

Session Meeting
June 24, 2024
Grace Lake Highlands, 5:30 pm

Spiritual Formation

Worship and Prayer

Shepherding the Flock

Call to Order/Omnibus Motion (p. 2) Moderator/ Executive

Pastor's Report – Jay Lee

Discernment/Strategic Visioning

40 Days of Discernment (p. 12) – Craig Murray

Family of Churches – David Martin

- ECO Church Plant Particularization Road Map (p. 23)
- Grace Lake Highlands Renovation Update – Charlie Dunn
- Peak Street new elder nomination and training process (p. 35) – Cameron Beatty

Vision Committee – Jackie Burke

- Church profile (p. 36)

Oversight/Accountability

Operations Committee – Anne Compton

- Financials (p. 44) – Budget Update

Governance Coordinating Committee – Jennifer Tollett

PNC Update

Closing Prayer

Next Meeting – August 26, 2024, 5:30 Music Room

Governance Resources -

- hppres.org/governanceresources



Omnibus Motion

Motion to approve the agenda for tonight's meeting, the minutes from the regular Session Meeting on May 22, 2024, the May 2024 Membership Reports and the list Covenant Partners who took their Vows on November 26, 2023, December 5, 2024 and December 3, 2023 (p. 3-11).



**STATED MEETING OF THE SESSION
HIGHLAND PARK PRESBYTERIAN CHURCH
May 20, 2024, 5:30 PM (Music Room)**

<i>Quorum</i>	Present
<i>Attendance</i>	Attached
<i>Spiritual Formation</i>	<p>Worship and Prayer Greg Hobbs led the Session in worship and song. We repeated the “Gathering” on p. 1 of our hymnal. Greg encouraged us that by focusing on scripture, we will be more focused on worship. Listen to music outside of worship and when we are aware of it--it makes us better worshipers. Everyone then sang Hymn # 4, <i>Holy God, We Praise Your Name</i>.</p> <p>There will be a concert at the Myerson Symphony Center on Thursday, June 13, at 7:30 Performed by the Highland Park Chorale and our own Highland Park Presbyterian Church Chancel Choir and Orchestra. They will be performing a Requiem, <i>Grande Messe des Morts</i> by French composer, Hector Berlioz.</p> <p>Call to Order Jay Lee called the business meeting to order at 6:20 p.m.</p> <p>Jay made a motion to approve the agenda for tonight’s meeting, the minutes from the regular Session Meeting on April 22, 2024, the Congregational Meeting on April 28, 2024, the April 2024 Membership Reports, and the list of Covenant Partners who took their Vows on April 28, 2024, and May 5, 2024. The motion was seconded and passed unanimously.</p>
<i>Shepherding the Flock</i>	<p>Moderator’s Report</p> <p>Jay started his report with an excerpt from Eugene Peterson, reminding us that it is the same Holy Spirit that is within us and is also in the collective spiritual womb of men and women.</p> <p>Jay reported that the Elder and Active Deacon Luncheon was well attended. One special aspect was the addition of HPPC’s staff joining. There are future plans that the Session and Diaconate will have more joint meetings with the staff.</p> <p>*NOTE: Our next Session Meeting will be held at Grace Church Lake Highlands. More information will be coming.</p> <p>Jay will be traveling with his family to Korea for vacation.</p> <p>Todd Rutenbar’s retirement was celebrated with staff. He served HP Pres for 41 years.</p>

	<p>Maddie Wilkins reported that Vacation Bible School (VBS) training went well with 728 enrolled. There is still a need for more teachers. It will be held on June 3-6. Maddie stressed that in the past VBS has been such a blessing for her and her daughter and will continue to bless families and friends of HPPC. Charley Hellmuth also reported that VBS would like to have more men VBS volunteers.</p> <p>Staff members gathered May 3rd for a Cinco de Mayo fun day together. Zack House showed video clips of races held in Elliott Hall.</p>
<p>Discernment/Strategic Visioning</p>	<p>Corporate Spiritual Discernment Exercise – Craig Murray</p> <p>Jay Lee asked Craig Murray to present the Session with questions that might help in vision tasking for the future. Included in the agenda (p. 14) is “What is Corporate Spiritual Discernment?” by Ruth Haley Barton, author of <u>Pursuing God’s Will Together: A Discernment Practice for Leadership Groups</u>. The Session was divided into 6 table groups and given three questions. Then each group was asked to pray for guidance by the Holy Spirit. Foremost the goal was to see how we as a Session might move beyond what the Session has done in the past. One of the keys to the Spiritual process is how can we get into “neutral” to hear from God. These questions were discussed and will be incorporated in our next Session meeting.</p> <p>Family of Churches Update – David Martin</p> <p>Dave reported that his committee has been working on the ECO Particularization for HPPres’ church plants. The “play book” for the Family of Churches is in full draft and should be finished by next month.</p> <p>Highland Park Presbyterian is considering a partnership with the One Way Church plant in Austin TX. Pastor Ozzie and Lume Menezes arrived from Brazil in 2021 and knew no one. They began to relate to the Brazilian community. Within three months they were able to conclude the process of the Non Profit Organization One Way Brazilian Church.</p> <p>The church has since doubled in size and increased their focus to the homeless in the area. They continue to be an outward focused congregation, with 8 baptisms within their first year. As a praying church they are working toward a dedicated youth ministry.</p> <p>Before partnership support is made, Jay wants to make sure that steps are in place for security, etc. Dave reported that this is another step that goes with our Vision 100 to come alongside an already formed church plant. A timeline and pictures are on pages 15-19 of our May agenda packet.</p> <p>Vision Committee – No Report</p>

<p><i>Oversight/ Accountability</i></p>	<p>ECO Coordinator – John Walsh</p> <p>John stood up to tell about Savannah’s time at HPPC. She is asking to be considered as a Candidate for ECO Ordination. John asked Savannah to tell the Session about her faith journey.</p> <p>Savannah talked about how she has never lived not knowing Jesus. She is thankful that she was raised up in the Lord. However, at the age of 8 her family split and divorced. Early in her life she learned about sin and the brokenness in this world but found comfort from Him. Early on she had a passion for going into Christian education and later changed to theology.</p> <p>She has served in student ministry and presently is serving with Josh Peck, as a Pastoral Resident with the Care Department. Savannah continues to study Scripture and feels an obligation to Jesus and her love for the church.</p> <p>Sterling White led her outside the room and Jay asked for discussion from the Session. For those elders who have worked alongside her reported her strong dedication to every area of the church she has worked in.</p> <p>A motion was made and seconded: <i>It is moved that Savannah Pace be endorsed and approved by the Session of Highland Park Presbyterian Church as a candidate for ordination as a Pastor in the Covenant Order of Evangelical Presbyterians.</i></p> <p>After a unanimous vote, Savannah was returned to the room with great applause. Audrey Schmidt then prayed for her.</p> <p>Last, John reported that HPPres would be hosting the Gathering for ECO that will be held for four days in the fall. He stated that many volunteers would be needed.</p> <p>Operations Committee – Anne Compton</p> <p>Larry Glasscock spoke for Anne. He reported that the church is in a budget cycle, and each department has turned in their budgets.</p> <p>At present the financial outlook is good. The church is approximately 300,000 dollars ahead of this time last year.</p> <p>Larry noted that because of drainage problems, Wight Garden in the Alexander Building is in need of extensive repair. The roof needs to be replaced, play areas need to be repaired, and security enhancements need to be made for this area to be a safer and more secure area.</p> <p>Charlie Davis reported on the closing of the Hillier School. There have been conversations with the Hillier families and the board and there was some reporting in the Park Cities paper. There have been several groups</p>
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	<p>(schools) who have contacted HPPres to ask if the Hillier School space might be available. As of now there is no plan to allow any outside groups to use this space. The Hillier School should be concluded and moved by July 2024.</p> <p>Governance Coordinating Committee – Jennifer Tollett</p> <p>There was no report except to thank the Governing Elders who will be participating on the Pastor Nominating Committee. They will provide the Session updates each month.</p> <p>Jennifer reminded everyone that next month our Session meeting will not be held in the Music Room but will gather at Grace Church Lake Highlands.</p> <p>Closing Prayer</p> <p>The session formed a circle and held hands to close in prayer.</p> <p>The meeting was adjourned at 7:55 pm.</p>
<p><i>Upcoming Schedule</i></p>	<p>Next Session Meeting – *NOTE Session will be meeting at Grace Church Lake Highlands, June 24, 2024.</p>

