Grace
Presbyterian Church
Plano, TX

MISSION STUDY

CONTENTS

PLANO HISTORY

Plano Texas, located in Collin and Denton counties, is part of the Dallas-Fort Worth metro area. With a current population is 286,057, it is the state's ninth most populous city.

Plano was incorporated as a city in 1872 following the development of the Houston and Central Texas Railway. After incorporation, the population grew to over 500 people within two years. The city faced some challenges early in its history when a fire destroyed it in 1881. It was rebuilt relatively quickly and became prosperous through the remainder of the 1880s.

The population exceeded 1,300 by 1900 and grew slowly over the first few decades. During the 1950s the city saw its population grow, like many other cities following World War II. The population in 1970 was almost 18,000. By the next census, it was 72,000. Plano flourished in the 1980s as it attracted corporate headquarters for companies including Frito-Lay and JC Penney. By the 1990 Census, the city had a population of over 100,000. By 2000, it had expanded to over 222,000.

Today, Plano has been listed as one of the best cities in the country based on livability. It was also ranked as the best place to live in the United States. Many corporate headquarters have relocated to Plano in recent years, including Alliance Data, Cinemark Theatres, Dr. Pepper, Pizza Hut and Toyota.
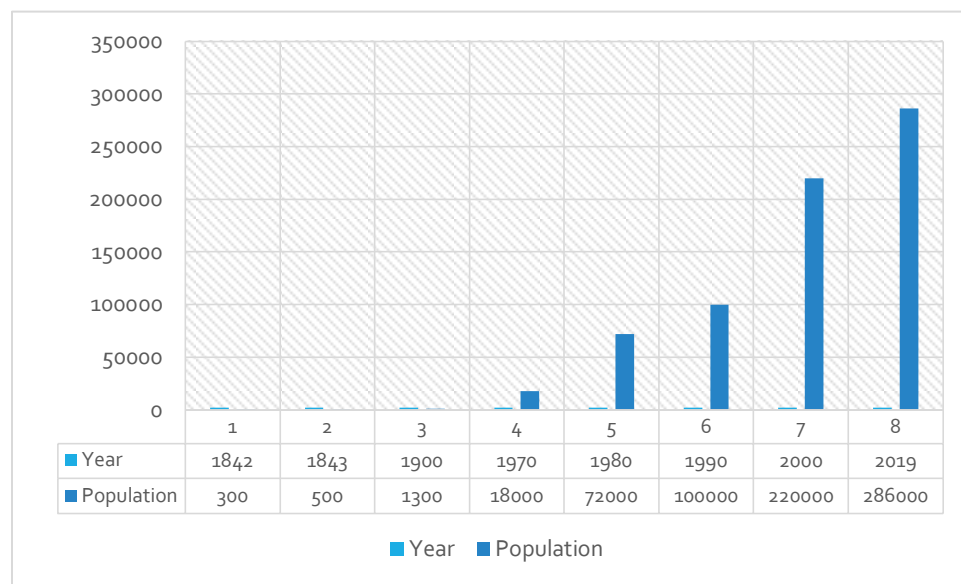

	1	2	3	4	5	6	7	8
Year	1842	1843	1900	1970	1980	1990	2000	2019
Population	300	500	1300	18000	72000	100000	220000	286000

Figure 1-Growth chart - Plano

OUR CONGREGATIONAL HISTORY

Grace Presbyterian Church is the outgrowth of an idea born and nurtured by the Task Force on Missions at Preston Hollow Presbyterian Church in Dallas. The Reverend Cleve C. Wheelus, a member of the Task Force and Associate Pastor at Preston Hollow, was chosen to lead the way as the organizing minister in the farming community of Plano with its booming population. In March 1979, a small group began meeting in the pastor's home and was referred to as the Presbyterian Church of Plano and later as The New Presbyterian Church of North Dallas and Plano. After six months, the group of worshippers had grown large enough to place two prefabricated buildings along West Park Blvd. on a five-acre piece of land. The buildings were later moved to the south end of

the property and used for Sunday School space. In 1986, the Children's Place preschool was opened and housed in the portable buildings.

In August 1979, the congregation met to come up with an official name for the church. Ann Wheelus said, "Why not call our church "Grace" after our Presbytery?" The motion was approved unanimously. By January 1980, the membership had grown to 100, and on March 23, they boarded a bus and drove to Austin College in Sherman to attend the Presbytery meeting where the church officially received its Charter. The following week the Reverend Cleve Wheelus was called by the congregation to serve as the founding pastor.

The first permanent building, with a sanctuary, kitchen, meeting rooms, and staff offices, was built in 1982. Over the years, the meeting rooms became children's classrooms for the weekday program and preschool Sunday school classes.

The present, larger sanctuary was completed in 1986, and the original sanctuary was converted to a fellowship hall named in honor of the founding pastor. After completion of the current sanctuary, the congregation experienced financial difficulties through an economic downturn. This resulted in a very conservative approach to debt so that when the capital campaign was begun for the 20,000 square feet two-story education building in 1996, 75% of funds had to be in hand before construction was begun. That building was completed and opened in September 1999.

With the completed Christian Education Building, the portable space was no longer needed, and GPC was able to gift the prefabricated buildings to another congregation. The Grace Presbyterian Christian Day School was housed between the two buildings, and eventually moved entirely into the CE building. They continue to use the CE building on weekdays. GPCDS is licensed to serve 164 children in the full-time and part-time programs.
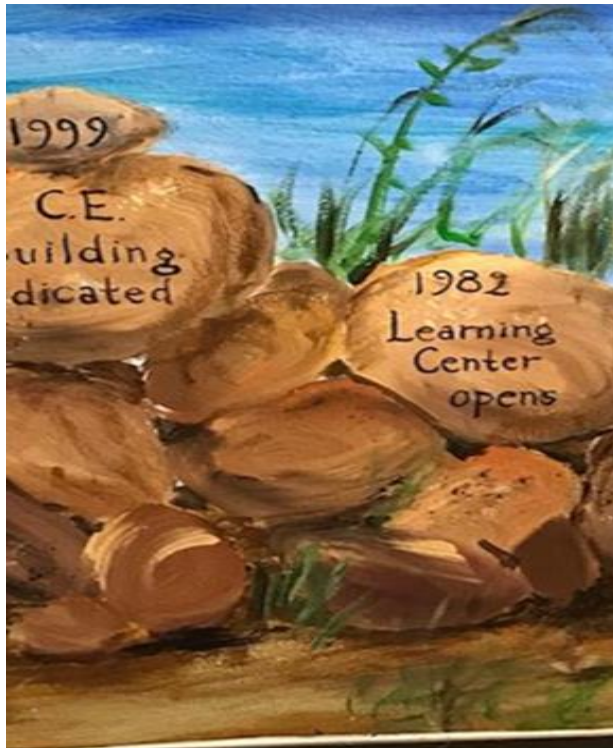
Figure 2 - CE Building Murals

Figure 3 - Campus

GPC purchased a multi-purpose house (Grace Place), adjacent to the property, in 2005. This house currently hosts adult Sunday school classes, social events, and quarterly, Family Promise of Collin County. GPC was one of the charter churches to launch this program which offers families a place to live while getting on their feet financially.

Figure 4 - Aerial view of the campus

In January of 2007, GPC began a 1.6 million dollar capital campaign "Prepare the Way" with the intent of spending $800,000 on debt reduction and $800,000 on other capital improvements, including paving parking across Travis Dr.,

Initially, GPC graveled the parking lot with permission from Oncor Electric. Paving the parking lot increased parking capacity at GPC substantially.

Figure 5 - Narthex Coffee Area

The sanctuary received a face lift with that capital campaign, opening the narthex for expanded greeting space.

Figure 6 – Hybrid Organ

In 2015 GPC created a task force to select a versatile instrument capable of accentuating the varied worship styles in our church. The instrument chosen, a pipe organ with hybrid electronic elements, not only can hold its own as a pipe organ in a classical concert setting but also can be used to augment and lead congregational singing of all styles through cutting

edge digital technology. After considering dozens of organ builders, the A.E. Schleuter Pipe Organ Company of Lithonia, Georgia, was chosen. Our instrument is the only Schlueter Organ in North Texas and was dedicated in an organ recital in January 2018.

Pastor/Head of Staff for GPC include the Reverend Cleve Wheelus (Founding Pastor), the Reverend Bill Carr, the Reverend Dr. Rolfe Granath, and the Reverend Dr. Bryan Stamper.

Associate Pastors include the Reverend Paul Gilmore, the Reverend Bruce and the Reverend Susan Taylor, the Reverend Dr. Larry Thorson, the Reverend Geoff Haskell, the Reverend Mark Keffer, and the Reverend Wendy Kolakowski. The current children's minister is the Reverend Cara Ellis.

With the departure of the Pastor/Head of Staff of GPC in March 2017, Grace Presbyterian Church was pastored by an Interim Pastor/Head of Staff, and an Associate Pastor. During that period, membership and financial contributions decreased and staff resigned or were terminated. As a result, Original Jurisdiction for GPC was assumed by an Administrative Commission of Grace Presbytery.

After hiring a new Interim Pastor/Head of Staff, Rev. Jim Hawthorne, and new Interim Associate Pastor, Rev. Laura Fitzgibbon, the Administrative Commission hired a Director of Finance. During 2018, our Interim Pastors and the Administrative Commission trained members of the congregation on Presbyterian polity and reinstated committees to oversee the ministry and mission of the congregation. In August 2018, revitalized committees began their work from the ground up; the Finance Committee rewrote financial policies based on the recommendations of a financial audit; the Personnel Committee rewrote the Employee Handbook in an effort to create a single, inclusive document for both church and day school staff. The findings of the financial audit were addressed. After approximately five months, the Administrative Commission, with the help of the Officer Nominating Committee, presented a slate of elders. Once elected by the congregation, the elders moderated the ministries of the church and reported to the Administrative Commission Session. After an additional three months, Original Jurisdiction was returned to GPC.

OUR MISSION:

Grace Presbyterian Church is a welcoming community of faith,

- Seeking unity as we follow Christ,
- Loving and supporting each other,
- Learning and growing together and
- Serving those in need in Plano and the world.

This Mission has been the core of who we are at Grace. The wording was revised in June 2019 by the Session in preparation of this Mission Study.

OUR CORE VALUES:

MUSIC

Choral and instrumental music are at the heart of our life together. Grace is known for an exceptional music program which nurtures young and old alike, providing them with settings to accentuate their God-given ability and to *make a joyful noise to the Lord.*

MISSION

For more than 10 years, our mantra has been "*Every member a missionary.*" It is our faith conviction that God endows each of us with gifts and resources to utilize for the common good. We believe that reaching out generously, lovingly and compassionately is an essential dimension of Christian discipleship. Grace provides a variety of opportunities.

SPIRITUAL FORMATION

Faith development is a life-long endeavor, shaped by dynamic encounters with Scripture, influenced by life experience from early childhood to advanced age. We grow in faith as we bring God's living Word to bear in the midst of joy and sorrow, health and infirmity, opportunity and challenge. It is clear to us that we have much to learn from each other. Subsequently, we come together to expand the parameters of shared belief and practice in settings that cultivate our understanding of what it means to be Christians in the twenty-first century.

