000, a building located at 1000 Summit to house the First H.A.N.D. (Hospitality, Advocacy, Nurture, Dignity) Ministry was dedicated.

In 2004, First Presbyterian Church began to partner with the Hemphill Presbyterian Fellowship, which for many years had been a large, active Presbyterian church. Over the years, however, the local neighborhood had changed and that church had declined until it had fewer than 100 members. Grace Presbytery asked our church if we could help, and the Session agreed. A new minister was called, Rev. Robyn Michalove, who is fluent in Spanish, and regular Sunday worship services were continued with many volunteers from First Presbyterian Church helping with choir, ushering, and Sunday School. First Hand activities, such as food and clothing, were relocated from the Summit facility near our church to Hemphill Presbyterian. We inaugurated WOW! (Worship On Wednesday), a weekly program of fellowship, worship and Bible study. An after-school program was also started.

On December 3, 2006, in spite of being between pastors, ground was broken for the new addition to the church campus that would house the Great Hall and additional education facilities. The addition was dedicated on September 7, 2008.

On May 6, 2007, Rev. Karl B. Travis was called as Pastor/Head of Staff of First Presbyterian Church and served in that role until health concerns necessitated his resignation in January 2019. During this time the church completed the aforementioned addition, designed and built a Columbarium/Memorial Garden/Labyrinth on the north side of the church campus, renovated and rededicated the Sanctuary, expanded staff and ministry with the addition of a Discipleship Coordinator, Communications Coordinator and a Young Adult Director, all the while continuing to expand the scope and reach of Mission and Outreach that includes international partnerships and support of mission co-workers.

In 2011, First Presbyterian Church and the Hemphill Presbyterian Fellowship were combined, and the Hemphill church property was sold. Most of the Hemphill members joined our church, and Grace Presbytery agreed that the proceeds from the sale of the property could be used to help acquire a new facility in the neighborhood for the First H.A.N.D. and WOW! activities. After major renovations of an old shopping center at 1516 Hemphill, First H.A.N.D. and other church activities were relocated to the new facility, which was renamed Community Crossroads. The facility now houses The Salt and Light Dental Clinic, as well as clothing, food, diaper and formula, and other outreach ministries.

In 2018, First Presbyterian Church asked Susan Beaumont & Associates, LLC to complete an assessment of the leadership systems of our congregation, with emphasis on Session, committee, and governance structures. Susan Beaumont's report recommended several changes; in particular, the report recommended that we downsize the size of our Session significantly.

At the beginning of 2019, Rev. Travis resigned because of health problems, and an Interim Pastor Search Committee was formed. After several months of searching for a suitable interim pastor, the search committee, after consulting with our three associate pastors – the Rev. Dr. Michael Waschevski, the Rev. Robyn Michalove, and the Rev. Dr. Joshua Stewart and representatives from the Committee on Ministry – recommended to Session that we forgo contracting with an interim pastor and instead redefine the roles of the associate pastors during this transitional period. The Session unanimously endorsed this recommendation.

Despite the fact that we do not currently have a Pastor/Head of Staff, our church continues to move forward. Several major mission projects and commitments are being realized. Community Crossroads is being expanded as ministry needs have continued to increase. Significant contributions from the church are also enabling renovation and expansion of the Presbyterian Night Shelter, as well as a new Permanent Supportive

Housing Initiative in partnership with the City of Fort Worth and several Fort Worth non-profit organizations.

# Present

## ***Our worship services***

First Presbyterian Church typically has three worship services each Sunday. The 8:00 service is an intimate service held in the Chapel. It is a brief service (about 45 minutes) with no special music. Attendance is normally between 30 and 50.

The 9:00 service is held in the Great Hall. Special music is provided either by the Fellowship Choir, a jazz combo, a soloist, a children's choir, or a bell choir. This is a more casual service with chairs arranged around the sides of a platform. Attendance is normally between 200 and 300.

The 11:00 service is a more traditional service held in the Sanctuary. The choir is robed and both processes and recesses during the service. This service is done with a "Time with the Children," so many young families with children attend. Attendance is normally between 300 and 400.

On Wednesdays at 5:30 p.m. WOW! (Worship on Wednesdays) offers fellowship, dinner and worship and study for all ages at Community Crossroads. Attendance at these weekly services averages about 80.

We hold additional worship services on Ash Wednesday, Christmas Eve, and during Holy Week as well as other times during the year.

There are several special worship services worth mentioning:

- Kirkin' o' the Tartans" – this Scottish-themed service featuring bagpipes and drums is held once a year on the first Sunday in February. Families process into the church carrying their family tartans which are posted in the front of the sanctuary. Normally a minister from outside our church is invited to preach; some have come all the way from Scotland. A special lunch is served after this service, featuring Scottish foods, including haggis.
- Legacy Sunday – an annual service is held each May to recognize the church's members who have belonged for over 50 years. At the most recent Longevity Service, we recognized 136 members, including one person who has been a member of our church for 88 years.
- Youth Sunday – each spring a special Sunday service is led by the youth. Normally the High School Seniors give homilies, other youth lead prayers, read scriptures and provide the music.

- Monthly Taize Worship – a special prayer service in the manner of the Taize Community of France is held each month on the third Sunday at 6:30 pm in the Chapel.
- Wholeness and Healing Services – held every other month, these services are offered for those seeking worship centered around prayers for peace, healing, and wholeness.

## ***Our music***

As is true in most churches, music plays an important role in our worship services, and we have been blessed with an abundance of musical talent.

- Organist – our current organ was installed in 1980. It has 133 ranks and is one of the largest and best organs in the area. Our current organist, Ahreum Han Congdon, has a Bachelor's degree in organ performance from Westminster Choir College, a diploma from Curtis Institute of Music, and a Master's degree from Yale School of Music and Yale Institute of Sacred Music. She has performed concerts all over the world and has won numerous awards for organ performance. Her employment agreement allows Ahreum to perform 3-4 concerts per year in addition to her work in Fort Worth.
- Chancel Choir – First Presbyterian Church has long had a chancel choir to assist with worship. This is a high-quality choir with two paid singers in each singing part. Currently there are about 55 members singing each week primarily at the 11:00 worship service.
- Fellowship Choir – in 2001 this choir was organized to provide music support for the 9:00 worship service. This is an all-volunteer choir which currently has about 45 singers. The Fellowship Choir typically performs two anthems per month. Occasionally the Chancel and Fellowship Choirs are combined for special music in the Sanctuary; for example, on Easter Sunday. Michael Waschevski directs both the Fellowship and the Chancel choirs, in addition to his other ministerial duties.
- Grace Notes – an adult bell choir. This group feature 10-15 ringers who are part of worship six to eight times a year.
- Jazz Sunday – once a month, normally on the third Sunday, a jazz combo provides music for the 9:00 worship service. This includes playing music before and after the service, accompanying the hymns, and playing during the offering. If the Fellowship Choir is singing, that choir accompanies the combo.

- Youth Music – this program provides opportunities for the youth of the church to sing and/or play bells. The Youth Choir is for middle school and high school students and sings three or four times a year at various church services. The Youth Bell Choirs are separated into a Middle School Group and a High School Group. The Middle School Bells rings in worship 2 – 3 times each semester. The High School Group has been inactive for several years and is beginning again this Fall.
- Other Youth Opportunities – in addition to the Youth Choir and Bell Choirs, we offer a variety of musical outlets for children. These include WHAM (Worship-Hand Bells-Art-Music), the Younger Choir, and the Very Young Children Music Program.

## ***Our staff***

### **Pastoral Staff:**

The pastoral staff of First Presbyterian Church of Fort Worth consists of three Associate Pastors.

- Dr. Michael Waschevski has served at First Presbyterian Church since 1999. He is currently serving as Associate Pastor for Christian Formation and Pastoral Care. Michael's responsibilities include Worship and Music, directing the two adult choirs, and coordinating pastoral care ministries and Christian education for adults.
- Rev. Robyn Michalove has served at First Presbyterian Church since 2004. She is currently serving as Associate Pastor for Mission and Family Ministry. Robyn's responsibilities include pastoral support of Community Crossroads, the church's outreach center in the Hemphill community of Fort Worth and support for the church's general mission program. She also helps to coordinate mission outreach programs, service and other projects, and trips, retreats and other programs of the congregation that include family members of all ages.
- Dr. Joshua Stewart has served at First Presbyterian Church since 2005. He is currently serving as Associate Pastor for Youth. Josh's responsibilities include ministry and discipleship to, with and for the church's youth and their families.

Regardless of their specific focus, Michael, Robyn and Josh share equally in providing pastoral care to church members.