Jay Lee, Moderator

Jennifer Tollett, Clerk of Session

Highland Park

PRESBYTERIAN CHURCH

SESSION ATTENDANCE 2023-2024

Elder	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Lana Adams	X	X	X		X	X	X	X	X			
Jackie Burke	X	X	X		X	X	X	X	A			
Anne Compton	X	A	X		X	X	X	X	A			
Charlie Davis	X	X	X		X	X	X	X	X			
Justin Eastburn	X	X	X		X	X	X	X	X			
Cole Evans	X	X	X		X	X	X	X	X			
Larry Glasscock	X	X	X		X	X	X	X	X			
Brett Krause	X	X	X		X	X	X	X	X			
Lauren Langley	X	X	X		X	X	X	A	X			
Tom Leiser								X	X			
David Martin	X	A	X		X	X	X	X	X			
Craig Murray	X	X	X		X	A	X	X	X			
David Murray	X	X	X		A	X	X	X	X			
Margaret Nderitu	X	X	X		X	X	X	X	A			
Kelsey Phillips	X	X	X		X	A	X	X	X			
John Rain	X	X	A		X	X	X	X	X			
Karl Rathjen	X	X	A		X	X	X	X	A			
Nancy Seay							X	X	X			
Alisa Sell	X	X	X		X	X	X	X	X			
Reid Slaughter	X	X	X		X	X	X	X	X			
Jennifer Tollett, Clerk	X	X	X		X	X	A	X	X			
Angie Vaughan	X	X	X		X	X	X	X	X			
John Walsh	A	X	X		X	X	A	X	X			
Madeline Wilkins	X	X	X		X	X	X	X	X			

Others in attendance:

Cameron Beaty, Charlie Dunn, Simon Kingori, Jay Lee, Nelson Bell, Josh Peck, Calum Lindsay, Charlie Hellmuth, Zach House, Audrey Schmit, Ryan Tompkins, and Sterling White



2024 May Membership Report

May 1, 2024, through May 31, 2024

Session Meeting of June 24, 2024

Covenant Partners - May 31, 2024

AGE	Total: Beginning of the Month	New Covenant Partners	Dismissed Covenant Partners	Deceased Covenant Partners	Total: End of the Month	Percent of Total
18 & Under*	278	2	0	0	280	5%
19 to 35	1674	15	3	0	1686	31%
36 to 50	962	0	0	0	962	18%
51 to 65	1208	2	0	1	1209	22%
66 to 80	755	1	0	0	756	14%
81 & Over	350	0	0	2	348	6%
Unknown	178	21	0	0	199	4%
Total	5405	41	3	3	5440	100%

Baptized Members (Infant to 14) - May 31, 2024

According to ECO, a 'baptized member' has been baptized but has not yet made a public profession of faith in Christ, through, for example, our Confirmation experience (7th grade).

AGE	5/31/2024
Infants - 14	877



2023-2024 MEMBERSHIP REPORT

May 31, 2024

Session Meeting of June 21, 2024

NEW CONVENANT PARTNERS

Grace Lake Highlands – Vows Taken May 5, 2024

Johnson-Martin, Stephanie
Martin, Donald

Peak Street – Vows Taken December 3, 2023

Bean, Teddy
Thompson, Sean
Thompson, Katherine
Waller, Sarah
Winningham, Eric

Peak Street – Vows Taken May 5, 2024

Gahm, Matt
Porter, Ben
Porter, Sheenah
Reinkensmeyer, Victoria
Underwood, Morgan
Williams, Liz

MILESTONES

Births

Highland Park Presbyterian

Boone, Henry Kincaid on May 30, 2024
Marcom, Megan on May 19, 2024

Infant Baptisms

Grace Lake Highlands

Martin, Jude, child of Lauryn Martin on May 19, 2024
Martin, Stella, child of Lauryn Martin on May 19, 2024

Highland Park Presbyterian

Amaker, Bowman, child of Mr. and Mrs. Belton Amaker (Claire) on May 19, 2024
Beecherl, Teddy, child of Mr. and Mrs. Edward Beecherl (Katy) on May 19, 2024
Beltran, Stevie, child of Mr. and Mrs. Clay Beltran (Katie) on May 19, 2024
Fowler, Wells, child of Mr. and Mrs. Cory Fowler (Jenny) on May 19, 2024
Howard, Ford, child of Mr. and Mrs. Will Howard (Parker) on May 19, 2014
Meredith, Jackson, child of Mr. and Mrs. Jake Meredith on May 19, 2024
Sewell, Connor, child of Mr. and Mrs. Connor Sewell on May 19, 2024
Yates, Rex, child of Mr. and Mrs. Peter Yates (Bonnie) on May 19, 2024

Peak Street Church

Cinque, Naomi, child of Mr. and Mrs. Xavier Cinque (Hilary) on October 1, 2023
Thomas VanDamme, Thomas, child of Mr. and Mrs. Kevin VanDamme (Catie) on October 29, 2023
Fleig, Harper, child of Mr. and Mrs. Zach Fleig (Annabelle) on January 1, 2024



Trahan, Emilia child of Mr. and Mrs. Charlie Trahan (Hope) on January 28, 2024
Cooper Mills, child of Mr. and Mrs. Andrew Mills (Ashley) on April 14, 2024
Ziegler, Chloe child of Mr. and Mrs. Will Ziegler (Breanna) on May 19, 2024

Adult Baptisms

Highland Park Presbyterian
None

Peak Street Church

Hemsworth, Chris on February 4, 2024

Weddings

Highland Park Presbyterian

Russell, Catherine to Pergande, David on May 4, 2024
Stockum, Katherine to Traugott, Charlie on May 11, 2024

Deaths

Highland Park Presbyterian

Dunham, Joyce on May 6, 2024
Roger Fullington: May 10, 2024
Spencer, Jennifer on May 22, 2024

DISMISSED COVENANT PARTNERS

Christopher, Ethan on May 3, 2024 - Dismissed per his request
Detamore, Katie on May 3, 2024 – Dismissed per her request
Massa, Kate on May 3, 2024 - Dismissed per her request



Covenant Partner Vows

NEW COVENANT PARTNERS

GRACE LAKE HIGHLANDS

Vows taken on May 5, 2024

Johnson-Martin, Stephanie

Martin, Donald

PEAK STREET CHURCH

Vows taken on December 3, 2023

Bean, Teddy

Thompson, Sean

Thompson, Katherine

Sarah Waller, Sarah

Eric Winningham, Eric

PEAK STREET CHURCH

Vows taken on May 5, 2024

Gahm, Matt

Porter, Ben

Porter, Sheenah

Reinkensmeyer, Victoria

Underwood, Morgan

Williams, Liz

HP Pres Session - 40 Days of Discernment

June 24-August 2, 2024

Introduction

As the elders of Highland Park Presbyterian Church, praying and discerning the LORD's direction for our church is one of our foremost responsibilities. This is a spiritual activity that requires intentionality, slowing, deep listening, and surrender.

Such work is freeing because we rest in the wisdom of God, the Lordship of Christ, and the power of the Holy Spirit. But the process of preparing ourselves for spiritual discernment can be challenging as it demands that we, as Ruth Haley Barton says, "move beyond reliance on human thinking and strategizing to a place of deep listening and response to the Spirit of God within and among us."

Our church is entering into a new season. We sense the need to reassess our course toward fulfillment of Vision100 in light of present realities. We enter this season still navigating through grief-filled waters. And yet even in these storms we have seen the rays of God's light breaking through and revealing His beautiful work in our midst.

These experiences deepen our understanding of just how much we rest and depend on the strength and consolation of the Lord. And so it is in that knowledge that we want to intentionally posture ourselves to receive His wisdom for our next steps.

Over the next 40 days our intention is to prepare our hearts and minds to discern the Lord's direction for the next season at HP Pres.

- What does He want us to see?
- Where is calling us to act?
- Who is He calling to carry out His work?
- How does He want to lead us in answering our present challenges?
- In what ways, has He been uniquely shaping and preparing us, especially in this last year marked by loss and grief?

These and many more questions are on our heart, and so with humility and expectancy we enter these days asking for the Lord to meet us and that we would be receptive and surrendered to His leading.

Five Building Blocks of Discernment

Before we begin, it is important to be grounded in essentials. Ruth Haley Barton identifies five building blocks vital to any community seeking to discern God's direction.

1. **Recognize that spiritual discernment is a process that takes place in and through the Trinity.** The Holy Spirit has been given to us at Christ's request that we may receive the wisdom of God the Father.
2. **Realize that the impulse to discern – to want to respond to Christ in this fashion – is in itself a “good spirit” that needs to be cultivated.** When people in a leadership group desire to move beyond human wisdom, it is evidence of the Holy Spirit's work.
3. **Believe in the goodness of God.** We can only freely participate in discernment if we trust that God is good and is committed to our best individually and as a church.
4. **Be convinced that love is our ultimate calling – love for God, love of self, love for others, and love for the world.** This simple truth is easily lost in the press church and organizational life but is our preeminent purpose.
5. **Be committed to doing the will of God as it is revealed to us.** The question of willingness must be answered *before* the process of discernment begins.