WELCOME AND INCLUSION

Visitors identify GPC as a warm and welcoming congregation that offers openhearted hospitality. We reach out to embrace those who are seeking a church that allows them to fit in comfortably. Our community of faith strives for inclusivity, welcoming all as brothers and sisters in Christ.

CAREGIVING

GPC is a mid-sized congregation that intentionally strives to provide its members with caregiving that is grounded in our faith and sensitively personalized to respond to specific needs. Our caregiving is undergirded with prayer and offered with heartfelt compassion. We believe in serving and supporting others as God, in Christ, has saved and supported us.

PARTNERSHIPS

Throughout the years, as GPC was growing its facility, a foundation of partnership in mission was established. GPC assisted Legacy Presbyterian Church with their startup from 2007 through 2009, contributing monthly toward their support.

In 2007, GPC entered into a covenant relationship with the Brazilian New Church Development, working toward a joint use of the facilities of GPC. Through that relationship, GPC participated in a joint ten-day mission trip to Novo Aripuanã, Brazil with the Brazilian Church. GPC had previously partnered with Grace Presbyterian Church, Houston, on medical and building mission trips to Honduras.

GPC has also served on mission trips to the Dominican Republic. Youth of GPC were involved for many years building homes over Spring Break in Juarez, Mexico. In 2019, the senior high spring break mission trip to the Mexican border to do relief work coordinated through Presbyterian Disaster Relief. GPC Youth sorted clothes, packed backpacks, taught English, and assisted wherever they could lend a hand. During that same period, GPC worked with area disaster relief, responding to hurricanes and tornados that affected New Orleans, Galveston, Fort Worth, Granbury and Oklahoma City.

In 2011, GPC partnered with Living Waters for the World, attending training classes through this organization and then traveling to Panajachel, Guatemala. To date, GPC has installed 19 water purification systems around the Lake Atitlan community. This program provides clean water for churches and schools in their community. Education on health and hygiene is also provided, as clean water is still limited to each home. Additionally, GPC provides vitamins and Vermox, an anti parasitic medication, in the hope for healthier children and families. GPC has shared information about Living Waters through presentations with First Presbyterian Church, Arlington and through VBS at Preston Hollow Presbyterian Church, Dallas.

Figure 8 – Guatemala Clean Water Project

Video of Guatemala Mission Trip June 2018 (https://youtu.be/EjkbUlDKPdk)

For the past three years, our GPC family has participated in a unique mission opportunity with Numana. On the Numana workday, all ages come together to measure ingredients, scoop into meal bags, weigh and seal the bags, and box the finished product. The boxes are then loaded onto trucks to prepare for international shipping. The meals consist of rice, soy protein, freeze-dried pinto beans and a blend of vitamins and minerals targeted to help the immune system of malnourished people. To date, our GPC family has packaged 60,000 Numana meals.

Figure 9 – Numana Meal packing

ON-GOING MISSION

Mission at GPC is not limited to a single trip or project. Quarterly, for more than 10 years, GPC has hosted Family Promise participants at Grace Place, our stand-alone house adjacent to the church parking lot. This hosting requires over 70 volunteers signing up for jobs that entail cooking meals, providing food for breakfast and lunch, washing bed linens at the

end of the week, and hosting, both the dinnertime/evening hours, and overnight. Quarterly, GPC also works with Minnie's Food Pantry to serve by boxing groceries and assisting clients to their vehicles.

Figure 10 – Minnie's Food pantry work day

This year, at the end of our July of Joy combined services, GPC went into the community, spending the afternoon at a group home with games and ice cream, sharing cold water with people and pets at a local nature preserve, boxing school supplies for Presbyterian Children's Home, making blankets for the Linus Project and cards for those hospitalized. For more than 25 years, GPC has hosted a New Year's dinner at Austin Street Center, to 300-400 people.

Figure 11 – Ice Cream Social (left) and water distribution (right)

The Children's Ministry of GPC launched a snack drive during VBS in 2019 for Beaty Early Childhood School in Plano. They will continue to work with this school throughout the year.
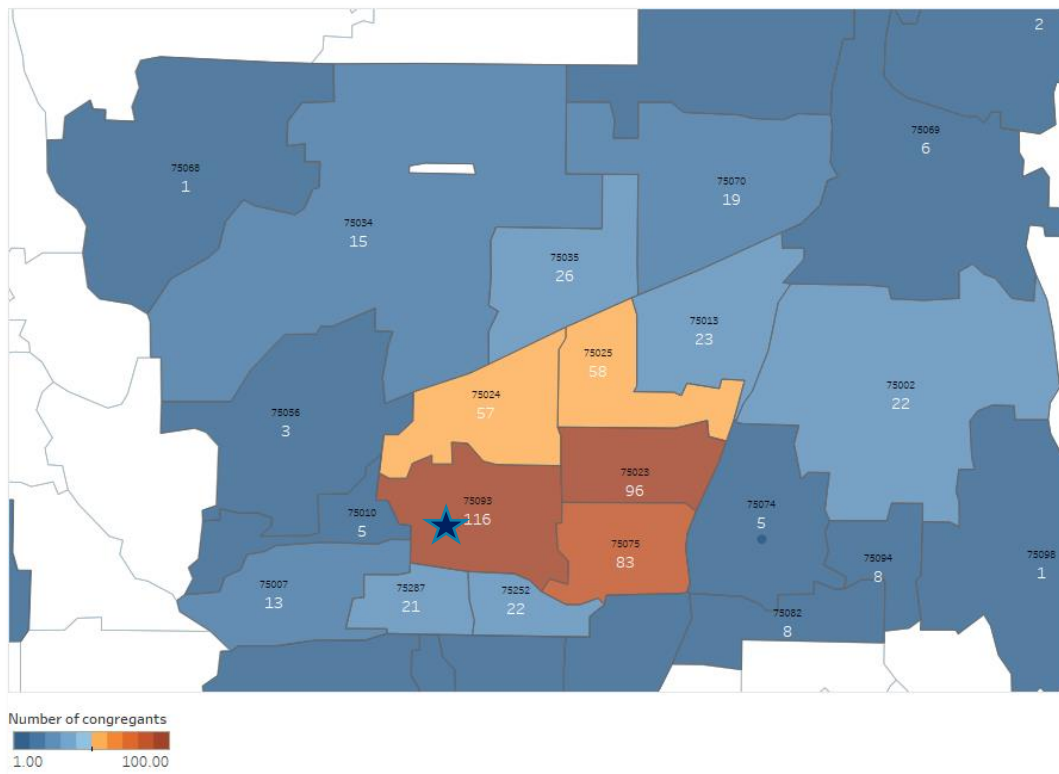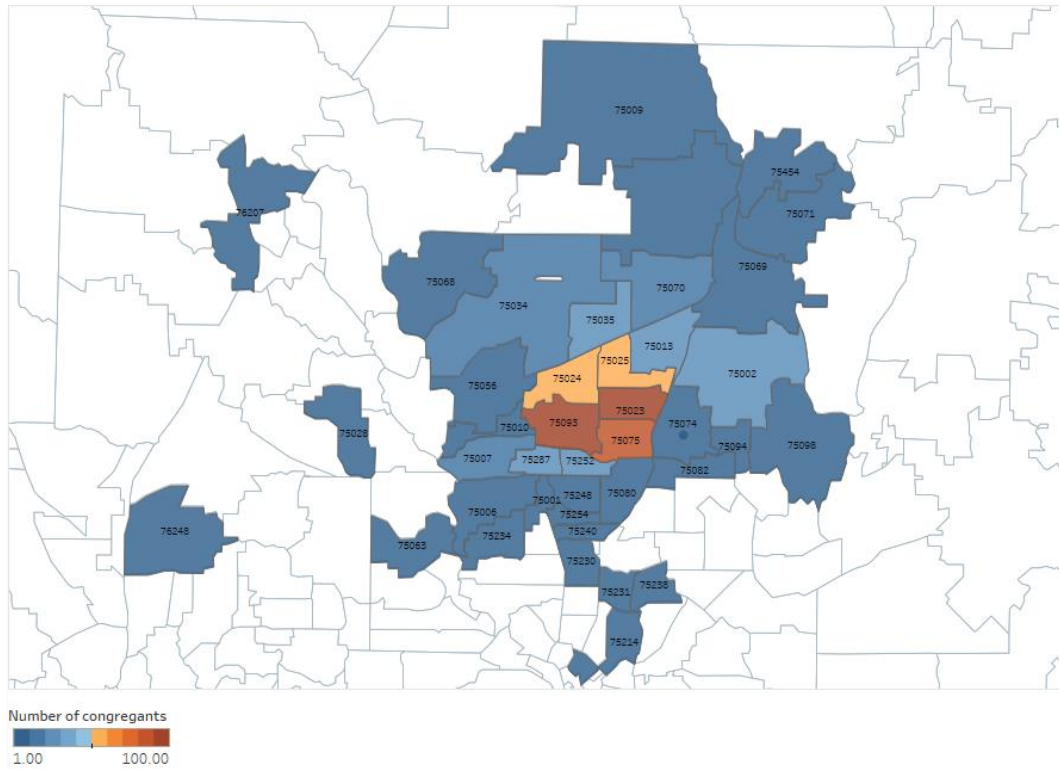

Figure 12 – VBS snack drive

Figure 13 – Geographic distribution of congregants by zip code

These maps are the city of Plano and surrounding area zip code maps with our number of adult members per zip code. The star represents the approximate location of GPC.

- 85 baptized member children;
- 57 non-baptized member children;
- 672 active adult members;
- 201 members currently "MIA" who need to be contacted by letter to assess their membership status
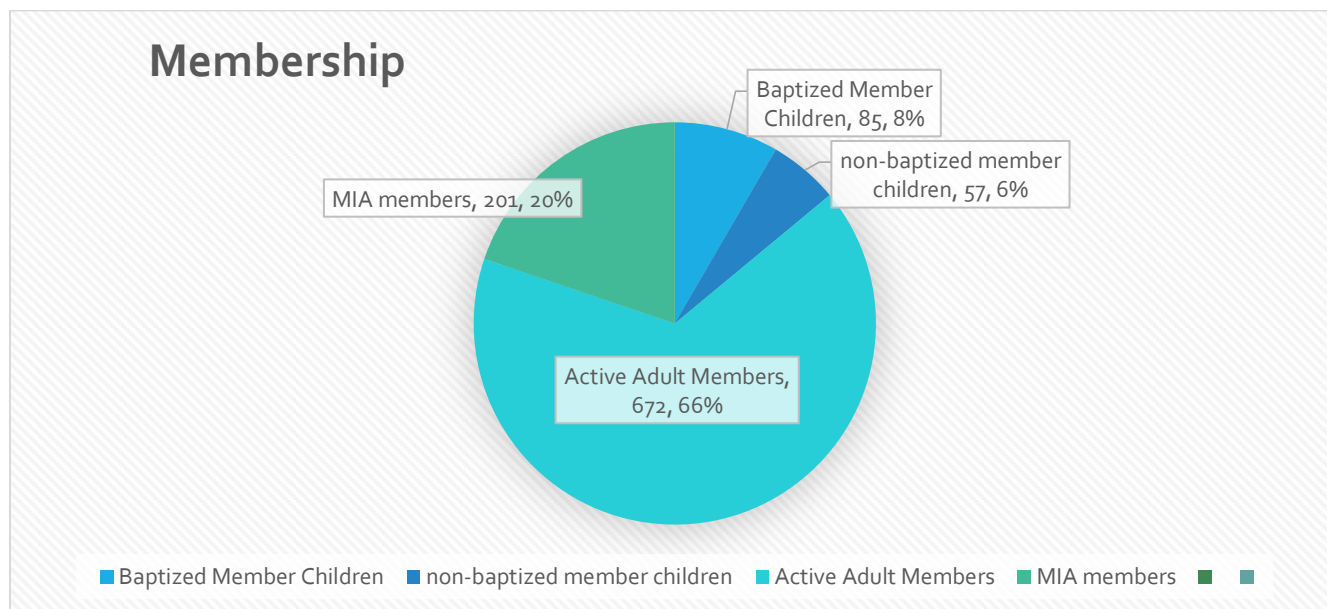
Membership

