

**Horizon Presbyterian Church
1401 E. Liberty Lane
Phoenix, AZ**

2017 Mission Study Report

Prepared for the

Session of Horizon Presbyterian Church

By

The Flourishing Churches Team

Introduction

During the course of 2016-17, the Session of Horizon Presbyterian Church has discussed the elements of a mission study for the worshipping community. The discussions have been held during regularly scheduled Session meetings, during meetings devoted to training using the ECO Flourishing Churches material, and at a Session retreat. A new mission study is needed because of the resignation and departure of Dr. Ron Hawkins in June 2016. The mission study will be one essential input for a Pastor Nominating Committee (PNC), which will be called and elected by the congregation. The PNC will be charged with seeking a new called pastor for Horizon.

At the Session retreat on June 3, 2017, a team that included Transition Pastor Joe Surin, Elders Rob Rhoades and Chuck Jarrell, and Clerk of Session Sandy Castle were charged with writing a draft of the mission study to be shared with, modified by, and approved by Session. In addition, the team was tasked with completing work on a Flourishing Churches plan, the culmination of three months of reflection and study by Session on ECOs mission of “building flourishing churches that make disciples of Jesus Christ”. The resources used by the team in completing this draft included:

- The last mission study, completed in 2006 as Horizon transitioned from the leadership of Dr. James Uhley to Rev. Ron Hawkins as called pastors.
- The recently completed Flourishing Churches plan.
- An importance matrix, created by Session at the recent retreat and showing the relative importance of many of the programs and ministries of the worshipping community.
- *ECO Polity and Discipline* which provided guidance about calling pastors.

The objectives of this mission study are to:

- Inform members of the Horizon worshipping community of the work which has been accomplished and is underway in preparing for the next called pastor.
- Provide guidance to a PNC to be called during the remaining months of 2017 for the purpose of identifying a candidate who will become the next called pastor.
- Provide guidance to the Session as it moves through a transition period to the installation of the next called pastor.
- Provide evidence to candidates for the next called pastor of a plan for God’s continuing work through Horizon.
- Comply with the requirements of ECO for the call process.

Background

The following section contains information that is useful in understanding Horizon’s history and current environment. This information was originally presented in the 2006 Mission Study. The environmental data has been updated with comments about changes in the local community during the past 10 years.

Church History

Organized as a new church development in the fall of 1989, Horizon Presbyterian Church was founded by the Presbytery of the Grand Canyon of the Presbyterian Church USA (PCUSA) to serve the growth and needs of the Ahwatukee-Foothills area of Phoenix, AZ. In 2015, the Session of Horizon entered into a time of discernment concerning denominational affiliation. Through a series of Session meetings, surveys of the congregation, and consultations with Grand Canyon Presbytery, the Session determined that the Kingdom of God would be better served if Horizon moved its affiliation to ECO: A Covenant Order of Evangelical Presbyterians. A petition was submitted to the PCUSA Presbytery requesting dismissal. This petition was followed by a Horizon Dismissal Committee working with the Presbytery Administrative Committee to develop the terms for dismissal. The dismissal agreement was approved by Presbytery in October 2016, and all conditions were completed and Horizon became an ECO church at the end of December 2016.

When first organized, Horizon met in local schools for approximately three hours each Sunday for worship and church school. For a time, the church maintained offices in rented facilities. Other activities were conducted in private homes. In 1996, Horizon moved into its first permanent facility at 1401 East Liberty Lane. This facility housed the church offices, worship center, classrooms, and nursery.

In 1996, Horizon prepared to call a new pastor. The 1996 Church Information Form (CIF) indicated that we felt called to center much of our life around activities for children. To that end, the church:

- Opened a second facility in 1998 and entered into a five-year lease agreement with Keystone Montessori. Under this agreement, Keystone used the facility during the week for a preschool, and Horizon used the space on Sunday for adult, youth, and children's church school classes.
- Began operating God's Garden, Horizon's own preschool, in 2000. This was done because Keystone outgrew the available space and was moving and in recognition of the need for a Christian preschool for the community.
- Added space for a youth room and an additional meeting room in 2003 to meet the needs for God's Garden expansion into the second facility.