Our 40 Day Plan

In May, the HP Pres Session engaged in small group conversations aimed at identifying how God has been at work in our midst, as well as key questions and concerns relative to the future. These responses were sorted into 8 main thematic threads:

- Church Culture
- Outreach and Evangelism
- Discipleship/Spiritual Formation
- Life Stage Ministries
- Leadership
- Family of Churches
- Future
- Prayer and the Holy Spirit

Our plan is to give five days of prayerful focus to each of these themes (5x8=40). Each five-day cycle will follow a pattern of five different types of prayer:

- Day 1 – Praise
- Day 2 – Thanksgiving
- Day 3 – Confession
- Day 4 – Requests
- Day 5 – Surrender

Daily Emails

The daily themes and prayer focus will be sent every morning by email. The email will provide a suggested liturgy for Preparation, Scripture, Reflection, Prayer, and Sharing. A

link will be provided with each email that will lead to an online form where we can share thoughts that the Lord prompted in us during this daily practice.

Weekly Zooms

Weekly Zoom Meetings will be held on Mondays in the month of July from 12:00-12:30 pm. These are optional gatherings to provide a space for larger corporate prayer each week.

In Person Gatherings

We are also planning some specific times at the beginning, midpoint and end of the 40 days for gathered prayer and reflection. The dates of these optional in person gatherings are:

1. Monday, June 24 - Session Meeting, Grace Church Lake Highlands – Day 1
2. Sunday, July 14 – Hunt Building, Room H, 8:45-9:30am – Day 20
3. Friday, August 2 – Wynne Chapel, 12pm – Day 40

Spontaneous Gatherings

Furthermore, we encourage members of the Session to take time to pray with other Session members as opportunities come up during the 40 Days. As committees or task forces meet for regular business or if meeting socially, take any opportunity to spend a few minutes praying with one another.

40 Days Steering Team

A small team of elders have committed to help coordinate the communications and logistics around these 40 Days of Discernment. If you have any questions, comments, or suggestions that can help strengthen our corporate discernment process, please contact one of the members of this steering team: Craig Murray, Nancy Seay, Angie Vaughan, Maddie Wilkins, or Jackie Burke.

40 Days of Discernment Plan

The following chart outlines the planned schedule for the Session 40 Days of Prayer.

8 Major Themes	Author	Deadline	5-Day Prayer Cycle				
			Praise	Thanks	Confession	Requests	Surrender
Church Culture	Craig	June 14	June 24	June 25	June 26	June 27	June 28
Outreach and Evangelism	Jackie	June 14	June 29	June 30	July 1	July 2	July 3
Discipleship/Spiritual Growth	Angie	June 20	July 4	July 5	July 6	July 7	July 8
Life Stages Ministries	Maddie	June 20	July 9	July 10	July 11	July 12	July 13
Leadership	Angie	July 1	July 14	July 15	July 16	July 17	July 18
Family of Churches	Maddie	July 1	July 19	July 20	July 21	July 22	July 23
Future	Jackie	July 10	July 24	July 25	July 26	July 27	July 28
Prayer and Holy Spirit	Nancy	July 10	July 29	July 30	July 31	August 1	August 2

	Optional In-Person Gatherings
	Monday Lunchtime Zoom Meetings

Weekly Zoom Prayer Calls

We will host weekly calls via Zoom at 12pm on Mondays in July. Calls will be limited to 30 minutes. The focus of each zoom prayer gathering will be the theme that we are praying through at that moment in the 5-day cycles.

Each Zoom will have prayer facilitator guiding the prayer time and a technical facilitator that is manages the technical aspects of the call (muting those that forget to mute, responding to chat messages, breakout groups if needed).

Calum Lindsay will provide some guidelines for how to host these prayer calls and will lead the first one on July 1st to provide a model for others.

ZOOM CALL THEMES AND RESPONSIBILITIES

	July 1	July 8	July 15	July 22	July 29
PRAYER FACILITATOR	Calum Lindsay			Craig Murray	

TECHNICAL FACILITATOR	Craig Murray		Craig Murray		
THEME	Outreach and Evangelism	Discipleship/ Spiritual Growth	Leadership	Family of Churches	Prayer and Holy Spirit

In-Person Gatherings

Three in person prayer gatherings are planned during the 40 days. They correspond to Day 1, Day 20, and Day 40.

Day 1: Monday, June 24, Regular Session Meeting, 6 pm, Grace Church LH

Day 20: Sunday, July 14, 8:45-9:25 am, Hunt Building, Room H.

Day 40: Friday, August 2, 12pm, Wynne Chapel.

Daily Email Prayer Example/Template

MONDAY, JUNE 24, 2024

SUBJECT: DAY 1 - 40 DAYS OF DISCERNMENT

AVAILABLE TO GOD IN SHAPING OUR CHURCH CULTURE

Christ is the Head of the Church and churches exist to reflect him to the world as we live according to the values of his Kingdom. And while the ultimate purpose of every local church is the same, each possesses unique gifts and callings. For just as a local church is comprised of many members forming one body, so each local church is a member that forms the Church Universal.

Each local church is situated in a particular time and place with special giftings and callings. Because it is comprised of Jesus followers still being transformed, every church culture is a mix of Kingdom values and earthly ones. A healthy church culture humbly depends on the Holy Spirit, lives into her unique gifts and callings, and remains vigilant to the Spirit’s desire to reveal and lead the church to repent and root out those aspects of its culture that fail to reflect the way of Jesus.

Today, we begin our 40 Days of Discernment with 5 days reflecting on our church culture at HP Pres. On this first day let’s begin by **praising** God -- Father, Son, and Holy Spirit -- for those aspects of His nature and character that work for the good of our church.

PREPARING OUR HEART, MIND, AND BODY (1 MIN)

Begin by taking 3 slow deep breaths

SILENCE AND STILLNESS (2 MINUTES)

Take at least 2 minutes to sit in silence before the Lord. When ready, invite the Holy Spirit to guide your reflections in the coming moments.

SCRIPTURE AND REFLECTION (5 MINUTES)

The Son is the image of the invisible God, the firstborn over all creation. For in him, all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things have been created through him and for him. He is before all things, and in him all things hold together. And he is the head of the body, the church; he is the beginning and the firstborn among the dead, so that in everything he might have supremacy.

Colossians 1:15-18

What aspects of God's character most stand out to you as you think about his work in shaping and forming our church and its unique culture?

PRAYER (2 MINUTES)

Take a moment to take these reflections and offer them in prayer as praises.

SHARE

Consider sharing something that stood out to you in today's reflections or something that the Holy Spirit put in your heart or mind by **clicking here**.

TUESDAY, JUNE 25, 2024

SUBJECT: DAY 2 - 40 DAYS OF DISCERNMENT

AVAILABLE TO GOD IN SHAPING OUR CHURCH CULTURE

Good morning! This is Day 2 in our 40 Days of Discernment. During these first 5 days we are reflecting on our church culture. Today, we want to spend time **thanking** God for the specific ways he has been working in our midst to shape our church culture more in the ways of Jesus.

PREPARING OUR HEART, MIND, AND BODY (1 MIN)

Begin by taking 3 slow deep breaths

SILENCE AND STILLNESS (2 MINUTES)

Take at least 2 minutes to sit in silence before the Lord. When ready, invite the Holy Spirit to guide your reflections in the coming moments.

SCRIPTURE AND REFLECTION (5 MINUTES)

I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until

the day of Christ Jesus.

Philippians 1:3-6

What ways have you seen God’s Kingdom values and good work evident in the character and culture of HP Pres? Take a moment to list them.

PRAYER (2 MINUTES)

Take a moment to take these reflections and give thanks to God for each of them.

SHARE

Consider sharing something that stood out to you in today’s reflections or something that the Holy Spirit put in your heart or mind by **clicking here**.

WEDNESDAY, JUNE 26, 2024

SUBJECT: DAY 3 - 40 DAYS OF DISCERNMENT

AVAILABLE TO GOD IN SHAPING OUR CHURCH CULTURE

Good morning! This is Day 3 in our 40 Days of Discernment. During these first 5 days we are reflecting on our church culture. Today, we want to spend time in **confession** to the Lord for any aspects of church culture that fail to reflect the Way of Jesus to those around us.

PREPARING OUR HEART, MIND, AND BODY (1 MIN)

Begin by taking 3 slow deep breaths

SILENCE AND STILLNESS (2 MINUTES)

Take at least 2 minutes to sit in silence before the Lord. When ready, invite the Holy Spirit to guide your reflections in the coming moments.

SCRIPTURE AND REFLECTION (5 MINUTES)

So, as the Holy Spirit says: “Today, if you hear his voice, do not harden you hearts as you did in the rebellion, during the time of testing in the wilderness... See to it, brothers and sisters, that none of you has a sinful, unbelieving heart that turns away from the living God. But encourage one another daily, as long as it is called ‘Today’, so that none of you may be hardened by sins deceitfulness.

Hebrews 3:7-8; 12-13

Are there aspects of our church culture that we need to repent of because they do not reflect the way of Jesus marked by love for God and for others? Pause quietly to listen to the Holy Spirit’s promptings.