The pastoral staff at First Presbyterian Church of Fort Worth have a combined service of 49 years. First Presbyterian Church of Fort Worth has benefited greatly from a cohesive and compassionate pastoral staff for 14 consecutive years including through two periods of transition between Pastors/Head of Staff.

### **Lay Staff:**

The lay staff of First Presbyterian Church of Fort Worth consists of Program Ministry Staff and Support Staff. Program Ministry Staff include:

- Professional Church Administrator with 20 years service to our church
- Director of Music/Organist, (2) Music Associates
- Director of Children's Ministry and Outreach
- Director of Early Education Center, Assistant Director of Early Education Center
- Director of Young Adult Ministry
- Director of Accounting, Staff Accountant
- Director of Community Crossroads Ministries, Worship on Wednesdays (WOW!) Coordinator
- Director of Hospitality and Food Service
- Facilities Manager
- Discipleship Coordinator
- Communications Coordinator
- Two Parish Visitors

First Presbyterian Church operates an Early Education Center providing early education and childcare to our community. The program is state licensed and accredited by the National Academy for the Education of Young Children (NAEYC). The Day School program is for children 18 months old through Pre-K. The full-time Childcare Center program is for children 6 weeks old through Pre-K.

The staff of First Presbyterian Church of Fort Worth, inclusive of the Early Education Center, is as follows: 39 full-time staff, 23 part-time staff, 7 current openings, for a total of 69. We offer a broad range of benefits to our staff through the Presbyterian Board of Pensions.

### ***Our facilities***

First Presbyterian Church moved to its current location at 1000 Penn Street in 1956. The original physical plant had almost 69,000 square feet of space and included the Sanctuary, a chapel, a large meeting space (Hickman Hall), a kitchen, and office and

class room space. In the 1970s, the church added 5,500 square feet of space for a gym and some additional class rooms.

In 1995 a major re-furbishing of the original building was undertaken. In the Sanctuary, the walls were repainted, new lighting and flooring were installed, and the pews were refinished. In the Chapel, new lighting and flooring were installed, the small pipe organ was replaced with an electronic organ, and the pews were refinished and cut down to provide an aisle on the outside, in addition to the center aisle. The entire Chapel was repainted.

In 2006- 2008 a major expansion was completed with the addition of the Great Hall, new kitchen, classrooms and multi-media rooms and a relocated library. The area between the gym and Hickman Hall was enclosed and Hickman Hall was converted to a youth lounge. This expansion doubled the size of the Penn Street campus to almost 138,000 square feet.

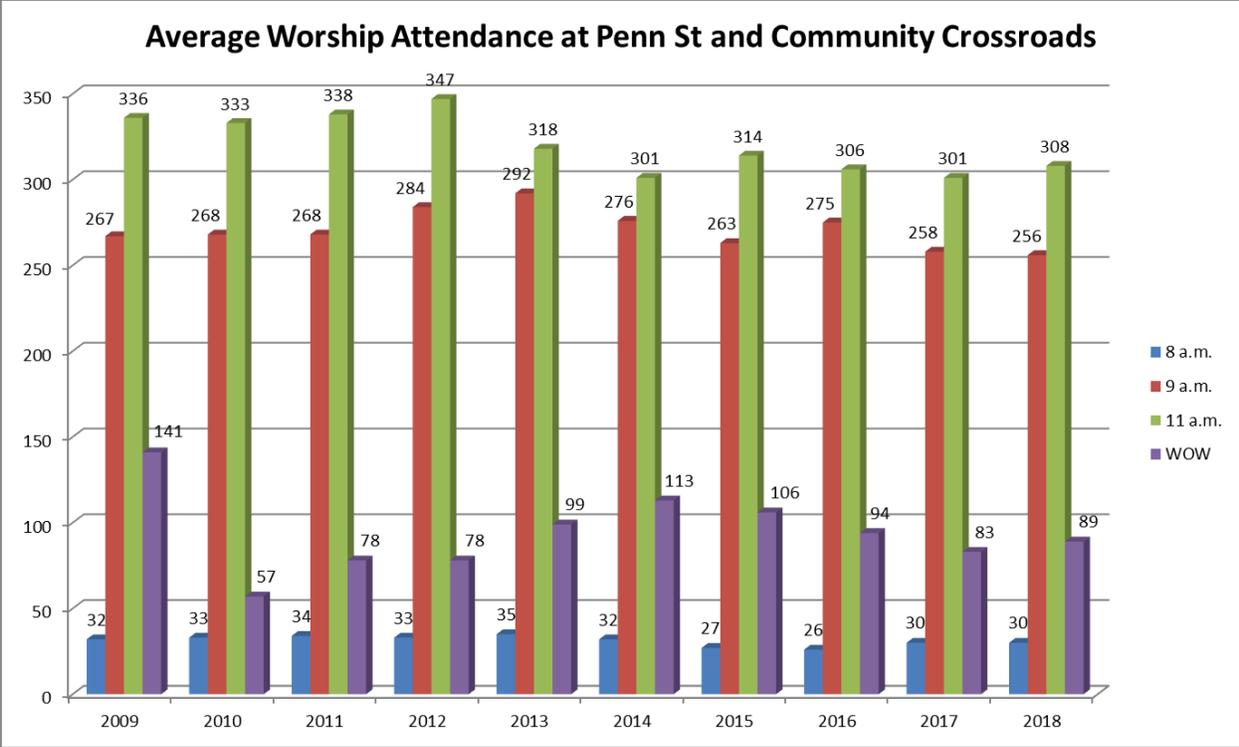
In 2018 extensive remodeling was done to the Sanctuary. A new sound system was installed, and the sanctuary was painted. The pews were refinished, and the chancel was redesigned. This included moving the communion table to the front of the chancel, rearranging the choir behind the table so that they face the congregation, and relocating the pulpit and lectern. The stained-glass windows were also reconditioned. During this construction problems with the roof were discovered, so a new roof was installed over the Sanctuary, and also over the rest of the original 1956 part of building.

Currently, there are no plans for any major additions or updates to the Penn Street Campus and there are no outstanding significant non-routine repair and maintenance projects.

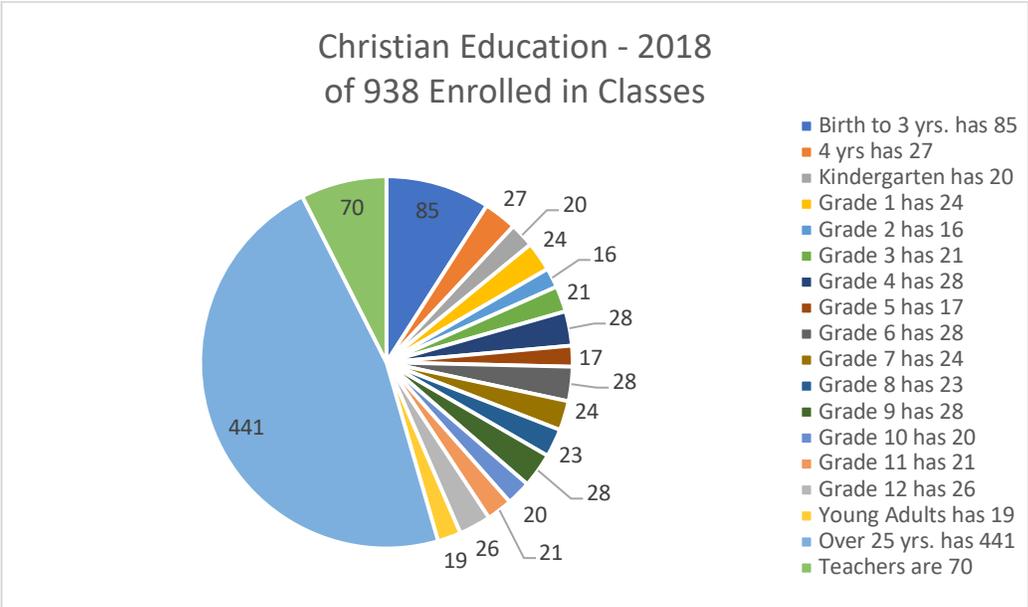
Our church also owns the Community Crossroads facility located approximately 2 miles south of the Penn Street campus on Hemphill Street. That building covers slightly less than 10,000 square feet. We are in the process of planning to remodel and greatly expand this facility in the near future. This project is still in the final planning stage, but we have sufficient funding to complete this work.