In 2012, Horizon completed a construction project that enclosed the breezeway at both ends to create a new space for fellowship. During this same project, the kitchen was enlarged, and office spaces were redesigned and renovated.

Consistent with a focus on children and youth, Horizon called its first part time Youth Director in 1998 and has built the Youth program throughout the years. Over time there have been a number of Youth Directors, who are now called Youth Pastors. The average tenure has been two years. The size of the youth program has fluctuated, and today is quite small. This is the result of a number of factors, including the cyclical effects of groups of children moving through their teen years, the loss of several families during the move from PCUSA to ECO, and the increasing challenge of involving children and youth in church activities due to conflicts with youth sports and school activities.

The 1996 CIF listed a number of activities in the early life of the church. In addition to Sunday morning worship, fellowship, and church school, church members were involved in and

with Presbyterian Women, Gila River Indian Community, Homeward Bound, Tempe Salvation Army Food Bank, Health Care for the Homeless, and The Yaqui community in Guadalupe.

Since 1996, many events and activities have been added that appeal to our members and give us the opportunity to share God's love with each other, our local community, and the world. These include Blended music for worship, including Praise Band, Adult, Handbell, and Children's choirs; Vacation Bible School for both adults and children; storytelling for children during Sunday morning worship; Small Groups organized for further study of the Word and deepened fellowship; Confirmation Classes to prepare the young people for membership; various annual mission trips for youth; an annual mission trip to Rocky Point, Mexico through AMOR Ministries; 5 mission trips to Honduras through Honduras Outreach, Inc.; support of Margaret's Orphans and the Wa Hostel in Thailand; food packing for Feed My Starving Children; Phoenix Rescue Mission activities including a monthly dinner service, food and water donations, and projects like School Backpack preparation; and the Ahwatukee Easter Parade, an outreach opportunity. For 15 years, the God's Garden Preschool and Horizon members have sponsored a yearly event called Transportation Day, which is an outreach to the community. The campus is filled with vehicles and the helicopter flies in. The day draws 3,000 to 5,000 people to the campus the last Saturday in February.

Some of the events and activities listed above now have an honored place in our history and are no longer part of our regular calendar. However, the list provides a context of the types of events and activities that are or have been a part of the life of the worshipping community.

Horizon Vision Statement

*Horizon is a vibrant, worshipping, faith community...
where people are*

*Coming to Christ,
Growing in Christ and
Ministering for Christ*

History of Mission Giving

A hallmark of Horizon's stewardship has been a commitment to give a tithe (10%) to mission outside the church. For many years, Horizon fulfilled that commitment by giving directly to the PCUSA presbytery and other projects and programs of the denomination. As Horizon developed mission connections independent of the PCUSA, funds were shifted to support those organizations and causes. A summary of giving is shown below.

Most of the area is fully developed at the present time. Some smaller tracts of land are still under development in the western end of 85045, and apartment buildings are being constructed along I-10 in 85048. The area grew predominately by residential development in the early stages of growth; however, commercial development has since caught up, with a variety of shopping and restaurants generally located on the east side of the village along I-10. There are few office developments within the village, consequently most workers commute to other portions of the metropolitan area for employment outside of the village. The Ahwatukee-Foothills is considered a suburban or bedroom community with many workers commuting to Intel and other high technology businesses in Chandler or to government and business locations in Phoenix and Tempe. The median time traveled to work is 20-30 minutes.

In 2010, approximately 80% of the population in the area was white, followed by Latino or Hispanic at about 12%, Asian at 6% Black at 5.5%, and Native American at 1.6%. In 2000, the population was approximately 88% white, and all other racial groups have contributed to the changing balance in the 2000 to 2010 period.

Race	85044	85045	85048	TOTAL	Percentage*
White	29788	6010	27017	62815	79.8%
Black	2490	262	1548	4300	5.5%
Asian	1890	581	2333	4804	6.1%
Latino	5356	640	3785	9781	12.4%
Native American	857	42	356	1255	1.6%
Total	37993	7238	33449	78680	100.0%

*Will not add to 100% because some respondents consider themselves to be two or more races.