PRAYER (2 MINUTES)

Scripture provides examples of individuals speaking words of confession on behalf of the community of faith. Take a moment to take your reflections and confess to the Lord anything the Spirit prompts, resting in the assurance that our individual and corporate sins are washed clean by the blood of Christ.

SHARE

Consider sharing something that stood out to you in today's reflections or something that the Holy Spirit put in your heart or mind by **clicking here**.

THURSDAY, JUNE 27, 2024

SUBJECT: DAY 4 - 40 DAYS OF DISCERNMENT

AVAILABLE TO GOD IN SHAPING OUR CHURCH CULTURE

Good morning! This is Day 4 in our 40 Days of Discernment. During these first 5 days we are reflecting on our church culture. Today, we want to spend time bringing our **requests** to the Lord for what we long to see formed, deepened, or changed about our overall church culture.

PREPARING OUR HEART, MIND, AND BODY (1 MIN)

Begin by taking 3 slow deep breaths

SILENCE AND STILLNESS (2 MINUTES)

Take at least 2 minutes to sit in silence before the Lord. When ready, invite the Holy Spirit to guide your reflections in the coming moments.

SCRIPTURE AND REFLECTION (5 MINUTES)

Very truly I tell you, my Father will give you whatever you ask in my name. Until now you have not asked for anything in my name. Ask and you will receive, and your joy will be complete.

John 16:23b-24

God has blessed our church culture in amazing ways. We desire to keep those things that are good **and** be transformed to reflect Jesus and His Kingdom values more. What qualities of our church do you want to ask the Lord to keep us true and faithful to? What things do you perceive God wants to change or grow within us?

PRAYER (2 MINUTES)

Take a moment to present these specific reflections on who we long to be as a church and turn them into prayers. Above all, pray that God would keep us faithful to the ways we currently reflect Jesus and grow us in the ways we need to be shaped more like him.

SHARE

Consider sharing something that stood out to you in today's reflections or something that the Holy Spirit put in your heart or mind by **clicking here**.

FRIDAY, JUNE 28, 2024

SUBJECT: DAY 5 - 40 DAYS OF DISCERNMENT

AVAILABLE TO GOD IN SHAPING OUR CHURCH CULTURE

Good morning! This is Day 5 in our 40 Days of Discernment. During these first 5 days we are reflecting on our church culture. As we conclude our prayers and reflections on this theme, we want to posture our hearts to **surrender** to God's leading no matter what that may mean.

PREPARING OUR HEART, MIND, AND BODY (1 MIN)

Begin by taking 3 slow deep breaths

SILENCE AND STILLNESS (2 MINUTES)

Take at least 2 minutes to sit in silence before the Lord. When ready, invite the Holy Spirit to guide your reflections in the coming moments.

SCRIPTURE AND REFLECTION (5 MINUTES)

"For my thoughts are not your thoughts,
neither are your ways my ways,"
declares the Lord.

"As the heavens are higher than the earth,
so are my ways higher than your ways
and my thoughts than your thoughts.

Isaiah 55:8-9

As you look back on your reflections from the past 4 days, we have centered on becoming available to God in how he wants to shape our church culture. Now we turn to posture our hearts to gratefully accept his answers and leading. Are there ideas, priorities, or hopes that you need to surrender in order to take a posture of openness to possibilities that God wants to shape in us for the good of our church?

PRAYER (2 MINUTES)

Take a moment to present these reflections to God. Imagine placing these personal priorities, ideas, or hopes in his hands and entrusting them to him. Imagine your empty hands now ready to receive what he longs to give. Conclude your prayer with the opening words of the Lord's Prayer:

Our Father, who art in heaven
Hallowed be your name
Your kingdom come, *your will be done*
On earth as it is in heaven.

SHARE

Consider sharing something that stood out to you in today's reflections or something that the Holy Spirit put in your heart or mind by **clicking here**.

SATURDAY, JUNE 29, 2024

SUBJECT: DAY 6 - 40 DAYS OF DISCERNMENT

AVAILABLE TO GOD IN OUTREACH AND EVANGELISM

We serve a missional God – a God who lovingly pursues the lost. He is a good shepherd that leaves the 99 sheep to search and rescue the one. As His children, we are called to be witnesses of Christ’s transforming resurrection power in our speech and in our actions. The Father sent the Son, the Father and Son send the Holy Spirit, and the Holy Spirit empowers the Church to proclaim the Good News and be the hands and feet of Christ. Whether it be across the street, throughout our city, or to places beyond our borders, we honor God by living faithfully into His missional calling to outreach and evangelism.

Today, we begin five days of prayerful discernment regarding our outreach and evangelism responsibilities. Our first act is to pause and **praise** God for those aspects of his nature that lead him to pursue the lost, bring salvation, relieve suffering, and establish justice.

PREPARING OUR HEART, MIND, AND BODY (1 MIN)

Begin by taking 3 slow deep breaths

SILENCE AND STILLNESS (2 MINUTES)

Take at least 2 minutes to sit in silence before the Lord. When ready, invite the Holy Spirit to guide your reflections in the coming moments.

SCRIPTURE AND REFLECTION (5 MINUTES)

[Christ Jesus,] Who, being in very nature God,
did not consider equality with God something to be used to his own advantage;
rather, he made himself nothing
by taking the very nature of a servant,
being made in human likeness.
And being found in appearance as a man,
he humbled himself
by becoming obedient to death—
even death on a cross!

Therefore God exalted him to the highest place
and gave him the name that is above every name,
that at the name of Jesus every knee should bow,
in heaven and on earth and under the earth,
and every tongue acknowledge that Jesus Christ is Lord,
to the glory of God the Father.

Philippians 2:6-11

What aspects of God’s character most stand out to you as you think about His heart for the lost and for those in need? Which of these characteristics do you sense God wanting to be reflected more in us as church community?

PRAYER (2 MINUTES)

Take a moment to take these reflections and offer them in prayer as praises.

SHARE

Consider sharing something that stood out to you in today's reflections or something that the Holy Spirit put in your heart or mind by **clicking here**.

ECO CHURCH CHARTERING MAP

For the Highland Park Presbyterian Church Family of Churches

The mission of Highland Park Presbyterian Church (HP Pres) is to lead all generations to find and follow Jesus for the flourishing of our city and beyond. A primary way HP Pres seeks to fulfill this mission is through the faithful planting of new churches (Church Plants). The Church Plants and HP Pres are collectively referred to as the Family of Churches. The specifics of the HP Pres church planting vision can be found in the [HP Pres Family of Churches Concept Paper](#) (2023). The intent for each Church Plant is that each would eventually become an independent chartered church within our denomination, ECO: A Covenant Order of Evangelical Presbyterians (ECO). It is also hoped that HP Pres and each newly chartered church from the Family of Churches will voluntarily maintain a high level of connectivity for mutual support, learning, and encouragement after the time of ECO chartering.

The chartering process for an HP Pres Church Plant to become a fully independent ECO church requires consideration of two sets of relationships (see *Figure 1* below). First is the relationship between the Church Plant and ECO as outlined by ECO Polity and administered through the Synod and the ECO Presbytery of Texas (Texas Presbytery). ECO Polity sets forth the essential requirements for any Church Plant seeking to be chartered as an independent ECO church. The Synod and the Texas Presbytery are the formal approving bodies for ECO church charter applications. Second is the relationship between the Church Plant and HP Pres. As a member of ECO, HP Pres must adhere to ECO Polity and standards and may also recommend additional guidelines that HP Pres considers valuable to the long-term flourishing of the congregations within the Family of Churches.