### ***Our demographics***

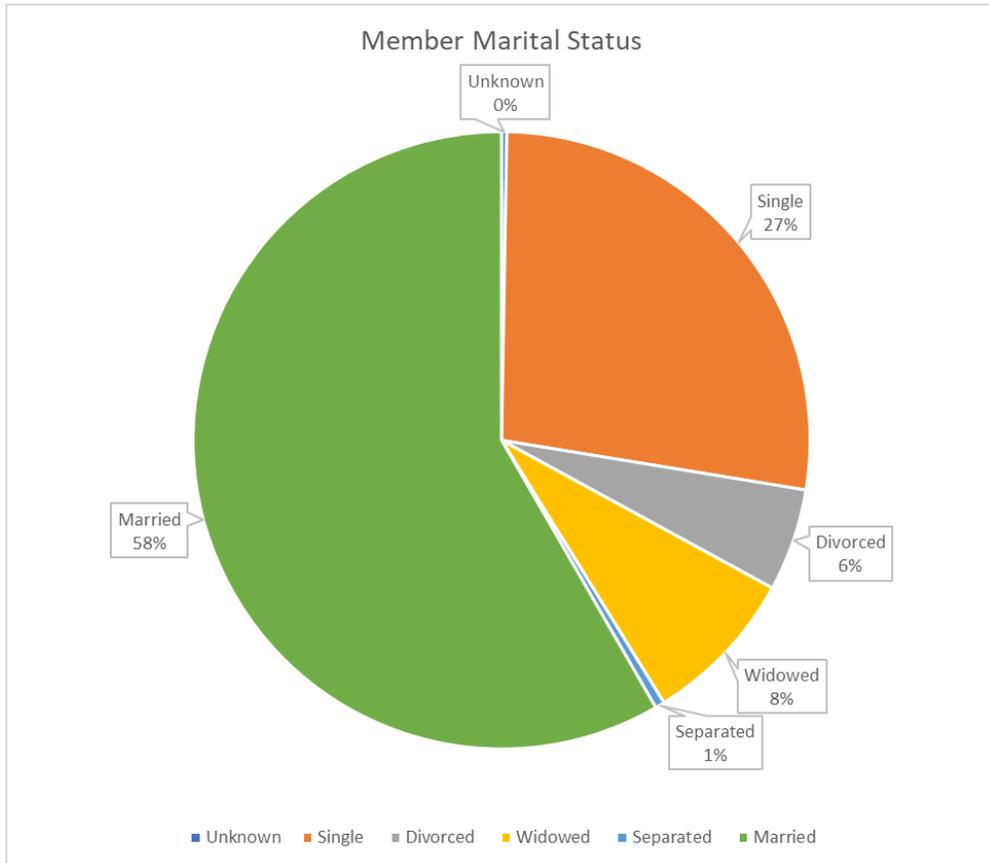
Our worship attendance has remained more or less steady over the past decade.



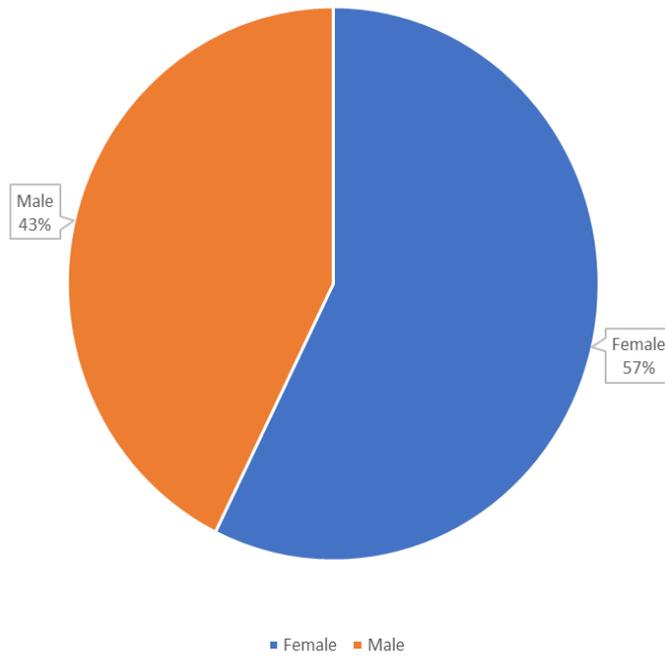
In addition to worship, our church offers robust opportunities for Christian education. In 2018 a total of 938 children and adults were involved in education programs and classes. On a typical Sunday in September through May, we have an average of 232 church school participants.



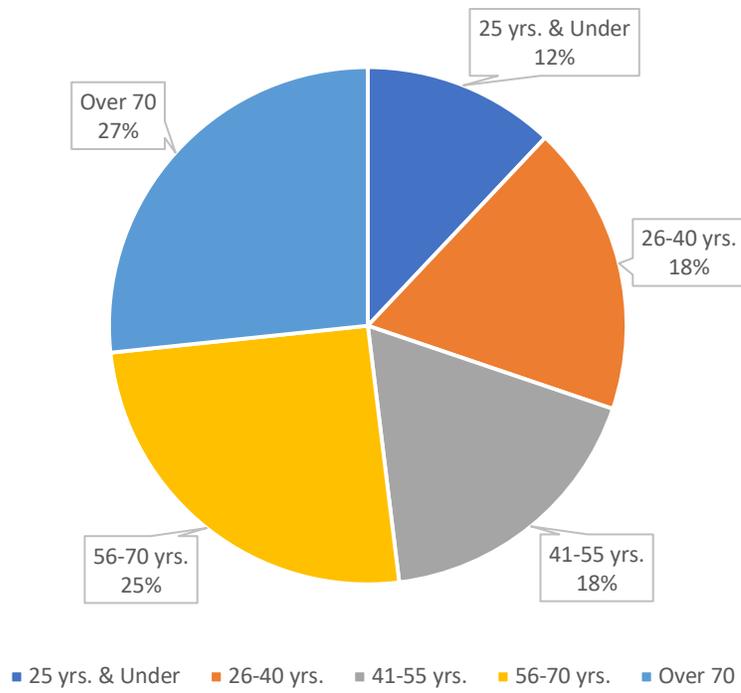
Membership as of December 31, 2018, was 1804, down from 2056 in 2017. While this reflected a decline of 332 members, 80 new members were actually gained and 46 (36 due to death) were lost. The balance of the “loss” resulted from a removal from the rolls of over 200 inactive members.

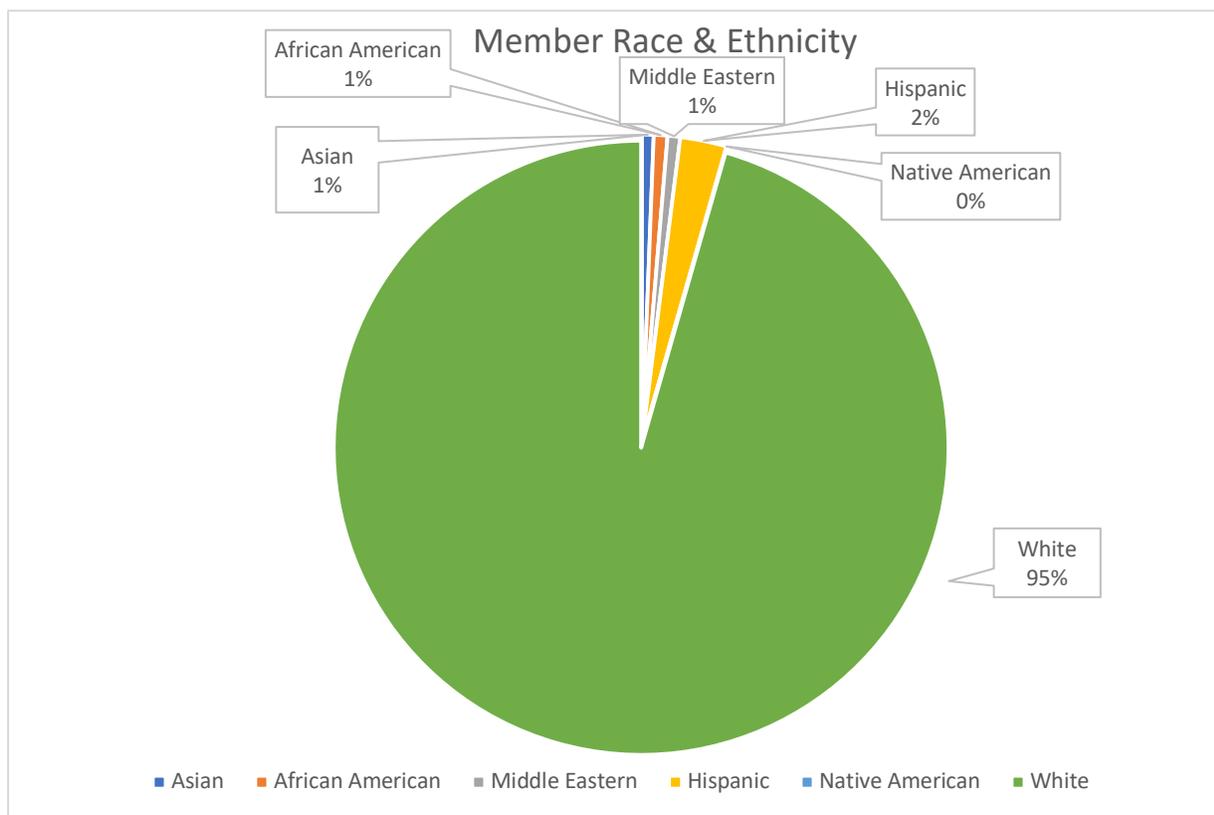


Member Gender



Member Age





More demographic information is available in the appendices.