Baptized Member Children, 85, 8%

non-baptized member children, 57, 6%

MIA members, 201, 20%

Active Adult Members, 672, 66%

■ Baptized Member Children ■ non-baptized member children ■ Active Adult Members ■ MIA members ■ ■

Figure 14 – Membership Demographics

WORSHIP AND SUNDAY SCHOOL

GPC is grounded in contemporary and traditional worship that connect us with God. Two distinctive worship services speak to worshipers in meaningful ways. The obvious blessing of this twofold approach is that congregants are provided with the opportunity to glorify God, confess their sins, receive the affirmation of unmerited forgiveness, hear God's word proclaimed and rededicate their lives to God's service in settings which enhance their ability to worship. The drawback is that two sub-congregations have emerged, one with a more contemporary orientation, and the other with a more traditional comfort zone. Worship support is offered by our praise band and technology team. We also have choirs of two age groups that support these services. Our Exultation Youth Choir sings weekly at the contemporary service, while our Adult Choir sings at the traditional service.

In 2019, we spent the month of July in combined worship at 10:00 a.m., using a combination of worship styles and music to bring us together. Additionally, throughout the year, we look for other opportunities to combine worship services. This will continue to be one of the challenges for GPC.

During our 9:30 worship services, children ages 3 years through 2nd grade are invited to experience our developmentally-appropriate worship service, Godly Play. They follow the same order of worship, learn worship liturgy and experience a Biblical story shared by trained Storytellers, told and enacted with props. Children are then given a time to individually respond to the week's story.
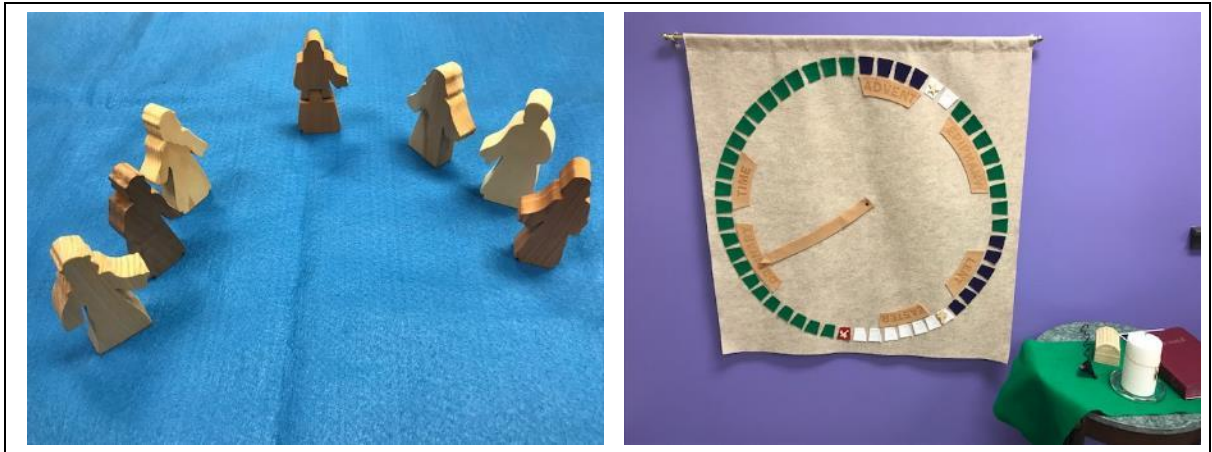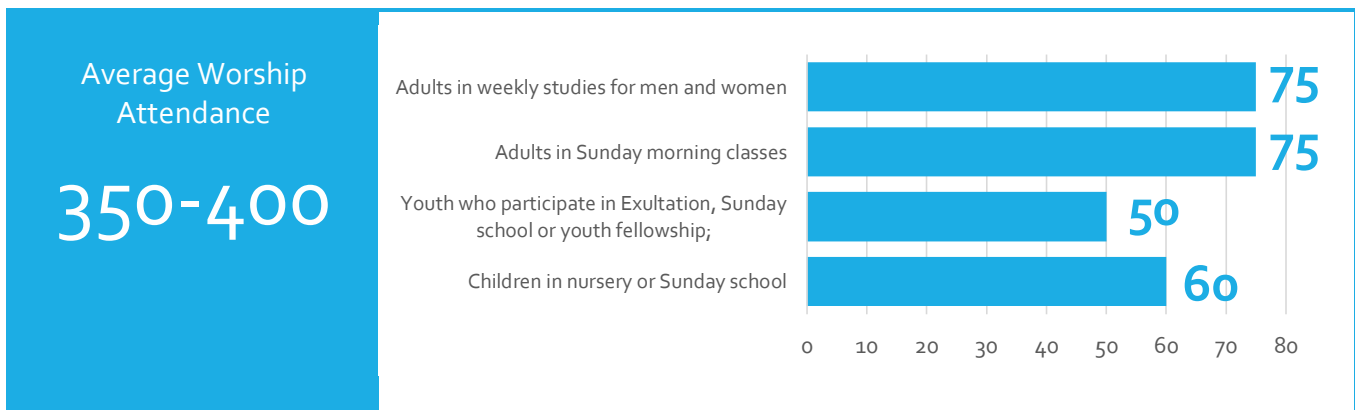
Also, during the 9:30 worship service, 3rd through 5th graders can participate in Worship Workshop, an eight-week class scheduled in the fall to help that age group transition into worshipping with their families. They learn about the sacraments as well as why we worship and what is liturgy.

GPC offers Sunday school classes for nursery through 5th grade during the 11:00 service.

Average Worship Attendance

350-400

Adults in weekly studies for men and women	75
Adults in Sunday morning classes	75
Youth who participate in Exultation, Sunday school or youth fellowship;	50
Children in nursery or Sunday school	60

Youth Sunday school is conducted from 10:45 to 12:00 pm for grades 6th through 12th. Students study the Old and New Testaments as well as relevant topics for teenagers in large groups, and then break out into small groups based on grade level for additional discussion.

Figure 16 – Youth room

Confirmation begins at 10:45 a.m. for 9th grade and up during the Sunday school hour beginning in September. This program is designed to help our youth articulate what it is that they believe and to transition them into full membership at GPC.

GPC has Adult Education classes during each of the worship hours. These are multi-generational classes in both discussion and video formats which are Bible-based.

PROGRAMS

In addition to Worship and Sunday school, GPC has a number of Weekly Bible Studies offered at the church. Over the past 3 years, GPC has also offered The Vantage Point 3 Process – "The Journey". This is a small group experience that meets weekly to explore three questions: *Who is God? Who am I? What does God desire to do through me?* For those that wish to continue this journey, GPC offers the second year, *A Way of Life*, and a third year, *Walking with Others*.

Throughout the year, Pastor Studies and Seminars are also offered. These encourage deeper learning and reflecting throughout the week on what we hear and experience in worship or during a theological season such as Lent or Advent.

RETREATS

GPC participates in North Texas Pilgrimage and Youth Celebration spiritual renewal programs with other area churches twice per year.

Men of GPC also participate in the Men's Retreat at Mo-Ranch.

The Women of Grace hold an annual Fall Retreat offsite.

Middle Schoolers have the opportunity to participate in a fall retreat and the summer conference at Mo-Ranch. High schoolers can participate in the High School Spring Break Mission trip and Youth Celebration.

SOCIAL ACTIVITIES

GPC offers Church-wide social activities. Monthly we provide fellowship opportunities through all-church potlucks, a pancake supper on Shrove Tuesday, picnics, a bake-off, a chili cook-off, and ice cream socials. Our STARS (Seniors to Assemble Regularly) gather at the church monthly for lunch and a program or mission opportunity. The Men of GPC hold a quarterly Men's breakfast and the Women of Grace hold a spring luncheon and Christmas Party.

In 2019, GPC Children's Ministry launched "Marriage Ministry" events. They meet quarterly for large group events and intentional date nights designed to reconnect couples. The church provides childcare for both of these events.

Twice per month, members meet at Grace Place for our "You Gotta Have Fun Game Nights". This informal group plays games, shares snacks and enjoys fellowship.

GPC hosts outreach events through our annual Fall Festival near Halloween with carnival games and trunk or treating. We also host an Easter Egg Hunt with a petting zoo, cookie decorating, arts and crafts and egg hunt.

VBS/SMACK

GPC schedules VBS in July. We invite children 4 years (as of September 1st) through those that have completed 5th grade for a fun-filled week-long event to grow closer to God through singing, large group time, crafts, games and more. This year over 150 children participated, including those in our full- time childcare.

During VBS week, GPC offers SMACK in the afternoon. This Summer Music and Arts Camp for Kids offers classes in handbells, drama, dance, singing and art. At the end of the week, the students present a full-length children's musical. This program is for students who have completed 2-6 grades.

Figure 17 – V.B.S. and S.M.A.C.K.

MUSIC

GPC has approximately 200 musicians in our music program, in addition to the dozens more that support the program logistically and for special events throughout the year.

There are choirs and handbell groups for adults, youth, and children. Our praise band utilizes the gifts of both traditional and non-traditional instrumentalists as well as vocalists. We welcome new participants year-round.

CHERUB CHOIR (GRADES K-2) AND VOICES IN PRAISE CHOIR (GRADES 3-5)

These young singers meet for weekly rehearsals (songs and musical games) throughout the school year. They sing in worship several times a year, perform in an annual Christmas Musical, sing as part of the music ministry's Sounds of Christmas concert, and visit locations in the community to spread God's love through music.

YOUTH MUSIC EXULTATION (GRADES 6-12)

Exultation is a 50+ member youth choir which sings a large range of music in our 9:30am Contemporary Service each week and rehearses every Sunday. Comprised of youth in grades 6-12, Exultation goes on an 8 to 10-day mission/choir tour each June, (location to be announced); performs an annual fundraiser musical, Grace Live; and enjoys retreats and social events.

https://youtu.be/-8F_hK2h7Xk "Praise His Holy Name"

Figure 18 - Choir Mission Trip

TINTINNABULATORS (GRADES 6-8)

Our middle school handbell choir rehearses weekly during the school year. These ringers play in worship several times a year, participate in the Sounds of Christmas concert, and perform at the annual handbell concert in May.