There are more than 32,000 households in the Ahwatukee Foothills community. Approximately 2/3 or more are family households (2 or more related people living together), as reported in the 2010 census. Approximately 1/3 of all households have children under the age of 18. More than 3,600 are reported to have children under the age of six in the household.

Households	85044	85045	85048	TOTAL	Percentage
Total	16978	2493	12613	32084	100%
Children under 18	4654	1209	5133	10996	34.3%
Children under 6	1781	383	1455	3619	11.3%

The median household income in 2010 was approximately \$84,000, well above the norm for all households in the US, which was in the range of \$48,000 to \$52,000.

Households	85044	85045	85048	TOTAL
Total	16978	2493	12613	32084
Median HH Income	\$ 70,217	\$ 120,313	\$ 96,041	\$ 84,262

The population of the community is well educated with more than 96% of adults over 18 having at least a high school education and approximately 50% having completed at least some college education. Approximately 22,400 people were seeking education in 2010 with approximately 1,300 in nursery or preschool – a prime target for God’s Garden Preschool.

Education by Age and Type	85044	85045	85048	TOTAL
Population 3 years and over enrolled in school	9,488	2,261	10,684	22,433
Nursery school, preschool	553	205	571	1,329
Kindergarten to 12th grade	5,865	1,695	6,575	14,135
Kindergarten	345	78	370	793
Elementary: grade 1 to grade 4	1,991	577	1,700	4,268
Elementary: grade 5 to grade 8	1,966	489	2,081	4,536
High school: grade 9 to grade 12	1,563	551	2,424	4,538
College, undergraduate	2,233	266	2,637	5,136
Graduate, professional school	837	95	901	1,833

Workers from the area are employed in a variety of occupations, the major ones consisting of management and supervisory positions in business, technical, education, and service companies.

Occupations	85044	85045	85048	TOTAL
Civilian employed population 16 years and over	21,807	3,825	18,752	44,384
Management, business, science, and arts occupations:	10,452	2,112	9,764	22,328
Management, business, and financial occupations:	4,600	1,154	4,475	10,229
Management occupations	3,047	821	2,871	6,739
Business and financial operations occupations	1,553	333	1,604	3,490
Computer, engineering, and science occupations:	2,193	378	1,839	4,410
Computer and mathematical occupations	1,038	220	912	2,170
Architecture and engineering occupations	886	124	795	1,805
Life, physical, and social science occupations	269	34	132	435
Education, legal, community service, arts, and media occupations:	2,645	394	2,335	5,374
Community and social services occupations	570	17	186	773
Legal occupations	278	85	449	812
Education, training, and library occupations	1,403	175	1,296	2,874
Arts, design, entertainment, sports, and media occupations	394	117	404	915
Healthcare practitioner and technical occupations:	1,014	186	1,115	2,315
Health diagnosing and treating practitioners and other technical occupations	764	163	890	1,817
Health technologists and technicians	250	23	225	498
Service occupations:	2,557	313	1,974	4,844
Healthcare support occupations	182	0	220	402
Protective service occupations:	367	137	388	892

Fire fighting and prevention, and other protective service workers including supervisors	233	44	254	531
Law enforcement workers including supervisors	134	93	134	361
Food preparation and serving related occupations	1,000	57	743	1,800
Building and grounds cleaning and maintenance occupations	310	24	215	549
Personal care and service occupations	698	95	408	1,201
Sales and office occupations:	6,297	1,122	5,147	12,566
Sales and related occupations	2,924	542	2,874	6,340
Office and administrative support occupations	3,373	580	2,273	6,226
Natural resources, construction, and maintenance occupations:	1,037	76	739	1,852
Farming, fishing, and forestry occupations	32	0	0	32
Construction and extraction occupations	545	35	266	846
Installation, maintenance, and repair occupations	460	41	473	974
Production, transportation, and material moving occupations:	1,464	202	1,128	2,794
Production occupations	651	92	433	1,176
Transportation occupations	673	103	581	1,357
Material moving occupations	140	7	114	261

Membership Trends

Since being chartered by PC(USA) on March 14, 1992, there have been 631 members of Horizon Presbyterian Church. As of June 28, 2017, there are a total of 122 registered on the Active Roll. Of the current active members, 10 were charter members of the church.