### ***Our Session***

Session is comprised of no more than 48 and no fewer than 45 members, including nine Trustees, elected by the Congregation and designated Elders in active service. There are 45 Elders who are over the age of 21 at the time of their election and up to three Elders who are under the age of 21 at the time of their election. The Session is divided into three classes as equal in number as possible. Elders over the age of 21 serve three-year terms. Elders under the age of 21 serve two-year terms. The terms of each Elder class are staggered so that the term of one class expires on December 31 of each year. Candidates for each Elder class are put forward by the Nominating Committee (see below). The slate of Elders is elected at a Fall meeting of the Congregation, and the members of the Elder class hold office beginning January 1 of the next year. An Elder may be elected for a maximum of one three-year term and will again be eligible for election after a one-year break in service. A result of our large Session size is the existence of a College of Elders that includes over 445 members.

## ***Our committee structure***

Most of the church's business and activities are organized and carried out by committee. First Presbyterian Church currently has sixteen standing committees, including a Board of Trustees. We do not have a deaconate. Each committee is chaired by a ruling Elder, and committee members are selected by the Nominating Committee, except for the Nominating Committee itself whose members are elected by the Congregation. In addition to the Elders serving on the different committees, currently a total of 148 other church members also serve.

- **Adult Christian Nurture:** The Adult Christian Nurture Committee provides a variety of opportunities and experiences which seek to deepen adult experiences of Christian faith and discipleship. Adult Christian Nurture programming at our church offers many ways to connect with other members and deepen one's Christian faith practice. We offer 12-15 adult church school classes each Sunday morning from September – May, as well as a Summer Series of 4-5 classes that meet from June – August. Classes include gatherings of generational cohort groups as well as intergenerational offerings. Teachers and leaders include church members, clergy, staff, and guests from the community, including Texas Christian University and Brite Divinity School. Bible, theology, social issues, and more are explored. Several classes enjoy times of fellowship throughout the year with dinners, parties, and special gatherings.

In addition to our vibrant church school program, the Adult Christian Nurture Committee sponsors a variety of classes, book studies, seminars, workshops, and lectures throughout the year. Especially popular classes include *Reading the Bible in 9 Months*, *Bible in Depth* (which studies a book of the Bible, verse by verse), and courses on racism and race relations in relationship with Mt. Moriah Baptist Church (an African-American congregation in Fort Worth). Numerous small groups meet in covenant groups, Bible studies, and discipleship groups. Recent guest lecturers have included Dr. Brian Blount, Dr. Cynthia Rigby, Brian McLaren (co-sponsored with Grace Presbytery), and John Philip Newell.

Among the tasks and missions assigned to the Adult Christian Nurture Committee are the following:

- Adult church school classes
- Bible studies
- Book studies
- Other mid-week study opportunities
- Summer R&R Series
- Trips and retreats
- Church library
- Candidate care and scholarships

- Spiritual formation
- History of the church
- Young adult ministries
- Small groups

**Children's Christian Nurture:** The Children's Christian Nurture Committee seeks to nurture the spiritual development of children and their families and wants every child to know of God's love for them, to know that their church loves them and to experience being a contributing member of their church family. The committee provides resource support to all members who work with our children and also to parents as they seek to raise their children in faith. Through the Early Education Center, the committee extends its mission to members of the community who may not be members of First Presbyterian Church.

Here are some of the many activities in which the Children's Christian Nurture Committee is involved:

- Splash newsletters
  - MOMs group
  - Blankets for babies
  - Bibles and baptism books
  - Spiritual formation for children and families
  - Sacraments workshop
  - Pre-School, Kinder church school, and Trinity Trail
    - Recruit teachers
    - Teacher appreciation
    - Support coordinators
  - Children's Music
  - Early Education Center
  - Lent / Easter family support
  - KidQuake
  - Summer camps
  - Summer Extravaganza
  - Music and arts camps
  - Early Education Center Summer Fun
  - Vacation Church School
  - God Plan for Growing Up (Sex education class for 4<sup>th</sup> and 5<sup>th</sup> Grade)
  - Children's Sabbath
  - Advent celebration
- **Youth Christian Nurture:** Our church's Youth Ministry motto is: *Everyone's welcome. Nobody's perfect. Anything's possible.*

Working with this motto in mind, Associate Pastor for Youth Josh Stewart and the Youth Christian Nurture Committee seek to provide diverse and welcoming opportunities for worship, fellowship, study and service for youth in grades 6-12.

Youth meet weekly on Sundays for Church School and Youth Group activities. High School Youth (and 8<sup>th</sup> grade confirmands) meet in homes weekly on Wednesdays for Bible Study, led by Josh and youth mentors. Throughout the year, youth have multiple opportunities to lead, serve, work and play together in a variety of activities. The Youth Christian Nurture Committee provides scholarships for trips and Presbytery activities so that all youth have the opportunity to participate.

Here are some of the many activities of the Youth Christian Nurture Committee:

- Open House for rising 6<sup>th</sup> graders and their families
  - Kickoff party (typically roller skating, miniature golf, or bowling)
  - Middle School retreat
  - Kids Against Hunger Youth Meal Packing Mission Project – we increase our goal of meals packed each year; this year’s goal is 28,000 meals
  - Halloween parties during youth group
  - Annual ping-pong tournament
  - Turkey Bowl Flag Football tournament
  - Packing and sending care packages to former youth in college
  - Annual Christmas Party for the Blind
  - White Elephant Christmas parties
  - Progressive Dinner and movie-watching – youth travel by bus to three different members’ homes where they eat appetizers, dinner, and dessert, watching a Christmas movie on the bus in between stops
  - Youth Ski Trip
  - Confirmation Classes and Service Projects
  - High School Youth Mentor program
  - Youth Sunday – Youth plan and lead worship, and Senior youth write and present Senior Sermons at all three worship services.
  - Senior High Youth Celebration at Austin College
  - Youth Mission Trip
  - Senior High Celebration at Mo Ranch
  - Christmas in July swim party
  - Coffee Hours – over Christmas break, Spring break, and Summer break, Josh is available to meet youth for lunch or coffee to talk
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- **Communications:** The Communication Committee serves God by providing a comprehensive communications ministry using all available methods that will tell the story of the church to inspire and inform members and invite the greater

community into our church family. Here are some of the responsibilities of the Communications Committee:

- Act as leaders in communication for the church staff, congregation and other interested parties (mission partners, other churches, etc.)
  - Identify emerging opportunities that will improve church communications (such as multimedia use in classrooms)
  - Be a support mechanism for the Director of Communications that will provide direction, advice and constructive feedback as needed
  - With the Director of Communications, assist in planning and implementation of major efforts such as the website, new media (audio/video streaming, podcasting), and a marketing and communications plan
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- **Congregational Care:** The Congregational Care Committee ministers to the needs of our church community by providing care of mind, body and spirit, nurturing our congregation's efforts to live the second greatest commandment to love one another.

The following ministries fall under the Congregational Care Committee's purview:

- Stephen Ministry
- Care Team Network
- Bereavement Meals
- Housesitters
- Confidential Prayer Line
- Shuttle Service
- Men's Visitation
- Card Ministry
- Flower Ministry
- Muffin Ministry
- Prayer Shawl Ministry
- Various support groups, as needed

There are two other major ministries that are overseen by Congregational Care:

### **Presbyterian Woman**

Mission Statement: Forgiven and freed by God in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves:

- to nurture our faith through prayer and Bible study
- to support the mission of the church worldwide

- to work for justice and peace, to build an inclusive caring community of women that strengthens the Presbyterian Church (U.S.A.) and to witness to the promise of God's kingdom

Ministry of Presbyterian Women:

- PW Circles provide an opportunity for a caring fellowship, Bible Study, and prayer in a small group
- PW members visit a special group of ladies in their homes who are called our Fellowship Members
- Pledges within the Circle provide for hands-on projects for local and national missions

PW is slowly decreasing in numbers and pledging which will then hinder their ability to continue fulfilling all of their mission projects.