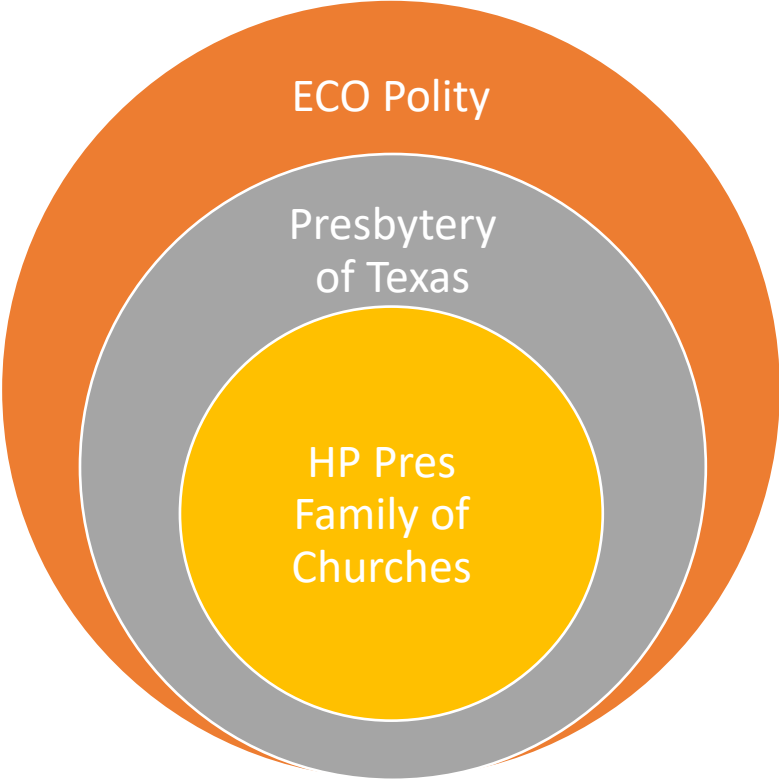
The intent of this Church Chartering Map (Map) is to provide helpful guidance to a Church Plant in the required steps it must take to become an independent chartered ECO church. It also includes highly recommended, though not required, steps that HP Pres hopes will provide enduring value for the newly chartered church and help deeply root it for fruitful ministry. The Map is also intended to provide a supportive approach that acknowledges the challenges that any Church Plant, as a worshipping body of Christ-followers, could experience when it adjusts its leadership approach, operational relationships, and congregational responsibilities in the move toward independence. The Map is not intended to provide an exhaustive and complete process, because the chartering pathway will be unique in part to each Church Plant. We hope that the guidance set forth in this Map, through the power of the Holy Spirit, will result in a healthy and sustainable transition for a Church Plant as it seeks to become an independent chartered ECO church.

This Map is organized around four key areas of preparation: 1) Spiritual, 2) Governance, 3) Operations, and 4) People. Each of these areas includes required and recommended steps

with descriptions of best practices and links to helpful resources for completing each step. Some of the steps within and across the areas of preparation may be pursued simultaneously. A final section of this Map outlines recommendations for how a newly independent ECO church and HP Pres could stay in relationship after the ECO chartering process for mutual encouragement.

Let's get started!

Figure 1:



Spiritual Preparation

Prior to taking practical steps to chartering as an independent ECO church, pastors and leaders of a Church Plant should prayerfully discern whether the congregation is ready to pursue chartering. Christ is the Head of the Church, and the Holy Spirit is our guide. The Holy Spirit often speaks through the consensus of many voices within the church. Accordingly, before beginning any other steps, it is recommended that leadership from the Church Plant, in partnership with HP Pres, engages in a season of discernment as to its readiness to pursue independence.

Some practical ways this might be done include but are not limited to:

- Engaging a third-party to be led through a church readiness assessment;
- Spiritual discernment exercises with a specified season for special prayer;
- Spiritual discernment exercises and conversations with the HP Pres Church Planting Committee; and
- Utilizing spiritual discernment practices from *Pursuing God's Will Together* (Ruth Haley Barton).

The Texas Presbytery, through its Ministry Partnership Team (MPT), should also be invited into this discernment process. Two primary indicators that the MPT uses in assessing a Church Plant's readiness to become a chartered ECO congregation are:

1. A sense of trust between ECO leaders and Church Plant leaders characterized by the theological and cultural alignment with ECO's Essential Tenets and Polity.
2. Demonstration of church stability and sustainability as evidenced by relative steadiness in attendance, finances, and management.

Upon mutual affirmation by the leadership of the Church Plant, HP Pres, and the MPT of the Church Plant's readiness to pursue chartering, it is recommended that work begin on the ECO Congregation Application (which may be requested from ECO: <https://eco-pres.org/congregations/>) and the steps set forth in this Map.

Governance Preparation

Upon discerning readiness to pursue chartering, a primary next step is to identify and document key governance plans. The governance preparation steps outlined below include ECO requirements along with best practices recommended by ECO and HP Pres. It is recommended to communicate regularly with the MPT Representative regarding governance preparation during the ECO charter application process. Contact information for the Texas Presbytery and MPT may be found here:

<https://eco-pres.org/presbyteries/presbytery-of-texas/>.

Step 1: Identify Leadership (Pastor and Advisory Board/Session)

ECO Polity and the Texas Presbytery require that a Church Plant pursuing chartering is lead by at least one ECO ordained pastor (or under certain circumstances, a lay pastor) and an Advisory Board consisting of at least three people. It is generally expected that the ordained pastor(s) and the Advisory Board will constitute the initial Session for the chartered church.

HP Pres recommends that an associate or assistant pastor also be serving on staff of the chartered church leading alongside the senior pastor/head of staff. HP Pres also recommends that the Session consist of both male and female as consistent with the spirit of the ECO Essential Tenets.

Step 2: Prepare Leadership (Advisory Board/Session)

Regarding the new church's preparation of elders to serve on the Session, ECO Polity provides that: "Ordaining bodies shall determine the appropriate course of preparation, ensuring that candidates for ordination meet all the requirements in this Polity. After demonstrating their readiness for service through an examination process, the candidates shall affirm their vows and be ordained by representatives of that ordaining body in a service of public worship." (Section 2.0102). Accordingly, a Church Plant seeking independence through ECO chartering must:

1. Establish a clear process for identifying potential elder candidates;
2. Develop a plan for examining and confirming the candidates' biblical qualifications to serve as an elder;
3. Establish a process for teaching and affirming the candidates' agreement and commitment to adhere to and be bound by the ECO Essential Tenets and ordination vows (the MPT Representative can provide the most recent version of the ECO Constitution, Essential Tenets, Polity, and Rules of Discipline if needed); and
4. Identify a process for preparing elder candidates in their responsibilities and roles that adhere to ECO Polity and the governance style of the church.

HP Pres has established processes and experienced staff that can serve as resources for the development of these processes. It is worth noting that the senior pastor is called and the elders and deacons are also elected at the first congregational meeting after the new ECO Congregation Application is approved by ECO. The pastor and elders may be installed at a worship service following the congregational meeting or as otherwise planned. It is

recommended to consult with the MPT Representative regarding the scheduling of these events.

Step 3: Choose Governance Style and Structures

Prior to drafting governance documents, it is recommended for the pastor and Advisory Board to determine what governance style is best aligned with the needs of the new church. Global Trust Partners provides a helpful summary of impact choices to be made in drafting bylaws and governance manuals along with establishing parameters of authority and specifics of governing structures (see Appendix).

Step 4: Draft Bylaws and a Governance Manual

Bylaws are the rules and regulations that provide the framework for the church's organization and operation. All bylaws must align with ECO Polity and include a process by which individuals in the congregation may become covenant partners and a process for electing members of the Advisory Board/Session. The HP Pres bylaws can provide a model for specific categories of information that should be included in the bylaws. Note that pre-ECO chartering terminology is required in the bylaws prior to the new ECO Congregation Application being approved. After the application is approved by ECO, the bylaws are updated to reflect the transition to ECO terminology and approved at the first congregational meeting after chartering. It is recommended to consult with the MPT Representative regarding pre- and post-ECO chartering terminology.

In addition to drafting bylaws, it is recommended that a governance manual also be drafted. The governance manual includes specific policies that will direct the new church as well as provide clarity on roles, responsibilities, and limitations of authority. As with the bylaws, the governance manual must align with ECO Polity. Please find the following list of example governance manuals, though it is worth noting that each governance manual will be unique to the governing model of the new church:

- Highland Park Presbyterian Church Governance Manual
- Church ABC Governance Manual

Step 5: File Certificate of Formation with the Texas Secretary of State, EIN, & 501(c)(3) Status

Prior to being chartered, a new church must be incorporated as a distinct legal entity in the State of Texas. This requires filing a certificate of formation with the Texas Secretary of State. The Secretary of State office provides online resources and instructions for filing the certificate of formation:

https://www.sos.state.tx.us/corp/nonprofit_org.shtml.

The Texas Presbytery, through the MPT Liaison, can provide assistance with filing the certificate of formation. A recommended lawyer who can also assist with the corporate formation process and obtain an Employer Identification Number (EIN) is:

Darren B. Moore – Attorney
301 Commerce, Suite 2500

Fort Worth, TX 76012
Ph: 817-877-1088
Email: dmoor@bwwlaw.com
Website: www.bwwlaw.com

The Texas Presbytery advises that members of the Advisory Board/Session and the pastor constitute the initial board of directors for the organization. It is worth noting that the new church's 501(c)(3) tax status is regulated through the Internal Revenue Service (IRS) and the Texas Comptroller of Public Accounts. The new church will gain 501(c)(3) status automatically upon signing a membership agreement with ECO. It is recommended to regularly communicate with the MPT Representative regarding 501(c)(3) status.

Step 6: Adopt Bylaws and Governance Manual

Upon completion of final drafts of the bylaws and governance manual, the Advisory Board should hold an organizational meeting to formally adopt these documents and elect officers. The Texas Presbytery advises that the lead pastor serves as president and that the clerk of the session serves as the secretary for corporate organizational purposes.