CREDO (GRADES 9-12)

Our high school handbell choir rehearses weekly. In addition to ringing in worship, they participate in the Sounds of Christmas concert and annual handbell concert in May, as well as participate in local handbell festivals. They also travel with the Exultation Summer Mission Tour.

ADULT MUSIC

SANCTUARY CHOIR

Sanctuary choir is a 60+ member adult choir which sings every style of choral music from classical masterpieces to spirituals to newly written works. Sanctuary Choir leads worship weekly in our 11am Traditional services.

https://youtu.be/ml8fmPdGuzA?list=RDml8fmPdGuzA The Lord is my Shepherd" - Allen Pote

FESTIVAL SINGERS

Festival singers unite with the Sanctuary Choir for the Sounds of Christmas concert and Holy Week each year. Rehearsals begin in the fall to prepare for the annual Christmas concert.

GRACE NOTES

Our adult handbell choir rehearses weekly. They play in worship services several times a year, including the Sounds of Christmas concert and the annual handbell concert. In addition to participating in local handbell festivals, this group has traveled to other communities and participated in the International Handbell Symposium.

https://youtu.be/QPM6qcp5CDg "God of Amazing Grace",Moklebust

AGAPE BELLS

Agape Bells a handbell choir for adult beginners handbell players.

PRAISE BAND

Each week at our 9:30am Contemporary Service, our Praise Band leads worship with the best of today's praise music,

TECHNOLOGY TEAM (A/V TEAM)

Members experienced with computers, soundboards, video recording equipment, and other electronic equipment, help in providing technical support/expertise at our 9:30am contemporary service or the 11am traditional service

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GRACE PRESBYTERIAN CHRISTIAN DAY SCHOOL

Figure 19 – Grace Day School

On December 2, 1986, Grace Presbyterian Christian Day School was licensed by the Texas Department of Health and Human Services to care for children in a full and part-time child-care facility. GPCDS has undergone many changes over the years with enrollment shifting from primarily preschool part-time being the majority of children served to the full-time program hosting the higher count of students. This reflects changes in the demographics of the community, and we have been blessed with administrators and teachers that are flexible. This program is a ministry of the church and contributes to the overall budget of the church.

DEACONS

The Board of Deacons works with our pastors for the pastoral care and nurture of GPC members and community. Deacons are called and ordained to a ministry of compassion. The congregation is divided into Life Groups based on common demographics, and members are assigned a deacon. There are a variety of nurture and care teams coordinated by the Nurture Council as an arm of our diaconate including Stephen Ministry, Hospital Visitation Team, Homebound Communion Team, Prayer Team, Quilt Ministry, Funeral Care Team, and more.

STEPHEN MINISTRY

Grace Presbyterian Church was one of the first Stephen Ministry churches in the country. Stephen Ministry is a nationwide program emphasizing one-to-one care for hurting people. Circumstances that lead a person to request care from a Stephen Minister are varied, but some examples are grief recovery, times of crisis, and difficult seasons of life.

GRIEF GROUPS

For those grieving the loss of a loved one, GPC offers an opportunity in the spring and fall to join with others in a small group, led by Stephen Ministers to discuss what they are experiencing. Groups are kept small by design and are open to anyone inside or outside the Church.

CANCER SUPPORT GROUP

GPC offers the opportunity for those who have been touched by cancer to join others in our Cancer Support Group. This drastic disease affects us all at some time. We walk with you as you are not alone.

HOSPITAL VISITATION TEAM

The Hospital Visitation Team at Grace is comprised of members who have a heart for visiting GPC folks who are hospitalized or in rehab facilities. The visits are limited to 10 to 15 minutes and the team prays with/for the patient during the visit.

HOMEBOUND VISITATION/COMMUNION TEAM

Our homebound visitation/Communion teams consist of our Grace Presbyterian Church pastors, elders and deacons who visit with and serve communion to our church members who are homebound or hospitalized and are unable to attend worship.

QUILT MINISTRY

GPC quilters work to make lap size prayer quilts to present to each family who has lost an immediate family member. The quilts are intended to provide comfort for grieving families. When a member experiences a loss, GPC will place a quilt, with a detailed label, in the narthex on a Sunday, and members say a prayer and tie a knot on the quilt for the family.

MEMORIAL SERVICE CARE TEAM

Presbyterian Memorial Services are worship services celebrating the life of a recently deceased loved one. GPC members help coordinate the details of these services.

SESSION

The GPC Session is composed of 12 elders who each moderate a committee or team that focuses on a particular area of our church life. Elders were presented to the congregation by the Officer Nominating Committee under the direction of the Administrative Commission, and elected in early 2019. GPC has a high school junior that serves a single year.

CLASS OF 2019

Itoro Thomas, Nell Neunhoffer, Teri Waite, James Urech

CLASS OF 2020

Deann Collins, Laura Dahlberg, Denise Langenhop, Roy Davis

CLASS OF 2021

Fred Alves, Bill Burnett, Nancy Fraser, John Priest

STAFF

GPC is blessed to have on Staff:

- Interim Pastor/Head of Staff, Rev. Jim Hawthorne
- Interim Associate Pastor, Rev. Laura Fitzgibbon
- Children's Pastor (part time), Rev. Cara Ellis
- Music Director (full time) Michael King
- Music Ministry Administrator (part time) Jennifer Gee
- Children's Choir Director (part time) Jina Kim
- Director of Family Ministry (part time) Kelly Raaum
- Youth Director (part time) open
- Family Ministry Administrator (part time) Becci Haas
- Director of Office Administration (full time) Kris Turner
- Director of Finance (full time) John Moody
- Day School Administrator (full time) Kami Connell
- Day School Office Administrator (full time) Devon Hosey
- Organist (part time) Andrew Packard
- Worship Leader (part time) Trenton Hull

We also have 3 nursery attendants and approximately 40 fulltime, part time and substitute teachers.

ACTION STEPS

MUSIC MINISTRY

To offer sustained support for our Music Ministry by encouraging those with choral and instrumental ability to participate and by utilizing our choirs, handbells, organ, and other instruments to enhance our worship experience and provide a means of reaching out into our community.

ACTION STEPS

- Take full advantage of the creativity of our Director of Music, Organist, and other music staff, consulting with them regarding creative ways to incorporate music into our worship settings and to provide the Plano community with opportunities .to experience musical presentations that reflect the caliber of our music ministry staff and participants.
- Encourage enthusiastic participation in the annual Exultation Choir Tour by promoting our Grace Live fundraising initiative, expressing interest in the choral presentation and mission outreach aspects of the tour, and attending the Home Concert.
- Acknowledge the presence of the Exultation Choir in our contemporary service of worship by making worship more relevant and meaningful for them.
- Sensitize members of our respective contemporary and traditional worship services to experience different genres of music as we occasionally come together in a blended service format.
- Showcase our new organ, providing opportunities for it to be fully utilized and appreciated.

MISSION MINISTRY

With the mantra of "*every member a missionary*," our Mission Ministry provides a crucial counterpoint to our inclination to focus inward. Local mission and mission outreach to the world round out a concerted effort to give of ourselves in service to others as God, in Christ, has given Himself in service to us.

ACTION STEPS

- Maintain personal interest and support necessary to sustain existing local mission initiatives.
- Identify and promote new mission initiatives locally that will encourage a larger cross-section of all ages of our congregation to participate.
- Emphasize a commitment to mission outreach as an essential aspect of growth toward spiritual maturity in young and old alike, involving children, young people and adults.
- Incorporate new participants into our Guatemala mission initiative, training them for the technical and educational aspects of promoting safe drinking water.

CHRISTIAN FORMATION

We acknowledge spiritual growth as an essential aspect of our life together. Through programs like North Texas Pilgrimage, Vantage Point, North Texas Celebration, Sunday school classes for children, youth, and adults, and small group studies, we seek to mature in faith.

ACTION STEPS

- Encourage participation in existing opportunities for spiritual growth.
- Identify new opportunities to mature in faith as we explore what it means to personify what we believe in the twenty-first century.
- Grapple with key issues that emerge at the intersection of faith and culture.
- Expand congregational participation in spiritual growth initiatives.

WELCOME AND INCLUSION

- Welcoming and inclusion are crucial aspects of Grace DNA. We greet visitors hospitably and celebrate the diversity of our congregation.

ACTION STEPS

- Effectively introduce visitors to the life, ministry and mission outreach of the church through One2One and determine their areas of interest for service.
- Create a follow-up to One2One that introduces prospective members to our Reformed heritage, the essential tenets of our faith, and the responsibilities of membership.
- Devise ways to more effectively assimilate new members into our family of faith, assessing how we can most effectively minister to them and utilize their spiritual gifts.
- Strive for more racial/ethnic inclusion on the session and committees.
- Identify additional opportunities for neighborhood outreach

CAREGIVING

We make an intentional effort to maintain caring and compassionate ties with our members, walking with them through the heartening and heart-rending aspects of their lives. Through our Nurture Council, Prayer Team, Stephen Ministers, Board of Deacons, and various support groups, we reach out to lovingly embrace our brothers and sisters in Christ.

ACTION STEPS

- Actively support those assuming caregiving roles.
- Cultivate the trust that allows members to rely on us in time of need for prayer and support.
- Maintain confidentiality when requested to do so.
- Sufficiently enhance communication to keep pastors informed about opportunities to provide pastoral care.
- Make the Sacrament of Holy Communion available to our homebound members on a regular basis.

CULTIVATING COMMUNITY

To some extent, our worship format has unintentionally divided the congregation. Those attending either contemporary or traditional worship have limited contact with members worshiping at a different time. Subsequently, our sense of community is segmented.

ACTION STEPS

- Bring the congregation together for shared worship when appropriate while continuing to provide both contemporary and traditional worship formats.
- Offer enhanced opportunities for congregational fellowship that bring us together in settings that foster meaningful interaction.
- Draw from both contemporary and traditional worshipers when constituting committees.

STEWARDSHIP

Though generosity abounds when funding aspects of our life, ministry, and mission outreach that resonate with congregants, supporting the general operating budget presents more of a challenge. Grace Presbyterian Christian Day School supplements our annual budget, effectively keeping us afloat.

ACTION STEPS

- Emphasize stewardship as an essential component of Christian discipleship.
- Expand stewardship interpretation from a yearly campaign to a year-around emphasis.
- Reduce reliance on financial support from the Grace Presbyterian Christian Day School, allowing them to more adequately compensate teachers and staff.
- Formulate an annual budget that strikes an equitable balance between challenging members to increase their giving while consciously striving to live within our means.
- Promote the value of expanding the parameters of our life, ministry, and mission outreach to stimulate increased giving.
- Enlarge our membership, effectively generating additional income.

ENHANCED COMMUNICATION

Trust is accentuated by open, honest, transparent communication that provides adequate information to both congregants and the Plano community. An effort to be more informative involves some changes to our infrastructure and revisions to the way we share information.

ACTION STEPS

- Improve exterior signage to be more eye catching and engaging.
- Replace our outdated telephone system.
- Take full advantage of our technical capacity to stream Sunday morning worship.
- Compile an updated church directory.
- Utilize social media more effectively to publicize church programs and activities.
- Keep the congregation more adequately informed about session decisions.
- Hold our pastors and other staff members accountable for engaging interaction with congregants.
- Give congregational input a fair hearing and appropriate feedback.