**Men's Retreat and Monthly Breakfast**

The Men's Ministry of the church includes opportunities to attend regularly scheduled monthly breakfasts and an annual retreat. All men are invited to participate in a monthly Men's Breakfast in the Great Hall at 7 am on the third Thursday of each month. The breakfasts give men the opportunity to expand their network of sustaining friendships and deepen their lives of discipleship. The meetings include various discussion topics that lead to shared conversations at each table. The meetings also afford men the opportunity to share their thoughts, joys and concerns or other topics that may naturally arise.

Plans are now under way for the fourth annual Men's Retreat. All men of the church and their guests are invited to participate. Previous retreats have been held at various locations throughout the Metroplex and have included options for either a one- or two-night stay. A guest speaker/moderator has introduced discussion topics that have been both meaningful and relevant to the men's everyday lives. Significant time is always scheduled for fellowship and worship as well.

- **Evangelism:** The Evangelism Committee shares the good news of the Gospel by demonstrating God's love and hospitality to all and encourages others to do the same. The Evangelism Committee has two components. The first is the Welcome Team, which focuses on visitors. Among their activities are
  - Welcome Desk and Welcome Center at 9 am and 11 am services
  - Welcome notes to all visitors
  - Name Tag Sunday support
  - Greeters for 9 am and 11 am services
  - Dessert Gathering and Ice Cream Social

The second group is the New Member Team. They are in charge of

- Welcome notes for new members
  - First Connection Class
  - New Members Brunch
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- **Fellowship:** The Fellowship Committee promotes joyful events that encourage intergenerational bonding, connection, and community within and beyond our congregation, as we model hospitality to the world.

Responsibilities of the Fellowship Committee include:

- Organizing annual church-wide events such as the church picnic and various special events
- Organizing fellowship groups
- Determining interest in specialty groups such as sports groups, book clubs, etc.
- Exploring ideas for new events and/or activities
- Recognizing birthdays of church members
- Assisting with the Mo-Ranch all-church retreat

The Fellowship Committee also oversees a group called *The Beacons*. The Beacons organization is committed to providing opportunity for Christian fellowship, enrichment of the mind and spirit, and meaningful service in the congregation, community, and beyond, while offering mutual support for members of the group in order to provide enthusiasm and power for the tasks assumed.

Membership in The Beacons is open to all members of the First Presbyterian Church who are 55 and older.

Activities are ongoing and trips have included visits to the San Antonio Festival of Lights; the Amon Carter Museum; the Fort Worth Zoo; Dallas Arboretum; Texas Painted Church Tour; Albuquerque and Santa Fe, New Mexico; New Orleans; the Kimbell Art Museum; Mo-Ranch; Branson, Missouri; Williamsburg, Virginia; and Charleston, South Carolina.

Service projects have included Prairie Valley Church Camp, Habitat for Humanity, Meals on Wheels, collecting Campbell Soup labels for schools, as well as many other special needs and projects for the church and other members at large.

- **Finance:** The Finance Committee provides Session and the Congregation with appropriate information pertaining to the financial condition of First Presbyterian Church of Fort Worth.

The Finance Committee is charged with the following tasks:

- Construct an annual budget of the church's finances and present it to Session for approval
  - Monitor the budget throughout the fiscal year to ensure that the church's revenue and expenses are within the parameters approved by Session and take appropriate action when they are not
  - Monitor the security of all funds including operating funds, memorial funds, savings and any others that may be added from time to time
  - Be responsible for overseeing and providing offering counters and banking procedures
  - Report the financial condition of the church to Session on a monthly basis
  - Provide monthly reporting to standing committees regarding their program budget allocation
- 
- **Mission Outreach:** The Mission Outreach Committee serves to receive and share Christ's compassion and justice in a broken world by inspirational stewardship of the time, talents, and treasure of the congregation locally and throughout the world.
  - The Mission Outreach Committee manages a budget of more than \$1.5 million each year. The committee engages our congregation in a variety of opportunities and age levels to address local, national, and international missions. It strives for a balance of awareness and education, mercy and justice, and local and global partnerships. The committee evaluates our mission engagements by asking how it fulfills our calling, what the purpose of the ministry is, and possible methods that we can use to measure outcomes. We have moved from being a congregation whose comfort zone was donating to mission to be a congregation with many volunteers actively engaged in a wide variety of mission work.

Locally, we have a robust ministry with those affected by homelessness in our community.

- The Salt and Light Dental Clinic (operated by Salt and Light Together, Inc. a related non-profit corporation) cares for approximately 50 - 60 people each month.
- The Room In the Inn program helps to ameliorate the increase in shelter needs on the coldest days of winter and the hottest days of summer. On these days, we provide a bed and meals as well as an evening of entertainment and games to a small group of homeless people in our neighborhood.

- First Presbyterian Church is also host to Project Homeless Connect each year. This is a one-day, one-stop service and hospitality fair for people who are homeless. Medical, dental, and vision screenings, are available. Other services that are offered are housing and employment assistance, community services and resources, haircuts, and other services. Such events have been identified by the U.S. Interagency on Homelessness as an innovative model to move people more quickly toward housing and stability and to move from managing homelessness to ending it. More than 500 people attended this year's event at our church.
- We provide funds for backpack programs at local elementary schools to provide food for at-risk children on the weekends.
- We also participate in Kids Hope USA, a mentoring program for at risk students involving an adult meeting in person with a student one or more times per month to listen to the student and to help the child engage in education.
- Mission on the Move is a program to introduce school-aged children to the variety of mission opportunities in our community by providing age appropriate activities to be the hands and feet of Christ in our community.
- Our Christmas Toy Store provides more than one hundred needy families with the opportunity to choose free toys, books, and games in shopping-type environment each year.

Nationally, through Grace Presbytery and PCUSA, we support several scholarships and programs assisting students at Presbyterian Pan American School, Brite Divinity Presbyterian studies, and Austin Theological Seminary.

Internationally, our church has

- supported a mission co-worker in Haiti and two other mission co-workers in Cuba
- sent multiple groups of congregants to our sister churches in Cuba. On our most recent mission trip this past June, we had 21 youth and adults on the trip
- been an active participant in the Living Water International water well drilling programs in El Salvador and Haiti
- trained and sent a team of volunteers to work with Solar Under the Sun to install solar panels at a school in Haiti
- **Nominating:** The Nominating Committee exists to prayerfully discern those whom God is calling to serve and lead our church into the future. The Nominating Committee has two main functions:

- Putting together the slate of Elders each Spring on which the congregation votes in the Fall
- Staffing the church committees each Fall for the coming year

The Nominating Committee is ultimately responsible for finding Elders to attend the presbytery meetings as commissioners, but at present the Clerk primarily fills this role. Finally, when necessary, the Nominating Committee selects the slate of members for the Pastor Nominating Committee.

- **Personnel:** The Personnel Committee serves as the pastor/head of staff confidential partner and sounding board in ensuring the congregation's staff works with a unified vision of ministry. The committee is responsible for oversight of all employment matters and recommends to Session changes to terms of call for the ordained staff.

The primary tasks of the Personnel Committee are as follows:

- Formulate and oversee employment and personnel policies
  - Formulate and coordinate job descriptions for staff
  - Review salaries and recommend adjustments
  - Recommend to Session any required actions regarding employment, personnel issues and staff requests or requirements
  - Administer the Staff Recognition Program
- **Property:** The Property Committee maintains the physical plant and grounds and oversees building use.

The primary tasks of the Property Committee are as follows:

- Maintains the physical plant and grounds
  - Oversees building use
  - Determines computer requirements and maintains the computer equipment
  - Evaluates access issues and improvements
  - Monitors vehicle use and maintenance
  - Administers the church's Independent Contractor Policy
  - Oversees security and safety systems and policies
- **Stewardship:** The Stewardship Committee leads the Congregation in sharing our time, talents and treasure. We encourage every congregation member to share as God shares with us, experiencing the joy of giving.

The Stewardship Committee oversees:

- special offerings
  - new member pledges
  - the annual stewardship campaign and follow up
  - stewardship awareness, including article in the Penn Street Letter
  - planned giving
- **Board of Trustees:** The Board of Trustees manage and protect the financial assets of First Presbyterian Church of Fort Worth in a prudent and trustworthy manner in accordance with the Book of Order, to provide sustainable funding for the present and future life and mission of the church.