Since chartering, the annual reports reflect the following active membership each year:

Annual Active Membership Horizon Presbyterian Church			
Year	Active Members	Year	Active Members
1992	106	2005	144
1993	108	2006	154
1994	128	2007	139
1995	154	2008	158
1996	166	2009	171
1997	177	2010	194
1998	161	2011	196
1999	144	2012	206
2000	143	2013	204
2001	145	2014	174
2002	163	2015	127
2003	142	2016	124
2004	161		

The loss of members between 2014 and 2016 was significant and was caused by a combination of people moving away from the area and the turmoil caused by debating a change of denomination. Also, due to the primary Pastor leaving in mid-2016 there were no new member classes brought on the rolls from 3/22/15 until 6/18/17. During this timeframe only one confirmation class was held.

Horizon was officially transferred from PCUSA to ECO: A Covenant Order of Evangelical Presbyterians on January 1, 2017.

Inactive rolls are no longer kept at Horizon, though there are periodic efforts to reconnect with folks who have drifted away but have not transferred to another church.

The 122 currently active members are broken down into the following categories by age, sex, and race:

AGE		SEX		RACE	
25 & Under	17	Female	73	Asian	0
26-35	17	Male	49	Black	2
36-55	33			Hispanic	3
56-64	21			Caucasian	117
65 & Over	34				

Leadership Potential

The Session of Horizon is made up of 10 members. Members of the Session are typically elected for a three-year term, with typically three members being selected and nominated by a nominating committee each year. The Session is organized into Teams for the various operations of the Church. Current Elders serving on the various teams of Session include the following:

Ministry Area	Elder
Worship	Sandy Hutchinson
Mission	Alan Wolverton
Fellowship	Laurie Davis
Discipleship	Sue Mitchell
Children & Youth Ministries	Angela Ratynski
God's Garden	Rob Rhoades
Administration & Property	Don Clark
Personnel	Shirley Kellermeyer
Stewardship	Ron Vahle
Outreach	open

The current Board of Deacons is comprised of nine people that are elected for a three-year term, with three people typically selected and nominated by the nominating committee each year. Current Deacons serving on the board include:

- | | |
|----------------|----------------|
| Joan McMullen | Brian Long |
| Kim Colquitt | Deborah Norris |
| Marie McKinney | Lois Brauch |
| Lisa Spresney | Connie Huisken |
| Ruth Fuller | |

Church Financial Information

Horizon Presbyterian Church and God's Garden Preschool - Consolidated Financial Summary

Income Statement Summary			
	Church	Preschool	Consolidated
2012-13			
Income	276,757	449,994	726,752
Expense	327,186	320,704	647,891
Net Revenue	(50,428)	129,290	78,861
2013-14			
Income	295,102	465,726	760,829
Expense	403,732	322,919	726,652
Net Revenue	(108,629)	142,807	34,177
2014-15			
Income	332,219	441,057	773,277
Expense	376,498	343,954	720,452
Net Revenue	(44,278)	97,103	52,824
2015-16			
Income	256,058	437,740	693,798

Balance Sheet Summary			
	Church	Preschool	Consolidated
2012-13			
Current Assets	253,076	28,799	281,875
Mortgage balance	761,874		
2013-14			
Current Assets	214,953	58,444	273,398
Mortgage balance	721,983		
2014-15			
Current Assets	221,671	52,796	274,467
Mortgage balance	680,247		
2015-16			
Current Assets	227,936	50,599	278,536

Expense	341,717	332,963	674,680	Mortgage balance	634,574		
Net Revenue	(85,658)	104,777	19,118				

Goals for the Transition Period

During late 2016, the Session developed a plan for transition period and shared the plan with candidates for Transition Pastor. The plan is shown below with annotations about progress noted [in this way].