OPERATIONAL STRUCTURE

Grace has made an intentional effort to reestablish a working structure commensurate with our form of government, elaborated in the _Book of Order_. With the restoration of original jurisdiction, we have identified, trained and elected both ruling elders and deacons to lead us into the future. Committees have been formed and are functioning effectively. The church staff is transitioning into roles which support the work of the session and its committees.

ACTION STEPS

- Sustain the process of identifying, training, electing, and effectively utilizing church leaders.
- Resource and motivate committees to oversee their respective programmatic areas, providing counsel and support for relevant programs while thinking outside the box to offer innovative opportunities for worship, spiritual development, fellowship, and service.
- Identify commissioners to attend meetings of Grace Presbytery and report relevant information back to the congregation.
- Encourage active participation in the programs, governmental structure, and mission outreach of Grace Presbytery, the Synod of the Sun and the Presbyterian Church (U.S.A.)

GRACE PRESBYTERIAN CHRISTIAN DAY SCHOOL

In the Parent Handbook for both full-time and part-time programs, GPCDS's philosophy is as follows: "The Day School is a ministry of Grace Presbyterian Church. Our mission is to be a Christian early education program which provides nurturing care, protection, and educational experiences for children in accordance with church beliefs and NAEYC (National Association for the Education of Young Children) developmental guidelines." The Day school is staffed by seasoned administrators and qualified teachers. There is significant racial/ethnic representation in the teaching staff and the student population. Income from GPCDS underwrites a portion of the congregation's general operating budget.

ACTION STEPS

- Maintain an equitable balance between generating income for the church and compensating staff fairly.
- Support administrators and staff through our GPCDS Subcommittee.

- Keep the congregation informed about the exceptional role GPCDS plays in early childhood education.

FACILITY MAINTENANCE, REFURBISHMENT, AND EXPANSION.

Lack of proper maintenance has led to the deterioration of our campus. Normal wear and tear has taken its toll. Though our facilities are not entirely adequate, it is clear that expansion will likely be tied to significant membership growth.

ACTION STEPS

- Utilize volunteers for quarterly maintenance workdays.
- Budget for anticipated refurbishment/repair/replacement.
- Assess the need for a capital campaign to cover the cost of sizable, anticipated expenditures for maintenance and refurbishment.
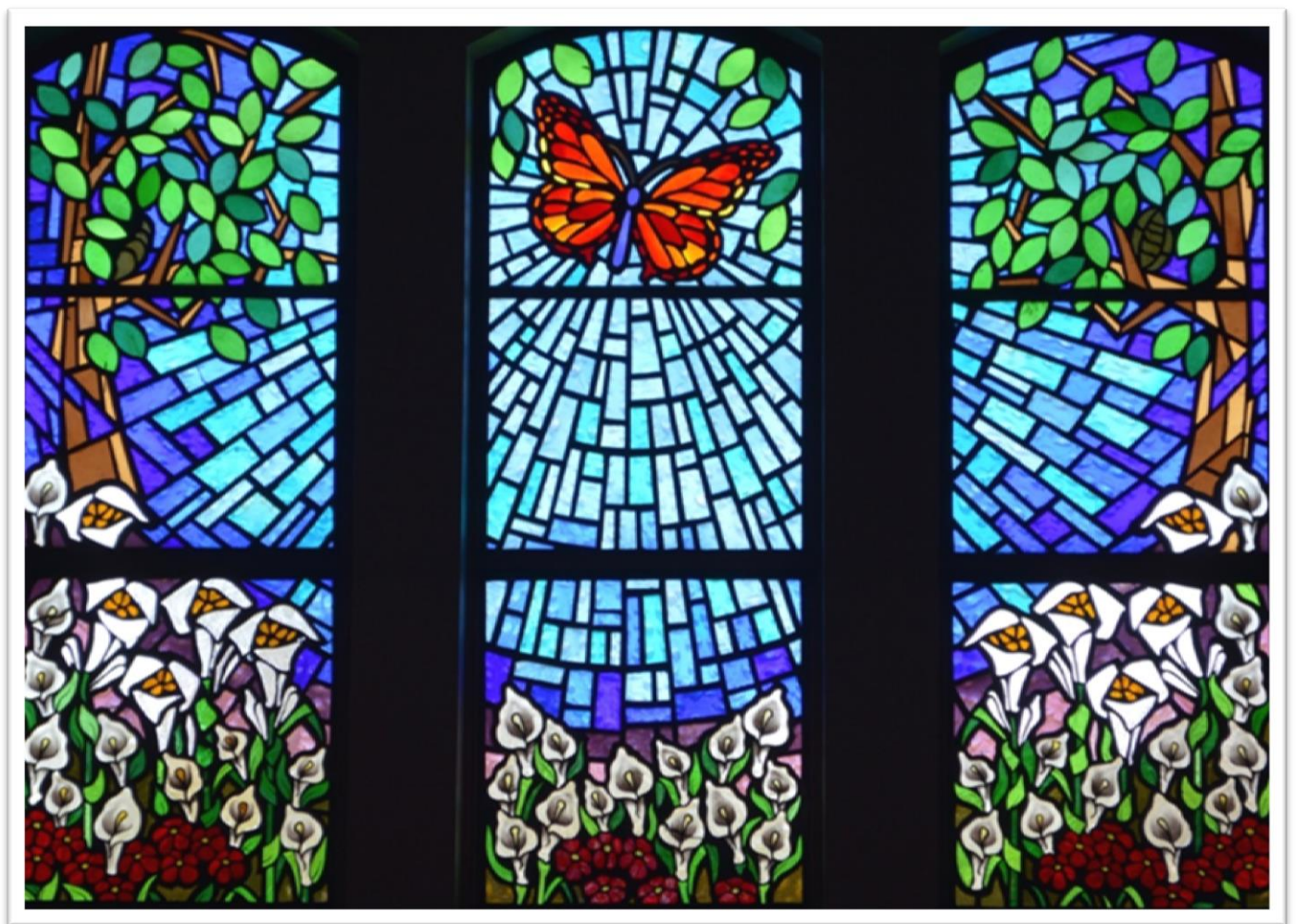

Figure 20 – Stained glass art

The ExecutiveInsite Report

Prepared for:	Grace Presbytery
Study area:	10 mi Around 4300 West Park Boulevard, Plano, Texas 75093, United States
Base State:	TX
Current Year Estimate:	2019
5 Year Projection:	2024
Date:	8/14/2019
Semi-Annual Projection:	Spring

This ExecutiveInsite Report has been prepared for Grace Presbytery. Its purpose is to "tell the demographic story" of the defined geographic study area. ExecutiveInsite integrates narrative analysis with data tables and graphs. Playing on the report name, it includes 12 "Insites" into the study area's story. It includes both demographic and beliefs and practices data.

ExecutiveInsite is intended to give an overview analysis of the defined geographic study area. A defined study area can be a region, a zip code, a county or some custom defined geographic area such as a radius or a user defined polygon. The area of study is displayed in the map below.

THE STUDY AREA
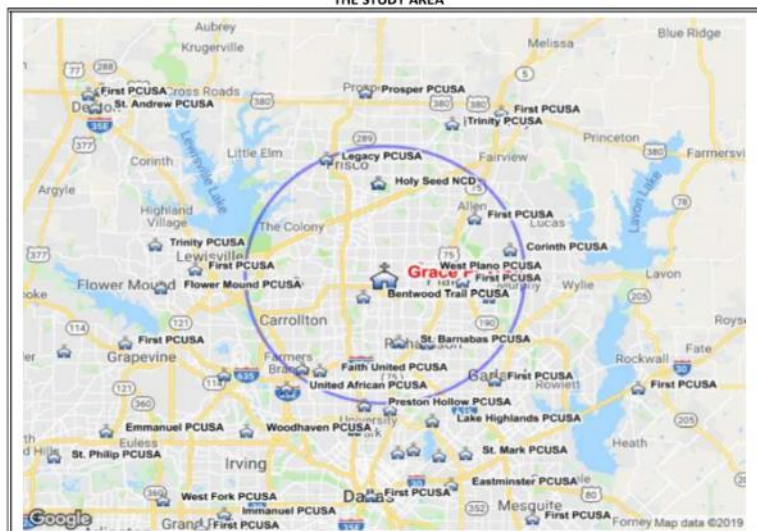
THE 12 INSITES

INSITE	PAGE
Insite #1: Population, Household Trends	2
Insite #2: Racial/Ethnic Trends	3
Insite #3: Age Trends	4
Insite #4: School Aged Children Trends	6
Insite #5: Household Income Trends	7
Insite #6: Households and Children Trends	9
Insite #7: Marital Status Trends	10
Insite #8: Adult Educational Attainment	11
Insite #9: Employment and Occupations	12
Insite #10: Mosaic Household Types	13
Insite #11: Generations	14
Insite #12: Religious Program Or Ministry Preferences	15

More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

Not all of the demographic variables available in the MI System are found in this report. The FullInsite Report will give a more comprehensive view of an area's demographics.

Also, the Impressions Report adds additional social, behavioral views and the Quad Report provides a detailed view of religious preferences, practices and beliefs.

Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite   Page 1

INSITE #1: POPULATION AND HOUSEHOLD TRENDS

Population:

The estimated 2019 population within the study area is 1,264,463. The 2024 projection would see the area grow by 258,970 to a total population of 1,523,433. The population within the study area is growing somewhat faster than the statewide growth rate. While the study area is projected to grow by 20.5% in the next five years, the state is projected to grow by 14.1%. The study area's estimated average change rate is 4.1%.

Households:

The households within the community are growing but not as fast as the population, thus the average population per household in 2010 was 2.55 but by 2024 it is projected to be 2.56. Compare this to the statewide average which for the current year is estimated at 2.81 persons per household.
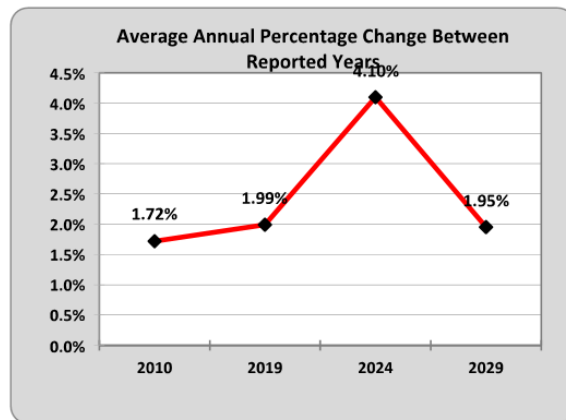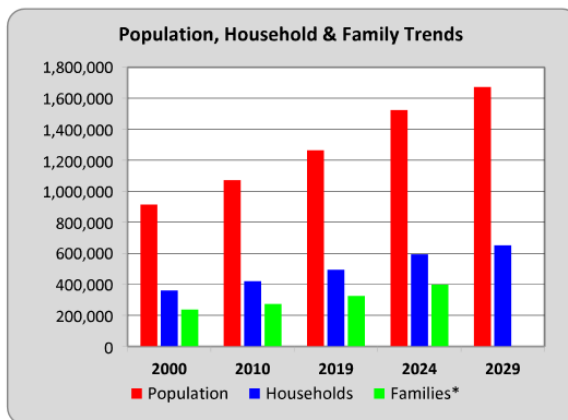
Population Per Household

Population per Household: The relationship between population and households provides a hint about how the community is changing. When population grows faster than households, it suggests an increase in the persons per household. This can only happen when more persons are added either by birth or other process such as young adults in multiple roommate households or young adults returning to live with parents. In some communities this can occur when multiple families live in the same dwelling unit.