Step 7: Establish Plan for Fulfilling Essential Responsibilities

It is recommended that plans, schedules, and processes be established to ensure that the new church fulfills its essential legal, fiduciary, and ECO Polity responsibilities. The MPT Representative and HP Pres can provide recommendations and resources for managing these responsibilities effectively.

Operations Preparation

The operations preparation steps outlined below are consolidated best practices recommended by ECO and HP Pres. It is recommended to communicate regularly with the MPT Representative regarding operations preparation during the ECO charter application process. Regular communication with HP Pres regarding operations functions is also welcomed during the chartering process.

Step 1: Establish a Church Budget

Prior to charter, it is suggested that the Church Plant establish an operations or finance committee as may be set forth in its governance manual to establish a financial accountability process. It is recommended that the Church Plant establish a first-year post-chartering budget to be reviewed by the appropriate HP Pres Session committee. This budget should include but not be limited to: all of the operating costs of the Church Plant including employee salaries, insurance, benefits (including childcare tuition discounts if offered), and an additional 1% of the annual budget to support the Texas Presbytery as required by ECO Polity. ECO Polity also requires an annual retirement plan contribution for each pastor called for more than 30 hours of ministry equal to at least 10% of the pastor's compensation. The Church Plant should show a giving pattern over the trailing 24 months to support the budget. At the time of chartering, the Church Plant should have a 6-month operating reserve to provide the necessary cash to fund the ongoing operation of the new church.

Step 2: Create a Net Asset Reserve Account

To facilitate a smooth transition of financial operations, it is recommended that the Church Plant collaborate with the HP Pres operations team to create a net asset reserve account to track the accumulated surplus of giving over expenses for the Church Plant. Church Plant reserve amounts should be verified and tracked in a separate account, so that these reserves can be easily transferred at the time of charter. It is recommended that the net asset reserve account be established approximately 12 months before the Church Plant becomes chartered as a new church.

Step 3: Establish Accounting Functions and Service Providers

Prior to chartering, a Church Plant will establish several accounting functions and designate how these functions will be managed. A list of necessary accounting services and recommended service providers includes but is not limited to the following:

- a. Payroll, Tax Withholding, Tax Reporting, etc.:
 - Paycom provides accounting and payroll services. <https://www.paycom.com/>
 - ChurchBiz provides accounting, payroll, and booking services for churches. <https://www.churchbiz.com/>
 - ChurchShield provides accounting and payroll services. <https://churchshield.com/>
 - Bamboo <https://www.bamboohr.com/g2/> includes payroll functions.

- b. Accounts Payable/Receivable (i.e. the process to pay bills which provides accountability and separation of responsibilities and the process to keep records and issue donation receipts for incoming donations):
 - HP Pres uses Nexonia for this service. <https://help.nexonia.com/hc/en-us>
- c. Congregational Management System: A congregational management software package that includes donor accounts/online giving will need to be established. As a part of this process, the Church Plant should collaborate with HP Pres to assess and complete the task of separating Church Plant covenant partner rosters, donor accounts, and communications from the HP Pres congregational management system.
 - HP Pres uses Pushpay church giving and church management software. <https://pushpay.com/>

Step 4: Establish Banking Relationship(s): Checking Account and Employee Credit Cards

After the new church is established as a distinct legal nonprofit corporation in the State of Texas and has received its EIN, the new church should establish its own banking relationship. HP Pres provides its staff with credit cards, which are connected through its banking relationship. New churches will not have any credit history, so development of a banking relationship might take time to develop. The new church might consider looking to individuals in the banking industry, in its congregation, or HP Pres relationships.

Step 5: Obtain Comprehensive General Liability and Directors & Officers Insurance Coverage

Each congregation in the Family of Churches is covered under the HP Pres general liability insurance policies. Prior to chartering, each Church Plant will need to purchase its own comprehensive general liability and directors and officers insurance. Engaging an insurance agent who has experience in representing churches or other nonprofit organizations would be helpful in determining the new church's risk profile and insurance needs and in creating a cost estimate as the early budgeting process is implemented.

The membership agreement to be entered into with ECO prior to chartering requires that comprehensive general liability and director and officer liability insurance coverage with commercially reasonable coverage limits not less than one million dollars per occurrence for personal injury, property damage, death, and other related losses be in place. The coverage must include claims for sexual misconduct and must include the Texas Presbytery and ECO as additional insured parties.

Insurance providers to ECO churches known by HP Pres include: Old Mutual, State Farm, and Marsh McLennan Agency.

Step 6: Select A Health Insurance Provider or Benefit Plan

HP Pres provides high quality health insurance to its full-time employees and subsidized health insurance for their dependents at no cost to the employee. The new church will need

to determine whether to purchase health insurance coverage or provide a health insurance benefit allowance that is industry competitive. Recommended contacts to assist the church with health insurance coverage are:

Jack Hooper
Take Command
Ph: 214-697-0637
Email: jackhooper@gmail.com

Tim Whitehead
Gallagher Benefit Services
Ph: 972-663-6117
Tim_Whitehead@ajg.com

Step 7: Consider Developing an Employee Handbook

It is recommended to contact Susan Pierce at HP Pres regarding the process to develop an employee handbook. Bamboo is a recommended human resource information system tool. <https://www.bamboohr.com/g2/>

Step 8: Establish a Safety and Security Plan

Each new church should develop a written safety and security plan or re-asses its existing plan. Utilizing the HP Pres safety and security plan as a starting point as needed is recommended.

Step 9: Establish a Child Protection Policy

Each new church will develop a written child protection policy. Utilizing the HP Pres Child Protection Policy as a starting point is recommended. In addition, the new church should establish accounts with service providers such as Ministry Safe to provide appropriate training and background checks for staff and volunteers serving with children. <https://ministrysafe.com/>

People Preparation

The people preparation steps outlined below include ECO requirements and HP Pres recommendations related to the new church's covenant partner process. This section also includes HP Pres suggestions regarding preparation of the general congregation in advance of chartering.

Covenant Partner Process

It is generally assumed that at the time of chartering, an HP Pres Church Plant will have an established process by which an individual in the congregation may become a covenant partner of HP Pres, though this process might vary between Church Plants. This section sets forth the ECO requirements for the covenant partner process along with HP Pres recommendations for a Church Plant to consider. The hope for this section is to provide a helpful opportunity for the Church Plant to revisit and either re-affirm or modify its covenant partner process as needed or desired.

Step 1: Review the ECO Requirements for the Covenant Partner Process

ECO Polity sets forth the following direction for the covenant partner process: "After completing a meaningful preparation process as determined by the session, those who wish to embrace the congregation's covenantal expectations may become covenant partners by action of the session after hearing testimony of their faith in Jesus Christ as Lord and Savior . . ." (Section 1.0303).

Step 2: Consider the Following Elements Highly Recommended to be Included in the Covenant Partner Preparation Process:

- Why does this church exist/What is the mission of this church?
- Include an overview of the ECO Essential Tenets.
- What is the call/expectation of a covenant partner? (i.e. as set forth in ECO Polity, Section 1.0305).
- What are available next steps to participate in the life of the church? (i.e. growth courses, service opportunities, missions, small groups, Sunday classes, etc.).
- After the preparation process has concluded, take covenant partner vows publicly, including a profession or reaffirmation of faith in Jesus as Savior and Lord, in accordance with ECO Polity, Section 1.0303.

Step 3: Consider the Following Elements to be Included in the Covenant Partner Preparation Process:

- Provide a list of goals for the covenant partner preparation process. Ideally, what is hoped for prospective covenant partners to learn, know, or grow in the process?
- Will the covenant partner preparation process consist of group meetings or individual meetings with a pastor(s) and/or elder(s)?
- If a group class is offered, how many meetings will it consist of? Will follow-up meeting(s) with an elder or pastor be offered?

- What is the relationship between God’s Story, the new church’s story, and the prospective covenant partner’s story?
- Will an opportunity be provided for the prospective covenant partner to share his or her testimony at some point during the process?
- Provide a general giving and budget considerations overview.
- Complete a spiritual self-assessment.
- Complete a spiritual gifts survey.
- At the conclusion of the covenant partner preparation process, a “form” may be created consisting of the covenant partner’s spiritual self-assessment, spiritual gifts survey, and testimony for the covenant partner to be more readily known by church staff/leadership.

General Congregation

It is anticipated that the ECO chartering process will be both an exciting and challenging time. Chartering will bring increased responsibilities to be assumed by the congregation. It is recommended to communicate this reality to the congregation early in the process and to begin considering together what teams might need to be formed and prepared to perform new roles. Individuals might be called out of their comfort zones and stretched to serve in new ways. While this can be difficult, it is also a great opportunity for God’s strength to be revealed, for faith to be increased, and for individual and corporate spiritual growth. Praise God! It is also recommended during this time to be attuned to and care especially well for the physical, spiritual, and emotional health of the congregation and to make room to rest in God’s presence in the midst of increased activity.