**Interim Pastor Duties and Responsibilities
September 2016**

Background

Horizon Presbyterian Church is in a time of transition. The Session has requested dismissal from the Presbyterian Church (USA) to ECO: A Covenant Order of Evangelical Presbyterians and has been in conversation with a commission of the Grand Canyon Presbytery since February 2016. The pastor/head of staff left in late August to take a pastoral position with an ECO congregation in Houston TX. The Session of Horizon is seeking an Interim Pastor approved by Grand Canyon Presbytery during this period of transition from PC(USA) to ECO. The expectation is that the transition will take 3-4 months. [Rev. Joe Surin was hired as Transition Pastor and began on January 1, 2017. The transition period is longer than initially expected.] In addition, the Session hopes the Interim Pastor will continue to serve Horizon until a new pastor/head of staff affiliated with ECO can be identified, approved, and hired. The expectation is that a Pastor Nominating Committee (PNC) will begin its work during the period of transition to ECO. Session hopes that a new pastor/head of staff will be in place in 6-8 months. [Session now hopes that a new pastor/head of staff will be in place by spring 2018.]

Horizon is blessed to have a Parish Associate, Rev. (HR) John Poling, who has agreed to assume some preaching and pastoral duties. In addition, Rev. (HR) David Serchak attends Horizon and is able and willing to preach from time to time. Horizon is also blessed to have other churches in the area who are willing to lend associate pastors, when they are able, to lead Sunday worship. Presbytery of Grand Canyon has appointed Rev. (HR) George Saylor to moderate Session, and for this, we are grateful.

The priorities for Horizon during this period include:

- Completing the work of transition from PC(USA) to ECO [DONE]
- Appointing a PNC to identify and hire a new pastor/head of staff
- Continuing regular weekly worship that glorifies God

- Continuing ministry programs that enrich congregational life and local, regional, and global outreach and mission
- Tending to the needs of the congregation, particularly those who are homebound, elderly, or sick
- Continuing to build relationships with children and parents through God's Garden, our Christian preschool

The challenges for Horizon include

- Converting a mortgage loan from Presbyterian Investment and Loan Program (PILP) to a new lender as a condition of release from PC(USA). Session has letters of interest from two lenders and is awaiting a Grand Canyon Presbytery vote to release Horizon before proceeding to secure a loan. The new loan is expected to help pay the presbytery for releasing Horizon as well as finance the property. [DONE. The finance committee negotiated a loan with Kansas State Bank.]
- Shoring up declining membership due to the change to ECO and recent loss of our pastor/head of staff. This may affect giving in the coming year, although the financial position of the congregation is generally healthy.
- Ensuring healthy programs, particularly the youth program which has suffered due to membership losses and recent graduations of high school students.

Interim Minister Duties and Responsibilities

Session is seeking an Interim Pastor to serve on a full or part time basis. The amount of time is negotiable and will depend on the requirements to meet the basic and specialized ministry functions shown below.

The basic and ongoing functions of the Interim Pastor will be:

1. Lead worship, or provide for pastoral leadership, each Sunday, working with the Worship Ministry Team.
2. Arrange for pastoral visits to sick and shut-in members, working with the Parish Associate and Deacons.
3. Lead weekly staff meetings, to include the Director of God's Garden, Director of Music, Administrative Assistant, and others as needed.
4. Plan and moderate Session and congregational meetings, working with the Clerk of Session.
5. Work as needed with committees to assist them in carrying out their assigned tasks.
6. Train newly-elected officers.
7. Officiate at weddings and funerals as requested.
8. Perform other administrative and pastoral duties as requested.

The specialized functions of the Interim Pastor will be:

1. Help Horizon examine their history and work through the grief process that usually follows the loss of a pastor.
2. Help the Session to identify current issues they face and develop ways of resolving them.
3. Encourage the Session to conduct a goal-setting process, thereby developing a vision for the future and facilitating the work of a Pastor Nominating Committee (PNC).

4. Facilitate transition to ECO through coordination with Grand Canyon Presbytery.
[DONE]
5. Prepare the congregation for the arrival of a new minister.

A Plan for the Future

The Session met on June 3, 2017 and identified the key elements of a plan for the congregation. Elders brought to the meeting their individual assessments of the importance of the programs and areas of focus for Horizon. The individual assessments are summarized below.