Family Households:

Family households provide an additional hint about the changing dynamics of a community. If family household growth follows population growth, then it would be reasonable to assume that the increasing population per household comes from additional children. This is the case within the the study area. Family households are growing as fast as the population suggesting that the increasing population per household is from additional children.

Population/Households & Family Trends	2000	2010	2019	2024	2029
Population	914,840	1,072,221	1,264,463	1,523,433	1,672,239
Population Change		157,381	192,242	258,970	148,806
Percent Change		17.2%	17.9%	20.5%	9.8%
Households	360,805	419,977	494,502	593,935	650,834
Households Change		59,172	74,525	99,433	56,899
Percent Change		16.4%	17.7%	20.1%	9.6%
Population / Households	2.54	2.55	2.56	2.56	2.57
Population / Households Change		0.02	0.00	0.01	0.00
Percent Change		0.7%	0.2%	0.3%	0.2%
Families	238,088	274,231	325,807	398,592	
Families Change		36,143	51,576	72,785	
Percent Change		15.2%	18.8%	22.3%	

Population, Household & Family Trends

**Average Annual Percentage Change Between Reported Years**

NOTE: Family Household data is not projected out 10 years.

INSITE #2: RACIAL-ETHNIC TRENDS

The US population's racial-ethnic diversity is continually adding new and rich cultural mixes. This data considers the five groups for which trending information is available. Please note that several groups are aggregated into a single category due to their smaller size. Those persons who indicated Hispanic or Latino ethnicity along with a racial category have been separated into a Hispanic or Latino category.

The Population: Racial/Ethnic Trends table provides the actual numbers and percentage of the total population for each of the five racial/ethnic categories. Pay special attention to the final column on the right. This will quickly indicate the direction of change from the last census to the current five year projection.
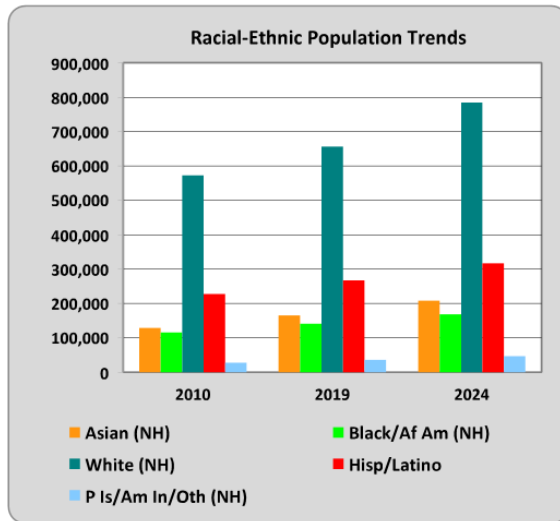
The Racial Ethnic Trends graph displays history and projected change by each racial/ethnic group.
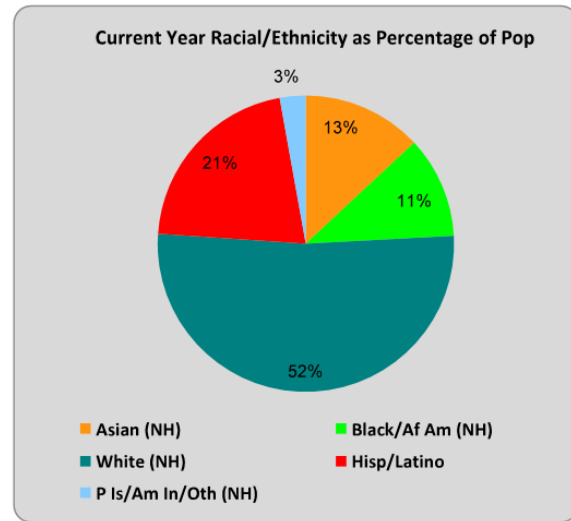
This chart shows the percentage of each group for the current year estimate.

The percentage of the population...

Asian (Non-Hisp) is projected to grow by 0.6% over the next five years.

Black/African American (Non-Hisp) is projected to remain about the same over the next five years.

White (Non-Hisp) is projected to remain about the same over the next five years.

Hispanic or Latino is projected to remain about the same over the next five years.

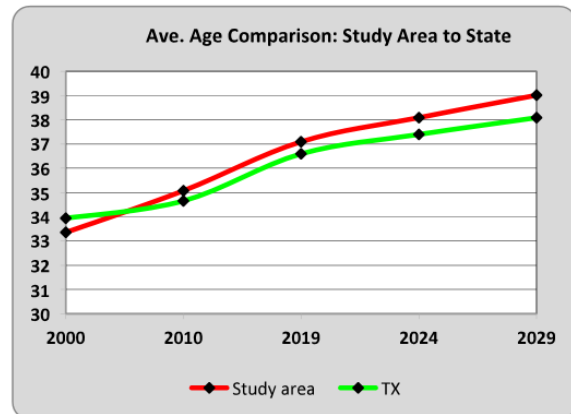|	2010	2019	2024	2010%	2019 %	2024 %	2010 to 2024 %pt Change
Race and Ethnicity							
Asian (NH)	128,718	164,986	208,048	12.00%	13.05%	13.66%	1.65%
Black/Afr Amer (NH)	115,889	140,377	167,789	10.81%	11.10%	11.01%	0.21%
White (NH)	572,596	656,517	784,661	53.40%	51.92%	51.51%	-1.90%
Hispanic/Latino	227,793	266,818	316,867	21.25%	21.10%	20.80%	-0.45%
P Is/Am In/Oth (NH)	27,223	35,765	46,068	2.54%	2.83%	3.02%	0.49%
Totals:	1,072,219	1,264,463	1,523,433				

INSITE #3: AGE TRENDS

A community's age structure and how it is changing is an important part of its story. Overall, the American Population has been aging as the Baby Boomers progress through each phase of life. This has been abetted by episodes of declining live births. However, this picture may particularize differently from community to community. There are communities in the US where the average age is lower than some others. In other cases, there is a clear shift toward senior years as the Boomers enter their retirement years.

The Age Trend Insite explores two variables: Average age and Phase of Life.

Average Age Trends provides five important snapshots of a community from five data points; the 2000 census, the last census, the current year estimate, the five-year projection and the ten year forecast. These five numbers will indicate the aging direction of a community.

The Phase of Life Trends breaks the population into seven life phases that the population passes through in its life time.

AGE

Average Age Trends	2000	2010	2019	2024	2029
Average Age: Study Area	33.36	35.07	37.10	38.09	39.01
Percent Change		5.1%	5.8%	2.7%	2.4%
Average Age: TX	33.94	34.65	36.60	37.39	38.09
Percent Change		2.1%	5.6%	2.2%	1.9%
Comparative Index	98	101	101	102	102
Median Age: Study Area	32	34	36	37	37

Study Area Average Age Trend

Ave. Age Comparison: Study Area to State

Summary of Average Age Findings:

The Average Age Trend chart shows both history and projection of the change in average age in the study area. The average age of the study area has been rising for several years. It is projected to rise over the next five years.

A comparison to the average age of the state helps to contextualize the significance of the average age of the study area and its history and projection. In the graph above, the study area and state are laid out side by side. The state's average age is estimated to be about the same as the study area.
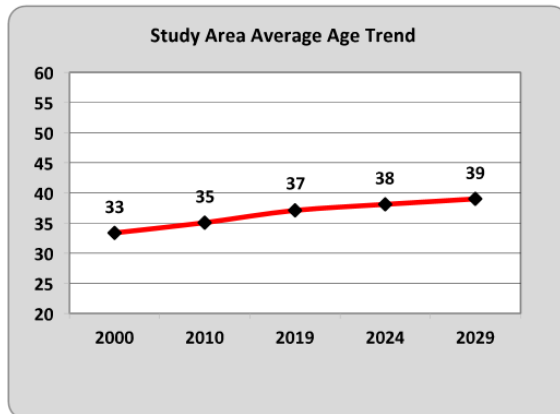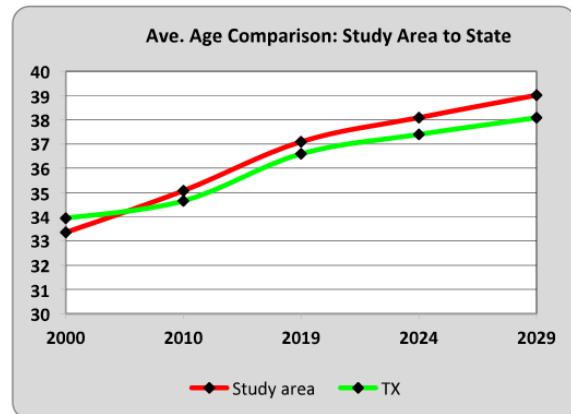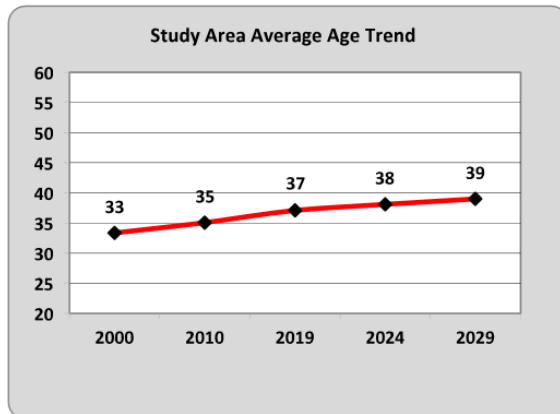
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INSITE #3: AGE TRENDS (continued)

PHASE OF LIFE

The Phase of Life analysis provides insight into the age distribution of a population across the different stages of life experience. It can reveal a community in transition.

Pay special attention to the color codes of the Change column (far right below). It will immediately indicate which phases are increasing or decreasing as a percentage of the population.