The Board of Trustees deals with:

- endowment issues
  - acquisition and disposition issues
  - investment issues
  - audit issues
  - risk management issues
- **Wellness:** The Wellness Committee encourages wellness – physical, spiritual, relational – as a faithful response to God, and as a commitment to a healthy congregation, healthy families, and healthy communities. This committee oversees the following ministries:
    - Tai Chi, Yoga, Zumba Classes
    - Blood Drive (once or twice annually)
    - Flu Shots (annually)
    - CPR/AED training (based on need; once or twice annually)
    - Maintaining AED equipment
    - Blue Zones relationship – working to maintain certification for Faith-Based Blue Zones Organization
    - Run/Walk Teams (quarterly)
    - Faith and Food (new at Community Crossroads, partnering with Tarrant Area Food Bank)
    - Host annual Wellness brunch

In addition, the Wellness Committee is considering adding healthy recipes in Penn Street Newsletter and also coordinating a church hike.

- **Worship and Music:** The Worship and Music Committee engages, encourages and supports the gifts, talents, and resources of God’s people in encounters of the Holy Spirit as we gather together in the rhythm of worship and ministry.

The Worship and Music Committee is in charge of a large variety of tasks, including:

- worship scheduling, space, and other related issues
- adult music programming
- flowers in worship
- sacraments (baptisms, Lord's Supper, etc.)
- weddings
- funerals
- acolytes and banners
- ushers
- liturgists
- liturgical arts
- Kirkin' o' the Tartans
- worship education

### ***Major mission projects***

First Presbyterian Church engages in many forms of mission in our community, our country, and around the world. Here are some particularly significant examples.

#### **Community Crossroads:**

Community Crossroads is the name of the church's facility at 1516 Hemphill. Both mission and worship activities take place in this facility. Here are the services we provide at that location:

- **WOW! (Worship on Wednesday)** – this service usually has about 100 neighbors each week. Along with a worship service, a free dinner is served beforehand. Occasionally communion is served as well. As a result of WOW!, we have had multiple people from the Hemphill area join First Presbyterian Church.
- **Dental Clinic** – The dental clinic is equipped with three dentist's chairs, an X-ray machine, and sanitation equipment to support dental services for the community. Working through Salt and Light we contract with a dentist to come in twice a month and provide various dental services, Volunteers help with scheduling, cleaning, and other services. The dental clinic typically serves between 15 and 20 clients per month.
- **Clothing Room** – clothing is donated, mainly by church members, but also by members of the community. This is supplemented by some purchases, especially

underwear and shoes. Families needing clothing complete an order form indicating the sex and sizes of clothing needed. Church volunteers come in on Monday to sort through the donations received and to fill the orders on hand. The families are then called and informed when they can come in and pick up the clothing. In addition, neighbors who are there to pick up food or for WOW! are allowed to request clothing and if it is available the needs are met. On a monthly basis normally about 50 families receive clothing. In addition, about 75 neighbors each month pick up clothing needed while attending WOW or picking up groceries. In addition, each year we help provide school uniforms for grade school students who attend the neighborhood schools. About 170 students benefit from this.

- **Food Pantry** – groceries are handed out on Wednesday and Thursday with about 20 volunteers each day filling the sacks with the food available and then helping hand them out. Normally, between 225 and 275 families get groceries each week. Two large bags of groceries can now be picked up twice a month and the amount of food provided has greatly increased. Neighbors normally get 6 – 9 pounds of meat, fresh vegetables and fruit, milk, eggs, cereal, rice and or pasta, peanut butter, bread as well as canned vegetables, fruit and soup. Neighbors coming in for food are provided drinks and goodies while they wait for their number to be called. This generally includes coffee, lemonade and water, plus a wide selection of pastries, fruit and vegetables. Another part of the food program is to provide “sack lunches” on Monday, Wednesday and Thursday. Intended for homeless, who do not have a kitchen and thus cooking and refrigeration, this lunch includes a variety of chips, crackers, food bars, beanie weenies, drinks, etc. On most days 50 – 75 lunches are handed out.
- **Formula and Diapers (FAD)** – this is a program started about three years ago. Once a month mothers of babies can come in and pick up formula and diapers for their infants. Volunteers help with this distribution with several speaking and understanding Spanish, so they can communicate with many of the young mothers. About 60 – 70 mothers come in each month for this service.
- **ESL Classes** – English as a Second Language is a new program started in the spring of 2019. Fortunately, the church has several volunteers who are comfortable with the Spanish language and can help. This program was requested by several of the mothers in the FAD program. While it has only been taught for a few months, we already serve five to six students each week.

## **Presbyterian Night Shelter:**

The Presbyterian Night Shelter (PNS) was created in 1984 by our church and two other area Presbyterian churches after a Fort Worth homeless man froze to death in his car in December 1983. At first, the PNS served simply as a night shelter for the homeless, available at no cost for its guests and open 24 hours a day, seven days a week. Over time, the PNS has expanded its services, offering free individual case management and assistance in finding permanent housing. There is a wing of the facility dedicated solely to women and children, and the PNS also has one of the most successful transitional housing programs for veterans in the United States.

In 1997, the PNS was incorporated as a 501(c)(3) organization under the Texas Non-Profit Act.

Since the beginning, First Presbyterian Church has been significantly involved in both the administration and funding of the Presbyterian Night Shelter. Usually our head pastor serves on the PNS board, along with several church members. Our contribution to PNS is \$132,000 for 2019. In addition, we have pledged \$1 million over the next three years to renovate the men's portion of the shelter and to expand and renovate other parts of the PNS campus. The men's shelter will be renamed the Karl Travis Men's Shelter in honor of our recently departed head pastor.

## **Habitat for Humanity:**

Fort Worth's Habitat for Humanity affiliate, Trinity Habitat for Humanity, was founded in 1989. The following year, First Presbyterian Church began providing labor, leadership, and funds, and in 1993, we sponsored our first Habitat house. This year we sponsored our 90<sup>th</sup> house. Many of these houses have been built with other Tarrant County Presbyterian churches also providing funding, volunteers, and meals. We have partially sponsored at least two "Interfaith" homes; these have been built in partnership with the Islamic Center of Fort Worth, the Beth-El Congregation Reformed Synagogue, Broadway Baptist Church, and other faith groups. We have built two Habitat houses in the church parking lot and built multiple houses in Fort Worth's Trinity Park during Mayfest. In addition, our church sponsored a Habitat home as part of the 2014 Jimmy and Rosalyn Carter Work Project in the Dallas-Fort Worth area.

A related program in which First Presbyterian Church is involved is the Cowtown Brush-Up; this is a semiannual program where Trinity Habitat for Humanity partners with the City of Fort Worth and volunteers to help families in need of assistance do minor exterior rehabs and give their homes a fresh coat of paint. This brightens up the neighborhoods and is a huge help to homeowners, many of whom are elderly residents on fixed incomes who are no longer able to do this work on their own.

## **New Leaf Community Services (NLCS):**

This is a newly-formed 501(c)(3) nonprofit organization that has the following objectives:

- Build new permanent supportive housing units in the City of Fort Worth to support and improve the capabilities and lives of those individuals experiencing homelessness who are the most vulnerable
- Work with foundations, government agencies, faith-based organizations, and other donors to fund the construction and ongoing management of permanent supportive housing
- Provide permanent housing and on-site case management services to provide a safe and nurturing environment for individuals experiencing homelessness.

First Presbyterian Church is partnering with the City of Fort Worth and other groups in this endeavor. NLCS will start by constructing a 48-unit apartment complex; this will serve as a pilot project. This complex will have a community gathering room and common space for outdoor activities. It will be single-story to provide access for disabled and/or elderly individuals and will be located close to public transportation and retail outlets, such as pharmacies, banks, and grocery stores.