IMPORTANCE EXERCISE: All events, activities, programs, etc. are "important" (at least to someone) in the life of the worshipping community. The role of leadership is to determine how important and whether some things are "mission critical". When leaders achieve consensus, they can more easily assign resources - and perhaps discontinue events, activities, and programs that no longer have meaning to the life of the community. Prayerfully consider each item below and assign a "level of importance" to it by placing an "X" in the appropriate column. Think about the item in the context of the value it brings to achieving the mission and vision at Horizon. If you know of items not listed, add them and rate them for discussion at the Session retreat.

Item	Unimportant	Important	Very Important	Mission Critical	Count	Weighted	Average	Rank
	May consider eliminating	Want to keep	Want to keep and support	Must be successful to fulfill mission and vision		Score	Score	
Stewardship			1	8	9	35	3.9	1
God's Garden			4	5	9	32	3.6	2
New members		1	2	6	9	32	3.6	3
Supporting ECOs new presbytery		1	4	4	9	30	3.3	4
Discipleship	1	1	1	6	9	30	3.3	5
Children's Sunday school		3	1	5	9	29	3.2	6
Youth group		2	4	3	9	28	3.1	7
MORE	1		5	3	9	28	3.1	8
Facilities upkeep		3	2	4	9	28	3.1	9
Adult Sunday school		3	3	3	9	27	3.0	10
Choir		3	5	1	9	25	2.8	11
Week-day small groups	2	1	3	3	9	25	2.8	12
Fellowship events		3	5	1	9	25	2.8	13
Officer training	1	2	4	2	9	25	2.8	14
New member training	1	2	4	2	9	25	2.8	15
Coffee/Fellowship		4	4	1	9	24	2.7	16
Praise band	1	3	4	1	9	23	2.6	17
Shut-ins		4	5		9	23	2.6	18
Transportation Day	2	2	3	2	9	23	2.6	19
Web site	2	2	3	2	9	23	2.6	20
Mexico mission trip		6	2	1	9	22	2.4	21
Bell choir		6	2	1	9	22	2.4	22
Partnering with GG parents		5	4		9	22	2.4	23
Phoenix Rescue Mission	1	6		2	9	21	2.3	24
Fund raising for mission	1	4	4	0	9	21	2.3	25
Honduras mission trip	1	6	1	1	9	20	2.2	26
Children's choir	2	4	2	1	9	20	2.2	27
Weekly email	1	5	3		9	20	2.2	28
Facebook and other social media	4	1	3	1	9	19	2.1	29
Men's breakfast	2	5	2		9	18	2.0	30
Facilities rental	4	3	2		9	16	1.8	31
Reactivating inactive members	5	3		1	9	15	1.7	32
Vacation Bible school	4	4	1		9	15	1.7	33
Monthly newsletter (InTouch)	5	3	1		9	14	1.6	34
New worship center	6	3			9	12	1.3	35
Camping trips	7	2			9	11	1.2	36

Based on this exercise and further discussion among the Flourishing Churches Team, Session has identified six key areas of focus for the future of Horizon. They are:

WORSHIP – Worship of our God and our Savior Jesus Christ is central to being a Christian. We are called to worship our Creator, who is the sustainer of life and every element of our lives as individuals and our lives as the Church. We will put worship above all else and maintain a style of worship consistent with the Reformed Tradition. Within that, we are open to explore a variety of worship forms and experiences. We value music and enjoy the talents of vocal and instrumental musicians as part of the worship experience. We value hearing the scriptures and messages based on the scriptures and relevant to our daily lives. We value prayer and the opportunity for corporate confession, praise, and supplication. We value being together as Christians and sharing worship in ways that are impossible to experience as individuals.

DISCIPLESHIP – We are growing in our faith journey as a congregation and appreciate more fully that Jesus Christ wants us to go into the world to deliver a message of repentance and salvation to all people everywhere. We are seeking new ways to serve people in the name of Jesus Christ. We understand some of the challenges of engaging with others in the new post-Christendom culture that permeates America today. We are discovering more about discipleship through our new denomination, ECO. We participated in ECO leadership training focused on discipleship and have committed to an ECO-led detailed planning program this fall. We have much to learn in this area and believe that God will open opportunities for us to tell the “good news” more fully and effectively.