Phase of Life	2010	2019	2024	2029	2010%	2019%	2024%	2029%	Estimated 10 Year %pt Change 2019 - 2029
Before Formal Schooling Ages 0 to 4	76,298	97,028	106,081	112,243	7.1%	7.7%	7.0%	6.7%	-1.0%
Required Formal Schooling Ages 5 to 17	199,186	232,478	285,819	308,617	18.6%	18.4%	18.8%	18.5%	0.1%
College/Career Starts Ages 18 to 24	90,341	116,453	139,841	151,463	8.4%	9.2%	9.2%	9.1%	-0.2%
Singles & Young Families Ages 25 to 34	165,616	144,820	177,762	208,156	15.4%	11.5%	11.7%	12.4%	1.0%
Families & Empty Nesters Ages 35 to 54	331,717	356,705	390,574	387,408	30.9%	28.2%	25.6%	23.2%	-5.0%
Enrichment Years Sing/Couples Ages 55 to 64	112,492	161,063	199,966	217,104	10.5%	12.7%	13.1%	13.0%	0.2%
Retirement Opportunities Age 65 and over	96,570	155,916	223,391	287,249	9.0%	12.3%	14.7%	17.2%	4.8%

Phase of Life Changes
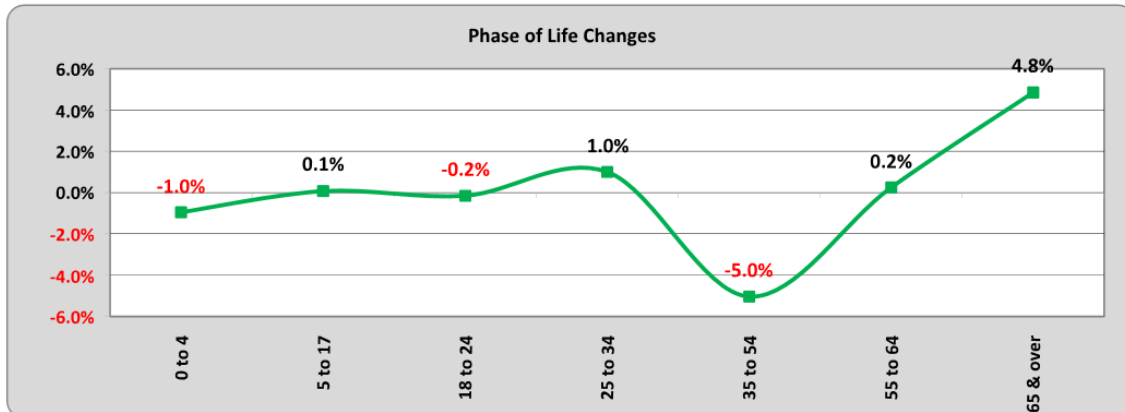
Summary of Phase of Life Findings:

Phase of Life changes reflect the age profile of a community. On average, it takes 2.1 children per woman to replace both mother and father. If the percentage of the population under 20 is declining as a percentage of the total it is likely that the community will see an increase in the more senior aged population possibly due to a decline in birth rates.

In this study area children 17 years of age and younger are declining as a percentage of the total population. Considering the other end of the phases of life, adults 55 years of age and older are increasing as a percentage of the total population.

In summary it may be that the community is aging as children are raised and leave but parents remain.
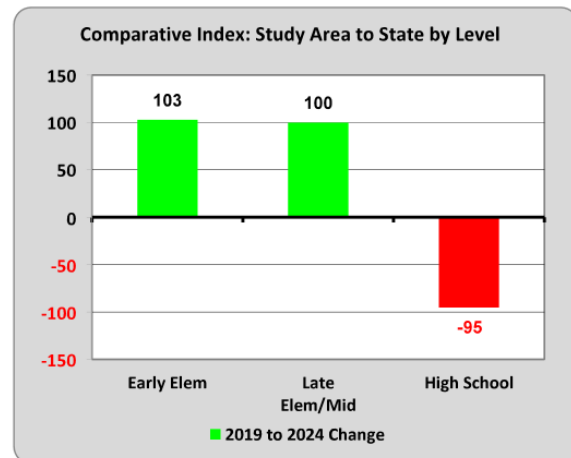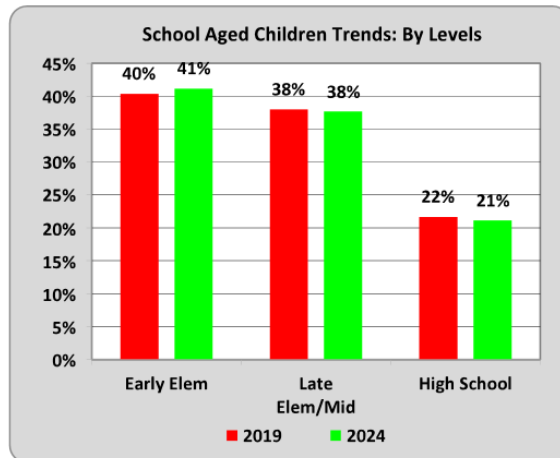
INSITE #4: SCHOOL AGED CHILDREN TRENDS

Children are the future! Understanding their specific population dynamics is critical for all planners of social and/or educational services. The "School Aged Children" variable is a subset of the "Required Formal Schooling" segment in the Phase of Life profile. It allows one to zoom in more closely on the children who are of formal schooling age.

The school aged population includes all school aged children including those enrolled in public and private schools, those home schooled and children in institutions.

The School Aged Children variable provides a snapshot of three levels of the population that comprise school age children. The three levels roughly correspond to the following.

- Elementary grades
- Intermediate/Middle School grades
- High School grades

School Aged Children	2010	2019	2024	2010%	2019%	2024%	Estimated 5 Year %pt Change 2019 - 2024
Early Elementary							
Ages 5 to 9	78,543	93,791	117,654	39.4%	40.3%	41.2%	0.8%
Late Elementary-Middle School							
Ages 10 to 14	76,246	88,323	107,699	38.3%	38.0%	37.7%	-0.3%
High School							
Ages 15 to 17	44,398	50,363	60,466	22.3%	21.7%	21.2%	-0.5%

School Aged Children Trends: By Levels

Comparative Index: Study Area to State by Level

Summary of School Aged Children Findings:

Early Elementary children ages 5 to 9 are projected to increase as a percentage of children between 5 and 17 by 0.8%.

Late Elementary to Middle School aged children ages 10 to 14 are declining as a percentage of children between 5 and 17 by -0.3%.

High School aged children 15 to 17 are declining as a percentage of children between 5 and 17 by -0.5%.

Overall, children are aging through, but there is some evidence of a resurgence of children in the younger years.

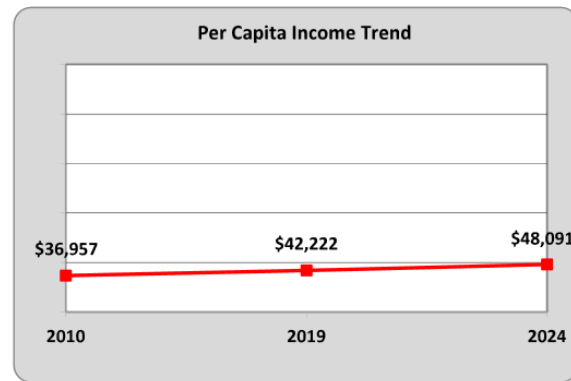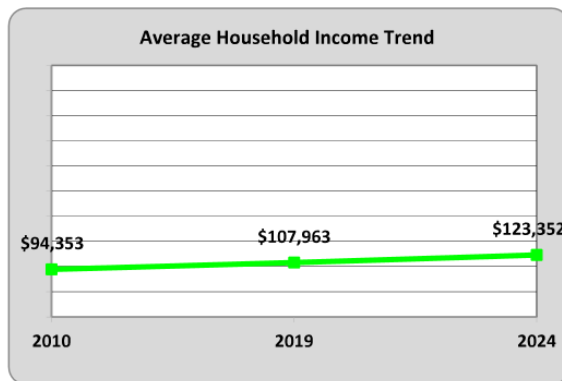## INSITE #5: HOUSEHOLD AND FAMILY INCOME TRENDS

AVERAGE HOUSEHOLD INCOME AND PER CAPITA INCOME

Average Household Income and Per Capita Income indicate the level of financial resources within a community. Average Household income reflects the average income for each household, whether family or non-family.

Per Capita Income is a measure of the average income of all persons within a household. For family households, this would include all children. It does not mean that each person actually contributes to the average income from work. It is calculated by dividing the aggregate household income by the population.

In this study area, the estimated current year average household income is $107,963. The average household income is projected to grow by 14.3% to $123,352.

The estimated per capita income for the current year is $42,222. The Per Capita Income is projected to grow by 13.9% to $48,091.

Average Household Income Trend

$94,353 (2010)
$107,963 (2019)
$123,352 (2024)

Per Capita Income Trend

$36,957 (2010)
$42,222 (2019)
$48,091 (2024)

Income Trends	2010	2019	2024	2010%	2019%	2024%	Estimated 5 Year %pt Change 2019 - 2024
Households							
Less than $10,000	18,046	18,171	17,444	4.3%	3.7%	2.9%	-0.7%
$10,000 to $14,999	12,473	12,834	12,487	3.0%	2.6%	2.1%	-0.5%
$15,000 to $24,999	32,773	31,557	31,310	7.8%	6.4%	5.3%	-1.1%
$25,000 to $34,999	37,513	37,588	36,296	8.9%	7.6%	6.1%	-1.5%
$35,000 to $49,999	52,756	55,035	59,275	12.6%	11.1%	10.0%	-1.1%
$50,000 to $74,999	75,777	84,533	94,161	18.0%	17.1%	15.9%	-1.2%
$75,000 to $99,999	53,256	63,325	76,123	12.7%	12.8%	12.8%	0.0%
$100,000 to $149,999	69,809	86,803	108,841	16.6%	17.6%	18.3%	0.8%
$150,000 to $199,999	31,612	61,759	68,301	7.5%	12.5%	11.5%	-1.0%
$200,000 or more	35,935	42,896	89,698	8.6%	8.7%	15.1%	6.4%
Totals	**419,950**	**494,501**	**593,936**				

INSITE #5: HOUSEHOLD AND FAMILY INCOME TRENDS (continued)

FAMILY INCOME

Family income is a sub-set of household income. It excludes non-family households. Family households include two or more persons who are related and living in the same dwelling unit. Children are more likely to live in family households. Non-family households are households in which two or more persons live in the same dwelling unit but are unrelated.

The number of families with annual incomes above $100,000 is projected to grow over the next five years. For the current year, it is estimated that 47.0% of all family incomes exceed $100,000 per year. In five years that number is projected to be 47.4%.

Income Trends	2019	2024	2019%	2024%	Estimated 5 Year %pt Change 2019 - 2024
Families					
Less than $10,000	8,318	9,758	2.6%	2.4%	-0.10%
$10,000 to $14,999	6,364	7,400	2.0%	1.9%	-0.10%
$15,000 to $24,999	16,487	19,471	5.1%	4.9%	-0.18%
$25,000 to $34,999	20,720	27,568	6.4%	6.9%	0.56%
$35,000 to $49,999	29,694	35,539	9.1%	8.9%	-0.20%
$50,000 to $74,999	48,843	58,749	15.0%	14.7%	-0.25%
$75,000 to $99,999	42,179	51,314	12.9%	12.9%	-0.07%
$100,000 to $149,999	65,483	80,301	20.1%	20.1%	0.05%
$150,000-$199,999	51,347	63,984	15.8%	16.1%	0.29%
$200,000 or more	36,373	44,508	11.2%	11.2%	0.00%
Totals	**325,808**	**398,592**			

MEDIAN INCOME BY RACE AND ETHNICITY

Median income by race and ethnicity is a subset of household income. Median income is that point where there are as many households with incomes greater than the median as there are households with incomes less than the median.