Conclusion

This Map is intended to be a helpful resource for HP Pres Church Plants seeking to begin the ECO church chartering process. While the materials included are not exhaustive, we hope this Map helps facilitate a smoother and healthier pathway to chartering. Furthermore, this Map is not meant to overwhelm or discourage. Rather, this Map is intended to support and encourage. It is the result of prayerful consideration by brothers and sisters in Christ who are standing with you and wish to uplift you along the path to charter. The process might be challenging at times, but our prayer is that it positively stretches each Church Plant congregation as you step out in faith continuing to serve God's Kingdom. During this process, we encourage you to keep seeking the Lord by staying in His Word, connecting intimately with Him in prayer, and perpetually submitting your heart and will to Him. Blessings!

Peak Street Church Elder/Session Timeline

June - July 2024 [ONC Formed + Elder Process Communicated]

- (1) Confirm with HPP session the Peak Street Church chartering timeline.
 - Goal is for elders in place *before* the 25/26' budget is formed so as to think through additional costs taken on in chartering.
 - Peak is willing to contribute towards HPP's shared services for 24/25'.
- (2) Receive permission from HPP session to form an Officer Nominating Committee (ONC)
 - ONC would consist of Cameron, Bill, one HPP elder, one Peak Lead Team member, and one Peak congregational representative.
 - ONC would meet regularly throughout the summer to pray.
- (3) Communicate Peak Street Church chartering process to congregation.
 - Make availability to meet with covenant partners to answer questions.
- (4) Communicate Peak Street Church elder recommendation process to congregation.
 - Attendees recommend candidates by filling out an online form.

August 2024 [Elders Recommended]

- (1) ONC receives elder recommendations from congregation.
- (2) Cameron and Bill develop a process and criteria (influenced by HPP) to examine elder candidates.

September - November 2024 [Elders Nominated]

- (1) ONC examines and confirms the candidates' qualifications to serve as elder.
- (2) ONC nominates qualified elders from list of congregational recommendations.
- (3) Congregation elects nominated elders.
- (4) Cameron and Bill develop a training process and curriculum (influenced by HPP) for elders.

December 2024 - February 2025 [Elders Trained]

- (1) Elders are trained in the theology of the office of elder and the philosophy of ministry at Peak Street Church and the ensuing requirements and commitments.
- (2) Elders are trained in their responsibilities and roles as related to ECO polity and the governance style of Peak Street Church.

March 2025 [Elders Installed and Session Formed]

- (1) Elders are approved by the presbytery (unsure when this would occur)
- (2) Elders are elected by the congregation and installed at Peak Street Church.
- (3) Bill is elected by the congregation to the role of "Associate Pastor"

April - August 2025 [Session Works to Charter Peak Street Church]

- (1) Session works to form a budget for 25/26' and considers the additional costs required.
- (2) Session drafts bylaws.
- (3) Session drafts a governance manual.
- (4) Session files articles of formation with the Texas Secretary of State.

Church Profile

v3 (June 13, 2024)

The following is a rough draft of the written content for our Church Profile. The final version will be a well-designed brochure used by our PNC to make initial introductions of our church in the search for our next Senior Pastor.

[HP Pres Logo]

[Gallery of photos that show the life and mission of HP Pres, in a window frame]

Highland Park Presbyterian Church

Dallas, TX

Est. 1926

"Leading all generations to find and follow Jesus for the flourishing of our city and beyond."

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A Little About Us

[Big: "Everything we do is about helping people find and follow Jesus."]

We are a family of churches for the flourishing of the city. Our ultimate goal is not to be a beautiful church, a big church, or a church that is growing so we can feel good about ourselves. Our mission is to be a Jesus church, where people of every generation are finding the joy, hope, and transformation of life in Christ.

Our Vision

Our vision is to be *leading all generations to find and follow Jesus for the flourishing of our city and beyond*. In 2016, the elders of HP Pres created *Vision 100* as a way to measure whether we are living into this ambitious call.

Vision 100

By our 100th anniversary in 2026, we are striving to reach these aspirational milestones:

- 100% of our covenant partners growing as followers of Jesus
- 10,000 new followers of Jesus here, near, and far
- 10 new church plants (5 new local church plants, and 5 new strategic church plant partners)

- 100 leaders raised from the next generation for Christ-centered ministry
- 1,000,000 hours of prayer

+++

By the Numbers

Our church family consists of ___ Covenant Partners, with an average attendance of ___ each Sunday, including ___ children and students.

[Age Spread Graph]

We are a multi-generational church, including some families who have been Covenant Partners for five generations. Our attendance reflects followers of Jesus across every stage of life. Recent surveys show that about 45% of the people coming on Sunday mornings are also bringing their kids and students to be involved in our community.

[How long have you been involved graph]

Although we have deep roots across all generations, recent surveys show that we have a healthy mix of people who have been here their whole lives and people who are brand new to our church family. Over the last ten years, growth has brought an influx of new Covenant Partners to our church family.

[How far do you live from the church graph]

Despite our size, we still feel like a neighborhood church. On Sunday mornings, you will see people walking and driving short distances to join us. Recent surveys show that over 50% of our congregation lives just a few miles away. We are also a neighborhood church that reaches our city, with significant numbers of attendees from all over DFW to participate in our community.

[Growing in relationship graph]

While our demographics are encouraging, our real goal is to make disciples of Jesus. In a recent survey, we discovered that nearly 90% of our attendees reported growing in their faith and being closer to God because of their involvement at our church.

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Our Worship Services

All of our services exist to help people find and follow Jesus. Every Sunday, people find joy, hope, and transformation. People from every part of Dallas, from different generations and cultures, join to gather in the community. Most of our services last about an hour, with a message that lasts about 25 minutes.

[8:15 chapel service]

Our 8:15 am Wynne Chapel service features weekly communion, a time for prayer and healing, hymns, and a shortened message.

[9:30 Sanctuary photo]

Our 9:30 am Sanctuary service, founded out of necessity during the construction that disrupted our campus, has been a surprising source of joy and growth. Featuring a moving, simplified, and liturgical contemporary music experience in the most beautiful space on our campus, this service is often overflowing, with walkers and strollers lining the back of the room representing the wide range of ages participating in worship.

[11 am Sanctuary photo]

Our 11 am Sanctuary service features classical music, which has a well-earned reputation across our city. Led by a powerful choir and a renowned organist and often accompanied by orchestral pieces, those seeking worship of the highest artistic quality travel across the Dallas Fort Worth area to join us.

[11 am Hall photo]

This contemporary service delivers a modern but contemplative liturgical experience, creating a space where people can easily be invited into worship. Worshipers of all ages attend this service, which features the same biblically centered messages that are delivered in our other services.

[production camera photo]

Our 9:30 and 11 am Sanctuary services are available online. Every Sunday, a mix of home-bound members, travelers, and guests exploring the church tune in to get a glimpse of our community. We host about ____ a week through our online worship services.

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Family of Churches

Highland Park Pres has planted a family of churches, each with a unique identity and calling but united in mission, operations, and governance. Distinct from satellite campuses, each church in our family of churches has its own leadership, worship style, and community. When it comes to these church plants, the role of our Senior Pastor is to invest in and walk alongside our church planting pastors on a sustained basis.

[All Nations photo]

All Nations

Founded in 2001 and meeting on our campus on Sunday mornings, the All Nations community represents ____ people and seven countries (Cameroon, Congo,

Ethiopia, Ghana, Kenya, Nigeria, and Uganda) and has a heart for reaching African communities.

[Mandarin photo]

Mandarin-Chinese

Launched in _____ at Highland Park Presbyterian Church, our Mandarin-Chinese Church has grown to the point where it has planted its own churches in multiple areas around Dallas.

[Peak Street Photo][Entire Peak Street 5th anniversary celebration article on next page]

Peak Street Church

Planted in _____, Peak Street Church ministers to the residents of Old East Dallas, reaching a primary audience of young professionals navigating a post-modern world.

[Grace Church Lake Highlands photo]

Grace Church Lake Highlands

Founded in _____, Grace Church Lake Highlands serves the Northeast part of Dallas and has seen tremendous growth in the short time since. With an emphasis on young families, Grace Church Lake Highlands has _____ Covenant Partners that call it home.

[Good Shepherd Oak Cliff photo]

Good Shepherd Oak Cliff

The youngest of our church plants, Good Shepherd Oak Cliff, serves the North Oak Cliff neighborhood of Dallas and has quickly become a loved member of the neighborhood. With less than a year of operation under its belt, Good Shepherd celebrated its first Christmas Eve service with over 100 local guests.

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The Flourishing of Our City & Beyond

[Transform Dallas photos]

[mission partner story]

Since our founding, outreach and missions have been a priority for our church family. We partner with missionaries, churches, and agencies in Dallas and across the globe to extend the Kingdom of God to the ends of the earth through acts of mercy and justice, feeding the hungry, welcoming the stranger, supporting and mentoring the marginalized, care, equipping, and evangelism.