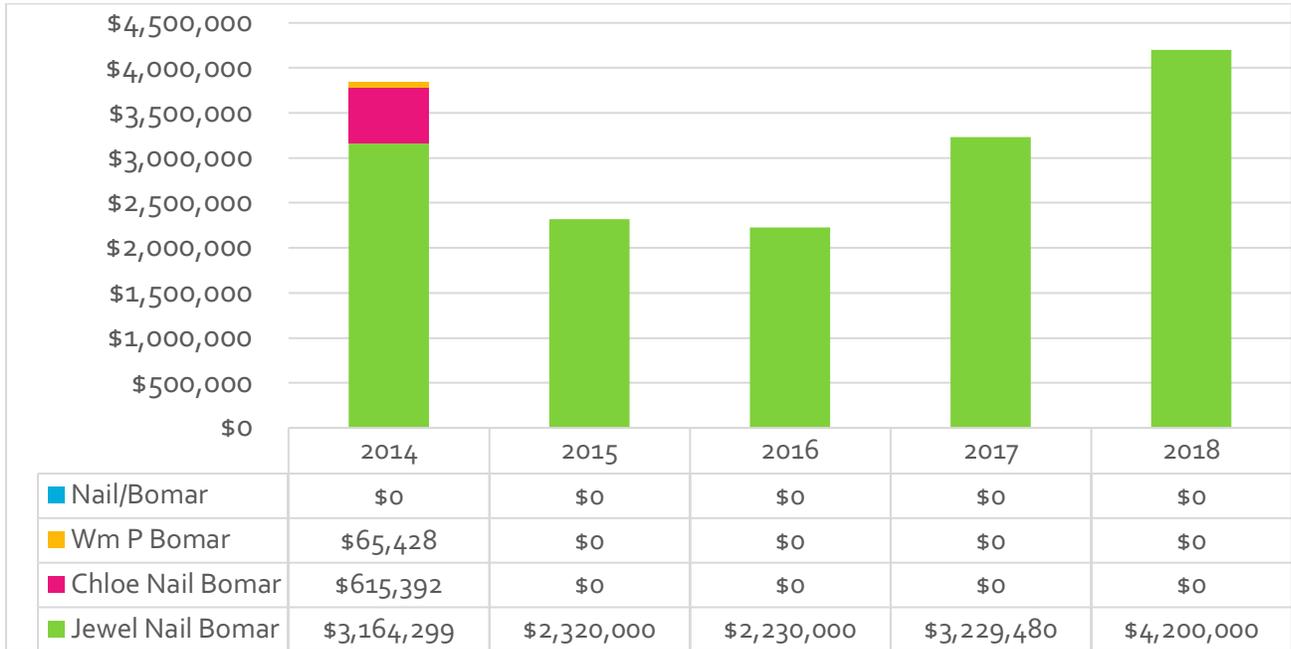
We have pledged \$1 million to this endeavor, and while NLSC is still securing additional funding from other charitable groups, they hope to begin construction soon.

## ***Our financial situation***

First Presbyterian Church is blessed by both the faithful stewardship of our current members and by the legacy left by the men and women who came before us. The church has no outstanding debt and financial considerations are rarely the determining factor in our decision making. The church's 2018 financial audit report reflected a total fund balance (net worth) of \$104 million. Approximately 40% of our church's fund balance has no donor restrictions. Significant investment assets reflected in our financial statements included the following:

*Bomar Trust* – The Bomar Trust was established under the last Will and Testament of Jewel Nail and William P. Bomar. The church and the Fort Worth Museum of Modern Art are equal income beneficiaries of this trust which is managed by JP Morgan Chase. The assets of the trust are invested in 112 oil and gas properties, stocks, bonds and similar investments. Based upon prior Session designations, 80% of the annual income distribution is allocated to the operating budget and 20% is retained. For purposes of the church's financial statements, the Bomar Trust's value reflects solely the church's share of the Trust's investment assets. The value of the oil and gas properties is not reflected. The following chart reflects the recent history of the Bomar Trust

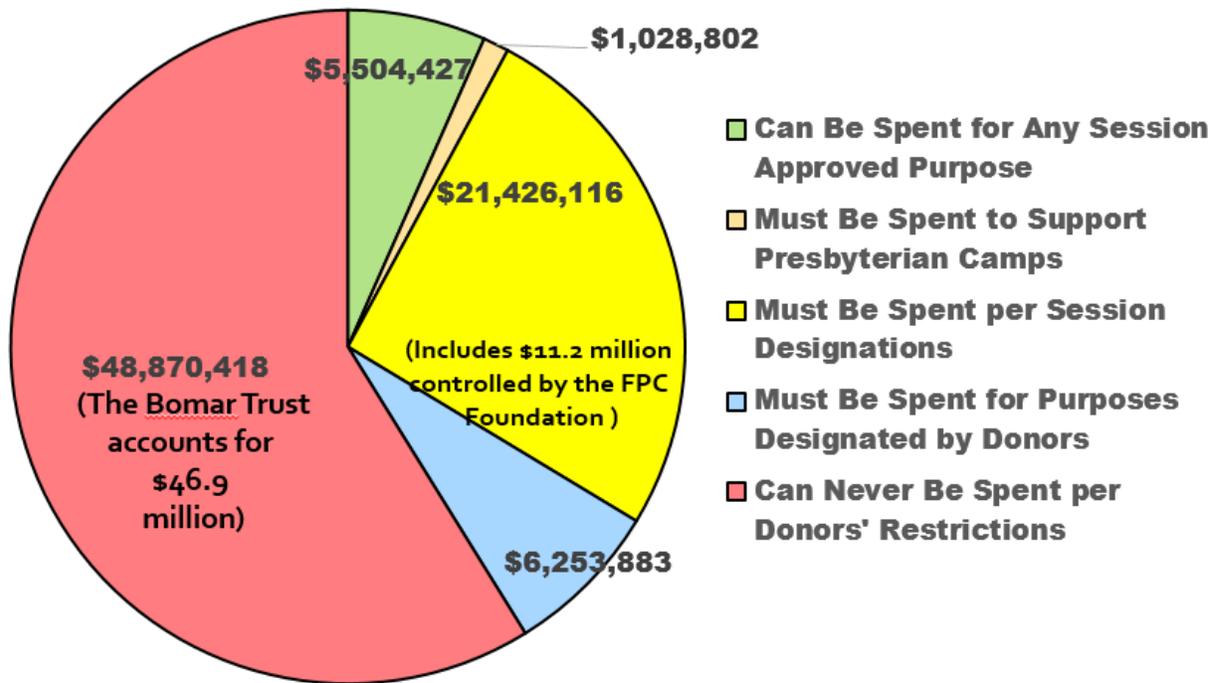
distributions. Based upon comments made by JP Morgan Chase personnel, similar size distributions are expected to occur into the foreseeable future.



**First Presbyterian Church Foundation** – The church’s foundation was established in October of 1999 as a separate non-profit corporation to hold funds donated by Mr. and Mrs. James L. West and to receive future gifts and bequests from other donors. As of 12/31/18, the Foundation assets totaled approximately \$11.2 million. On an annual basis, the Foundation’s bylaws provide that the Foundation will make an annual distribution to the church equal to 5% of the fair market value of the Foundation’s assets averaged over the previous 12 calendar months.