MISSION – Horizon has a robust mission program that focuses on local (Phoenix Rescue Mission, Matthew’s Crossing food bank), regional (Amor Ministries in Rocky Point, Mexico), and international (HOI in Honduras, Feed My Starving Children, International Needs) opportunities to serve others. We have historically given 10% of pledge and plate offerings to mission beyond the boundaries of the church property. We are committed to restoring this discipline as soon as financial giving stabilizes. We seek new opportunities that engage our members, friends, and families to use their time, talents, and money to help others in our world who deserve and need our support.

CHILDREN/YOUTH – Historically, Horizon has had strong programs serving the youth of our member families. These programs have included Sunday school, Youth groups, and Children’s choir. Recently, we have lost most of our children and youth – some through maturing and graduating from high school and some who have left the congregation. This is causing us to be flexible, meeting the needs of children and youth who remain while trying to discover ways to build up the congregation with younger families and reach out to others in the community. We continue to believe that ministering to and through children and youth is an important part of our mission.

GOD’S GARDEN – Horizon has a 20 year history of serving the needs of families with preschoolers through the Montessori school and now our own Christian preschool, God’s Garden. During the past two years, the preschool has experienced leadership changes and challenges and reduced enrollments. Session is committed to working more closely with the God’s Garden staff and teachers, strengthening the commitment to providing a Christian preschool experience that is second to none in our area, and building enrollment. We continue to believe that God’s is calling us to minister to preschoolers and their families in the Ahwatukee-Foothills.

STEWARDSHIP -- Sharing our time, talents, and treasures is vital to kingdom success. God calls us to be generous in our giving. We have strong financial assets, but like most churches, Horizon is one bad year away from financial ruin. We have devoted people who give generously of their time and talents to ensure that the building and property are in good repair, that worship is meaningful each week, and that programs help us grow as Christians. We seek to find more ways to encourage faithful giving among the members and friends of Horizon so that we can continue to serve God and fulfill the Gospel message in this time and place.

Our Next Called Pastor

Session has reviewed the characteristics of a called pastor, included in the 2006 mission study. We find those characteristics desirable for a new called pastor and have included them here.

Pastor Qualities	Score
Values and respects youth and children	167
Good communicator	167
Delivers inspirational sermons rooted in Scripture	161
Honest regarding himself/herself	160
Develops trusting relationships	158
Able to teach us to love one another, celebrate our differences, and forgive each other when differences collide. Able to recognize and deal with conflicts/differences	158
Accepting of all seekers	158
Uses prayer publicly and privately and teaches us to use prayer in our faith journey	158
Approachable	158
Intuitive and empathetic regarding the emotional and spiritual needs of others.	158
Thoughtful and serious in dealing with sensitive issues.	158
Delegates well to team members	148
Teaches how Biblical and church doctrine relate to current issues.	147
Recognized and nurtures leadership among members and staff	146
Well-developed sense of humor	145
Excellent academic and theological background	141
Dynamic pulpit presence	141
Demonstrates strong leadership based on Presbyterian doctrine	141
Strong Biblical interpretation based on the Apostle's Creed	141
Nurtures long-time Christians	141
Demonstrated skill in staff development and supervision	137
Carefully considers input and feedback from a variety of stakeholders	137
Runs meetings efficiently and effectively	137
Regularly communicates vision	135
Excellent teaming skills	132
Keeps the congregation informed on national Presbyterian issues/activities	132
Embraces growth for our church	132
Responds quickly to individual needs	131

Innovative approaches to problem solving	131
Develops and leads engaging adult education courses	126
Extroverted and gregarious personality	124
Has a supporting family	123
Participates in a wide range of church activities	122
Proven expertise in individual and family counseling	121
Proven experience in development and growth of youth programs	121
Proven experience and effectiveness in long range planning	118
Curious and seeks continuing education	118
Actively involved in community mission activities	116
Recognizes and celebrates liturgical seasons in the whole service	114
Suggests new processes and methods for doing things	109
Solid business background capable of managing budget	101
Has a gift of hospitality	97
Experience in administration oversight of preschool programs	88
Experience in international mission	86
Proficient in use of most computer software	84
Likes to keep traditions going and introduce change slowly	79