Our missions team educates, equips, and brings service opportunities to our

congregation, both to help our partners and to disciple our members. We are transforming the world through city and global engagement, mission trips, and the support of 31 missionaries.

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Our Governance

We are a Presbyterian church in ECO: A Covenant Order of Evangelical Presbyterians. This group is marked by our reformed, evangelical, and egalitarian theology. Our congregation voted to join ECO in 2014.

We are tightly knit with ECO, with our church helping to shape ECO, even as ECO has helped to shape our church. As a leader in the denomination, we share what we have learned as a church with others in ECO who seek guidance.

Our church is led by our Session, a group of Elders elected by our congregation to be its spiritual leaders. The Session, which includes our Senior Pastor, casts a vision and delegates the authority to execute it to our Senior Pastor, who, as head of staff, puts that vision into action.

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Our Giving

We are a financially healthy church. We operate without debt and in faith that our congregation will joyfully give as an act of discipleship each budget year. In 2023-24, our annual giving goal was \$14,425,600.

[graph from impact report that shows 2022-23 projected expenses, including personnel, admin, outreach, and facility]

When it comes to giving, we can improve on teaching our congregation about generosity as an act of discipleship and inviting a larger percentage of our congregation to give. ____% of Covenant Partner households currently give any amount during the year.

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Strengths & Opportunities

In February of 2024, we conducted a Congregational Survey to better understand who we are as a church. A few themes emerged, highlighting what we are doing well and where we have room for improvement. While the survey highlighted

specific areas, the most common theme across all the results is that our congregation deeply loves their church.

What We Are Doing Well

- **Growing as disciples.** We are a Jesus church, biblically centered, emphasizing spiritual growth and discipleship. Our worship services are described as powerful, with deep but approachable preaching and high-quality music, showing people the way to follow Christ. Our programming invites people into our community and equips them to take their next steps in finding and following Jesus, and the Holy Spirit has then been turning our guests into disciples. There is an intangible joy and energy in the halls of our church.
- **United together.** We are marked by unity and known as a place where disagreeing on non-theologically essential topics is OK and healthy. We have a generous orthodoxy, where grace without judgment defines difficult conversations, and we are known for being willing to exist within the tension between differences. We engage topics in intellectually honest ways, with compassion and love leading the way. We are slow to debate and quick to be curious.
- **Welcoming community.** Our community is a welcoming presence for new and long-time members. Defined by support, love, and friendliness, our community is our church, and people often describe their time here as part of a tightly-knit family. Despite our size, to many, our church feels small. We live into our mission of ministering to all generations, and our love of people of all ages has had long-lasting impacts. Our community is diverse, with people of all backgrounds from all over DFW making up who we are.
- **Developing leaders.** Strong, transparent, authentic, vulnerable, egalitarian, and wise leadership has been a boon for our church over the past decade. We are intentionally calling up and sending out new leaders. Our clear leadership has always been helpful, and that has been especially true after former Senior Pastor Bryan Dunagan's passing.
- **Our staff.** The staff of HP Pres was frequently mentioned in our congregational survey. Our people see our staff as approachable, accessible, and supportive. The staff is trusted because of their involvement in our community, their joyful attitude, and their humble demeanor. The HP Pres staff deeply desires to minister to our congregation.
- **Joyfulness.** Despite significant loss and tragedy, our people are encouraged by how our congregation exhibits Christ during this time. There is an unexpected joy in the halls of our church.
- **Clear direction.** Recent surveys identified our clear vision for the future

as a strength. Our Session has discerned God's call for our church, communicated it clearly to our congregation, and aligned our ministry activities around that vision. This has made us feel unified as a congregation, working together towards the same ends. This has been visible through initiatives like Vision 100 and our recent emphasis on spiritual, mental, and emotional health.

Where There Is Work to Be Done

- **Multiplying our faith.** Many of our members reported that they are not frequently discipling other newer believers and that they do not feel equipped to share the Gospel with people who are not following Jesus. Work is needed to equip and encourage our body to more fully embrace evangelism.
- **Vision for the future.** Since 2016, when our Session formed Vision 100, we have been working towards a defined set of goals to reach before our 100th anniversary in 2026. What our vision and focus will be in the season after our 100th anniversary is undecided.
- **Serving.** We struggle to find enough volunteers to meet the minimum needs of groups like our Highland Kid's ministry. A church our size should have more people willing to help, but instead, we are frequently asking the same volunteers to serve more and more.
- **Emotional health.** In January of 2023, the Session of HP Pres made emotional health a priority for our congregation. Responding to a mental health epidemic in our community, we began to address this topic across life stages and departments to better care for our church and our community at large. While we have made large steps in the areas of counseling, education, support communities, and resources, there is still work to be done to shepherd our congregation into becoming emotionally healthy followers of Christ.
- **Highland Students.** In contrast to our Highland Kids ministry, our Highland Students ministry (7th-12th grade) has been in decline in recent years. We have invested in new staff and an increased focus on this demographic, but we have not seen substantial growth in this area yet. There is much work still to be done in reaching middle and high school students.
- **Single adults.** While single adults are welcome in all of our adult discipleship opportunities, our small community of single adults needs increased support.

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A Season of Collateral Beauty

[Pulpit shot of Bryan] caption: Bryan Dunagan 1979-2023

For almost 10 years, our church was led by Bryan Dunagan as our Senior Pastor. A charismatic teacher who was singularly focused on helping people find and follow Jesus, he oversaw a decade of impact at our church. Under his leadership, we saw rapid growth in all demographics, an increase in giving, several churches planted, new followers of Christ on our campus and across the world, a renewed love for the city God has placed us in, strengthened ties to our mission partners, and a deepening commitment to follow Christ through discipleship.

Our congregation was shocked by the news of his untimely passing on October 26, 2023. The best way to describe the current season our church is in is one of *collateral beauty*. While this tragedy has been difficult, the Holy Spirit has been actively at work. Our people are more unified than ever. The amount of care and support between congregants and staff is at an all-time high. Our city has been watching how we, as Christians, respond to this loss, and the result has been that people from all walks of life have wanted to become part of our community. Bucking every possible trend, our church continues to grow, giving has increased, and more people are growing in their faith than before. We have welcomed record numbers of Covenant Partners, many of whom have no idea who Bryan Dunagan is, speaking strongly to the way Bryan pointed our community toward Jesus.

Now, molded by the past but looking to God for the future, our church continues to press forward into the mission we have been given. Our 100th anniversary is approaching, and we are seeking a Senior Pastor who can bring a clear vision for the next phase of our ministry.

**Highland Park Presbyterian Church
Financial Dashboard
As of May 31, 2024**

YTD Narrative:

- FY24 YTD General Fund Giving thru May 2024 was \$9.340M, which is \$141k more than Budget, and is \$30k LESS than YTD Giving thru May 2023.
- YTD Total Operating Expenditures are under budget by \$313k.
- YTD Net Operating Deficit at May 2024 is \$1.461M, and is under budget by \$72k.

Highland Park Presbyterian Church
Statement of Activities - Operating Fund Only - Actual vs Budget
FYTD 2024 as of May 31, 2024

Interim for Internal Use Only

	General Fund		Fav/(Unf)
	<u>Actual \$</u>	<u>Budget \$</u>	<u>Variance \$</u>
Revenues			
Contributions	9,340,449	9,199,337	141,112
Release of Rest Funds - Outreach	-	450,000	(450,000)
Release of Rest Funds - Other	-	258,172	(258,172)
Total Contributions and Releases	9,340,449	9,907,509	(567,060)
Program Revenue	54,442	58,335	(3,894)
Event & Other Revenue	7,361	80,115	(72,754)
Investment Return	312,279	112,068	200,211
Reimbursement from Schools	51,601	150,000	(98,399)
Ministry & Capital Subsidies - Designated	-	-	-
Ministry & Capital Subsidies - Operating	(185,442)	(485,635)	300,193
Total Other Revenue & Subsidies	240,241	(85,117)	325,358
Total Revenue	9,580,690	9,822,392	(241,702)
Expenditures			
Family of Churches	469,502	492,577	23,075
Ministry	2,525,992	2,747,009	221,016
Operations	4,611,666	4,889,433	277,768
Outreach	1,493,434	1,107,608	(385,827)
Senior Leadership	867,026	997,059	130,033
Worship and Arts	1,073,937	1,121,250	47,313
Total Expenditures	11,041,557	11,354,935	313,379
Operating Surplus/(Deficit) before Debt Service	(1,460,866)	(1,532,544)	71,677
Debt Servicing (Interest Only)	95,033	94,790	(243)
Net Operating Surplus/(Deficit) before Depr.	(1,555,899)	(1,627,334)	71,434
Depreciation Expense	2,067,782	2,385,000	317,218
Total Operating Surplus/(Deficit)	(3,623,681)	(4,012,334)	388,652