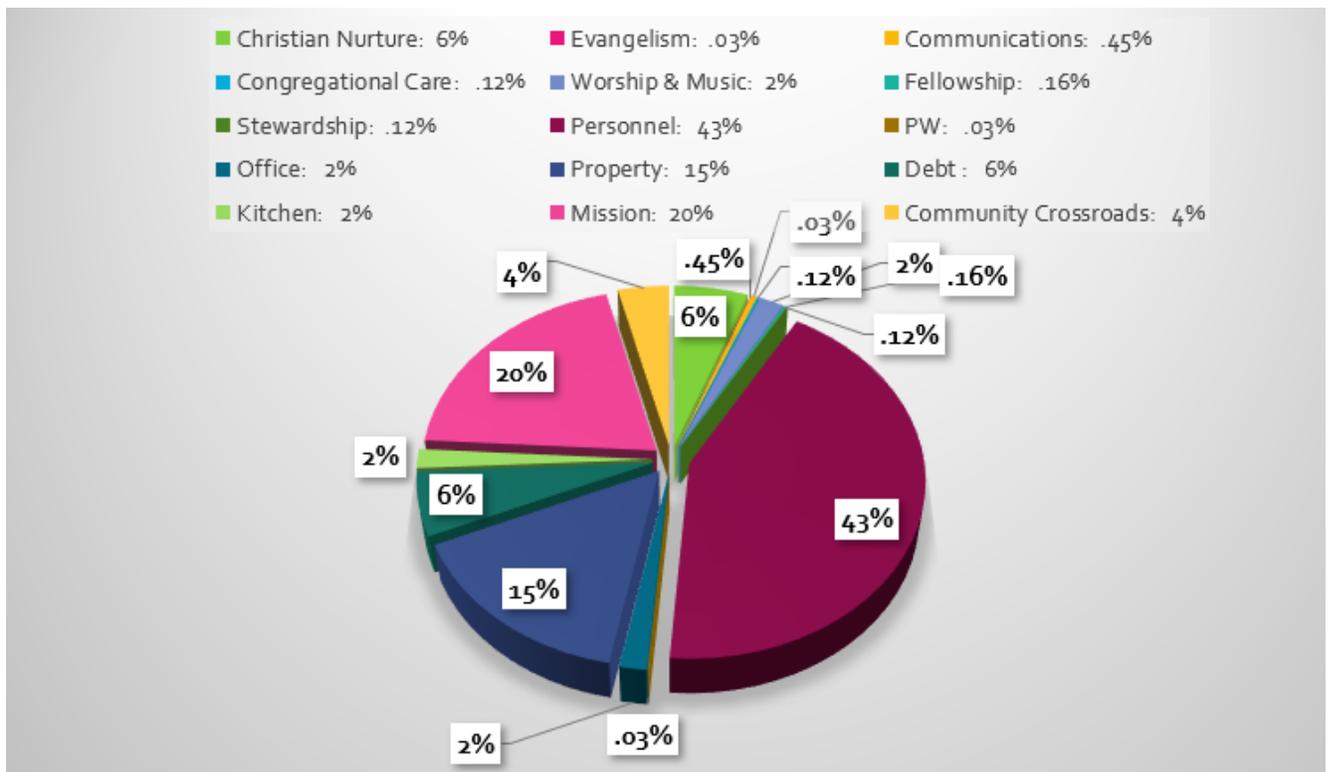
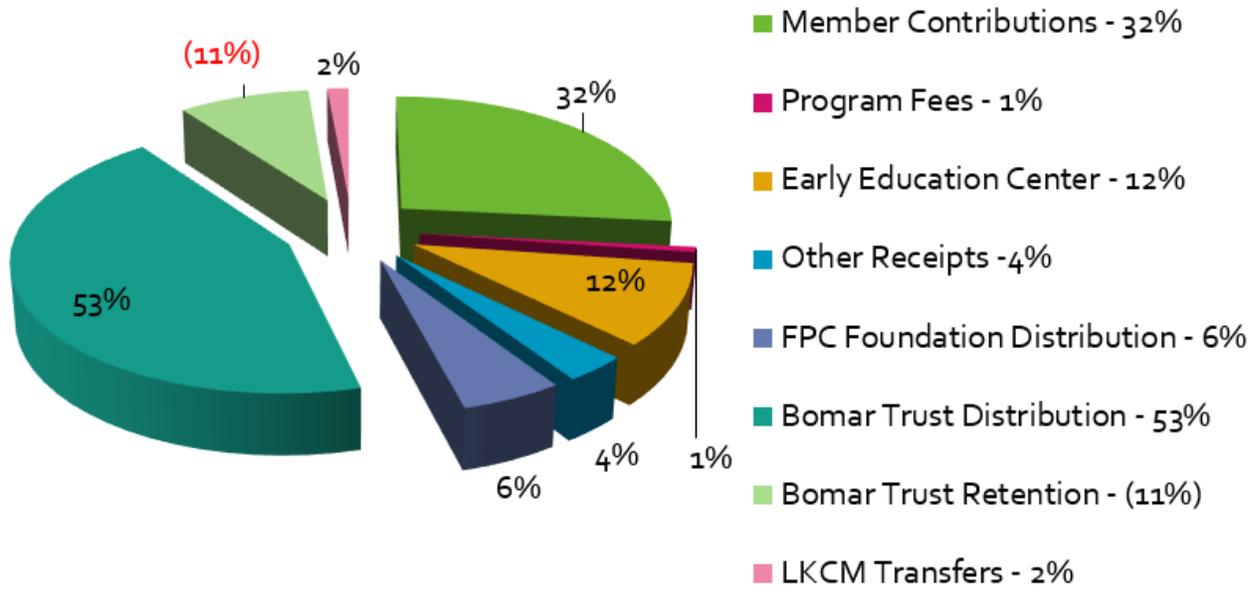
**Endowed Funds** – Through the years the church has been blessed to receive donations that are donor designated for specific purpose including: the music program, maintenance of the church building, scholarships, mission outreach, new church development, leadership training, etc. Expenses in the annual budget that match the donor purpose are identified as part of the annual budget process.

The following chart reflects the church’s investment funds based upon Session’s ability to spend the underlying funds. A more detail chart listing all of the investment account balances as of December 31, 2018 is included in the Appendix.



For 2019 the church’s operating budget is \$8.6 million with approximately 50% of the income coming from pledges, contributions and program fees and the remaining 50% coming from the church’s Foundation, endowed funds and the Bomar Trust. Pledge income has remained relatively consistent at \$2.4 million a year. For 2017, 2018, and 2019, the number of pledging units has been 486, 482, and 447, respectively, while the average pledge has gone from \$5,150 to \$5,591. On the expenditure side, the church will spend approximately \$3.8 million on personnel, \$1.6 million on property including repairs and expansion projects and \$2 million on mission related activities. Included in the Appendix is a copy of the church’s 2019 Operating Budget.

Graphically, the 2018 income and expenditure breakdowns are depicted below.



# Future

First Presbyterian Church Fort Worth is a church strong in faith, community, purpose and programs. We take care of each other and our community with diverse and significant social services offerings, congregational care efforts and ministries. We are respectful of diversity; accepting of differing opinions; and we prioritize grace and unity in our faith practice. Our church continues to thrive and welcome new members at a steady pace. First Presbyterian has a reputation for excellent pastors and meaningful worship services providing theologically sound and inspiring sermons. Many churches and denominations continue to see rapid decline as people choose nondenominational lifestyle churches or choose to not attend a church at all. As demonstrated since our founding in 1873, our church has a passion for unity. We are multi-generational, enjoying the benefits of many generations worshipping together; and our congregation celebrates members with institutional memory of 100+ years, and infant baptism on many of the sweetest Sundays.

We are a happy church family, but this is not a perfect church, nor do we rest lightly on our reputation or current successes. We have many strengths, but we also face serious challenges. We also need to embrace the opportunities to better serve our community, our world, and our Lord.

Among the challenges/opportunities we see are the following:

- First Presbyterian Church is blessed to have a solid financial outlook, thanks to the generosity of our current and past members, and this provides us with the resources to do many things. This generosity of options, however, provides its own challenges. We do not always carefully debate and prioritize projects and missions for proper allocation of resources. This potentially leads to too many initiatives at one time. We have been known to “grandfather” programs that may no longer be a perfect fit for our church because we have the budget to continue. Does what we do match our mission and community needs?
- Perhaps our most formidable challenge is our lack of human resources; i.e. volunteers. We are engaged in many mission activities, but often the same small group of “usual suspects” are the ones doing most of the work. We struggle to find volunteers for our Habitat for Humanity builds. Several committees have trouble with attendance, and on Sundays we are short on ushers, shuttle drivers, CPR/AED-trained volunteers and greeters. We would like to offer additional small group discussions on all aspects of grief such as death, divorce, empty nesters, change of lifestyle, etc. We need to find a way to involve more of our congregation in the many works and tasks that arise in a church of our size and

to find a more effective way to coordinate the work and ministries between our various committees.

- First Presbyterian Church needs to do more to engage young adult members who are single or who are engaged in a relationship but do not have children. We have a dedicated director of Young Adult Ministry who focuses on congregants between 18 and 40 years old, but we have found it a challenge to develop engaging programming and other activities that appeal to this group of individuals.
- Our men's ministries lag far behind those of the women. We need to make a concerted effort to increase fellowship opportunities for the men in our congregation.
- The demographics of the neighborhood in which our church is located provide an exciting opportunity for growth. As recently as ten years ago, there were very few people who lived close to the church. But with the explosive development of Fort Worth along the 7<sup>th</sup> Street corridor and the growing population of residents living downtown, we are beautifully positioned to take advantage of our diverse urban location and easy access to all areas of Fort Worth. Our open and welcoming congregation would benefit from additional diversity, new ideas, and new people. We haven't yet tapped in to the recently developed apartments nearby and have only recently begun to market to those who are seeking a different church experience. It's an exciting time for us to open our doors even wider.
- We must carefully work through the recommendations in the Beaumont Report, especially the ones dealing with the size of Session. Our Session is comprised of 47 members, not counting the pastors and the clerk; it is certainly one of the largest in the country. A large Session poses serious challenges to the in-depth examination and strategic discussion required by this governing body. Elders who might otherwise voice important points and insights during a Session meeting are often reluctant to speak up before such a large group of people. At the same time, members of the church who are serving on or who have served on the Session are among the most engaged members of our congregation. Session has appointed a task force to review all aspects of the Beaumont report, and should make recommendations to Session by the end of 2019.

While we greatly miss Karl Travis as our Pastor/Head of Staff, we can't help but look forward to tomorrow, because all of these opportunities, and more, are still before us at First Presbyterian Church Fort Worth. We crave the prayers, sermons and leadership of a pastor/head of staff who leads us to greater faith and closeness with Christ. We as a congregation understand that Luke was speaking to us when he wrote

**Luke 12:48:** *From everyone to whom much has been given, much more will be required; and from the one to whom much has been entrusted, even more will be demanded.*

**We are blessed beyond measure.**

***Members of the Mission Study Committee***

Bill Gordon  
Pam Grossman  
Stacy Hartman  
Ann Hyun  
Tim McKinney  
John Mitchell  
Efton Park  
Merianne Roth  
Jessica Scott  
Doug Weathers