Median Household Income by Race and Ethnicity

Median Income by Race and Ethnicity	2019
Asian Household Income	$100,852
Black/ African American Household Income	$56,505
Hispanic/Latino Household Income	$54,262
White/Anglo Household Income	$93,053
P Is, Am Indian Other Household Income	$65,403
Average	$74,015

36
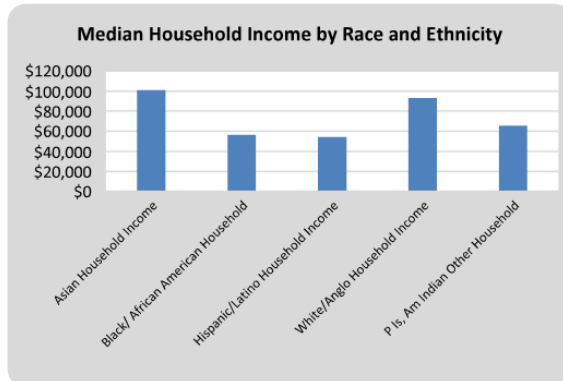
INSITE #6: HOUSEHOLDS AND CHILDREN TRENDS

Diversity of child rearing environments is increasing along with the many other types of growing diversity in the US. To understand this, we begin with the types of households that exist in a community. There are…

• family households with children under 18
• family households without children under 18

The concern of this analysis is family households with children under 18. Of the types of family households with children there are…

• Married couple families
• Single parent families (father or mother)

These two are reported for the study area in the table below.

| Households	2010	2019	2024	2010%	2019%	2024%	Estimated 5 Year %pt Change 2019 - 2024
Households with Children under 18							
Married Couple	107,697	118,672	143,804	72.2%	73.3%	72.9%	-0.4%
Single Parent	41,541	43,267	53,577	27.8%	26.7%	27.1%	0.4%

Of the households with children under 18, married couple households are decreasing as a percentage while single parent households are increasing. The graph to the right illustrates this. Bars above the 0% point indicate a family type that is increasing while bars below 0% is decreasing. This provides "insite" into how family households and structures with children are changing in the study area.

A comparison to the state reveals to what extent this community is similar or dissimilar to the state as a whole. The study area's married couple households with children are dissimilar to the state's profile. The percentage of single parent households with children is less than the state.
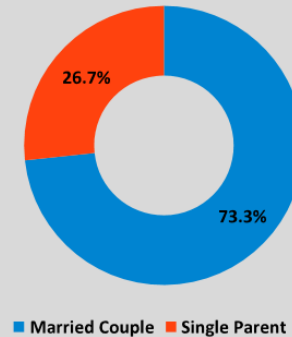
Households with Children: Projected Change
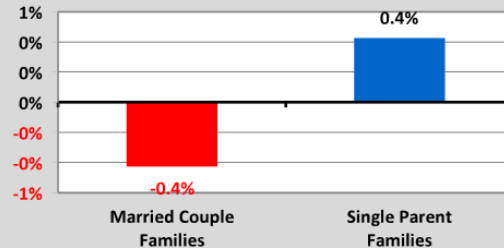
Households with Children Under 18 Compared to State
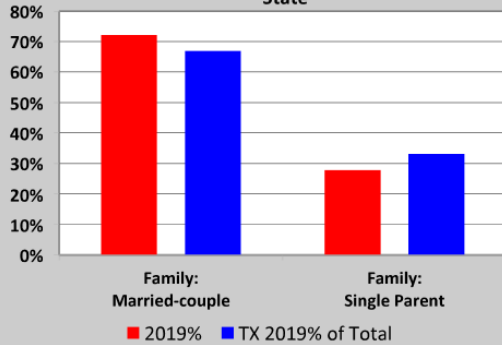
Percentage of Households with Children by Type

INSITE #7: MARITAL STATUS TRENDS

MARITAL STATUS BY TYPE

Population by Marital Status considers the number and percentage of persons 15 years of age and greater by their current marital status. Trend information as well as a comparison to the study area's state marital status types provide two different views of this social reality.

Marital types reported include..
• Never Married (Singles)
• Currently Married
• Divorced
• Separated
• Widowed

	2010	2019	2024	2010%	2019%	2024%	2010 to 2024 %pt Change
Population by Marital Status: Age 15+							
Never Married	241,303	301,047	372,276	28.2%	30.0%	30.7%	2.5%
Married	479,848	539,237	642,428	56.0%	53.8%	53.0%	-3.1%
Divorced	86,521	103,819	127,042	10.1%	10.4%	10.5%	0.4%
Separated	16,887	19,208	22,021	2.0%	1.9%	1.8%	-0.2%
Widowed	31,745	39,293	49,148	3.7%	3.9%	4.1%	0.3%

In this community, the current year estimate of marital status reveals a community of adults more likely to be married than the state average for adults. The percentage single never married is lower than the state average for adults 15 years and older. Divorce is less prevalent than the state wide average.

Marital Status: Comparison to the State
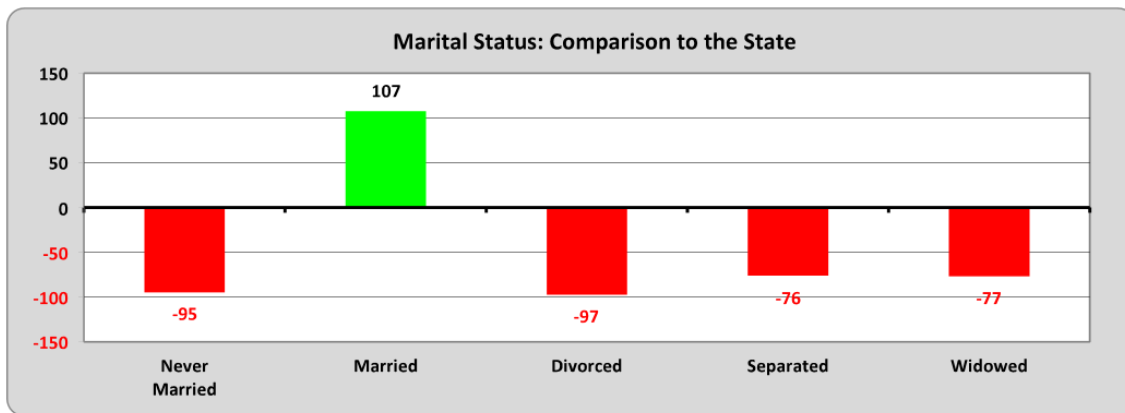
Women 15 years and older are more likely to be divorced than men.

Women 15 years and older are more likely to be widowed than men.

Single Female and Male Comparison by Type (CY)
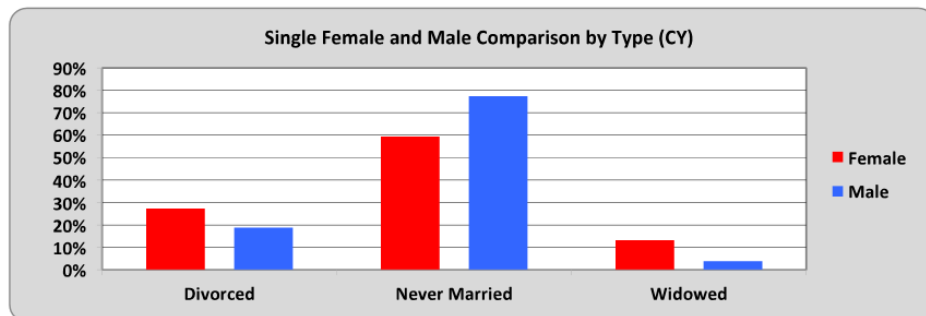
INSITE #8: ADULT EDUCATIONAL ATTAINMENT

The level of educational attainment of a community's adult population is an important indicator of its opportunities and challenges. This analysis will look at the Adult Educational Attainment from three perspectives.
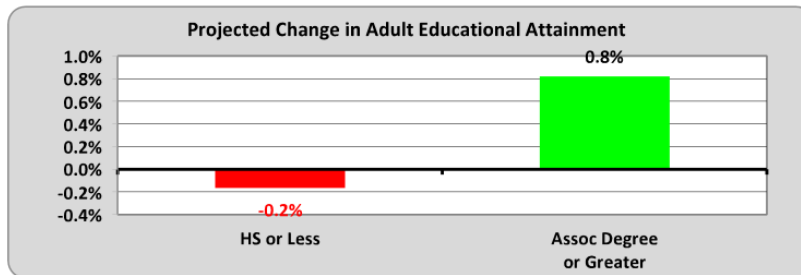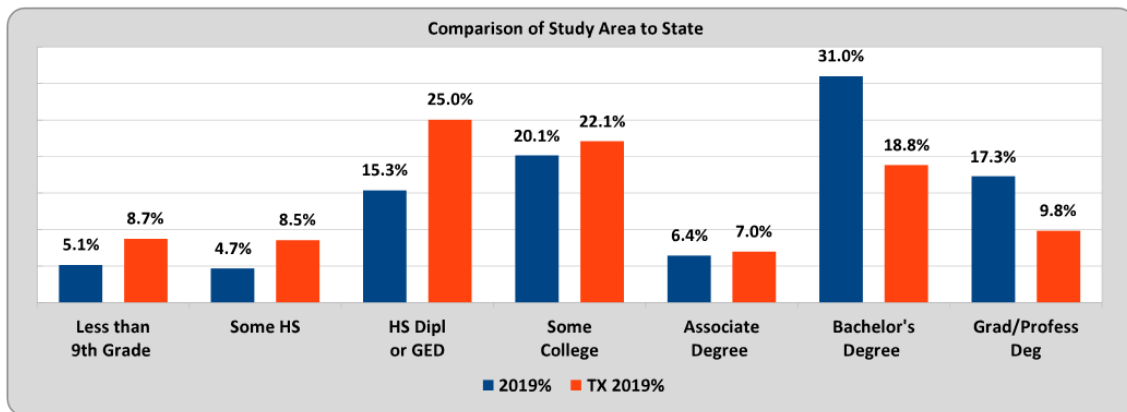
First, it looks to see if the level of educational attainment for adults is rising or not. Second, it compares the level of attainment to that of the state of TX. (If this is a state report, the comparison will be to itself.) Finally, the table provides the percentages from 2010.

EDUCATIONAL LEVEL ATTAINMENT CHANGE

The educational attainment level of adults has been rising over the past few years. It is projected to rise over the next five years by 0.8%.

Projected Change in Adult Educational Attainment

	HS or Less	Assoc Degree or Greater
	-0.2%	0.8%

EDUCATIONAL LEVEL COMPARED TO THE STATE

Comparison of Study Area to State

	Less than 9th Grade	Some HS	HS Dipl or GED	Some College	Associate Degree	Bachelor's Degree	Grad/Profess Deg
2019%	5.1%	4.7%	15.3%	20.1%	6.4%	31.0%	17.3%
TX 2019%	8.7%	8.5%	25.0%	22.1%	7.0%	18.8%	9.8%

	2010	2019	2024	TX 2019%	2019 Study Area-State Comp Index
Population by Educational Attainment: 25+					
Less than 9th Grade	5.0%	5.1%	5.1%	8.7%	59
Some HS	5.4%	4.7%	4.6%	8.5%	55
HS Dipl or GED	16.1%	15.3%	15.0%	25.0%	61
Some College	20.5%	20.1%	19.8%	22.1%	91
Associate Degree	6.4%	6.4%	6.5%	7.0%	92
Bachelor's Degree	30.8%	31.0%	31.2%	18.8%	165
Grad/Profess Deg	15.8%	17.3%	17.9%	9.8%	176

The overall educational attainment of the adults in this community is greater than the state.
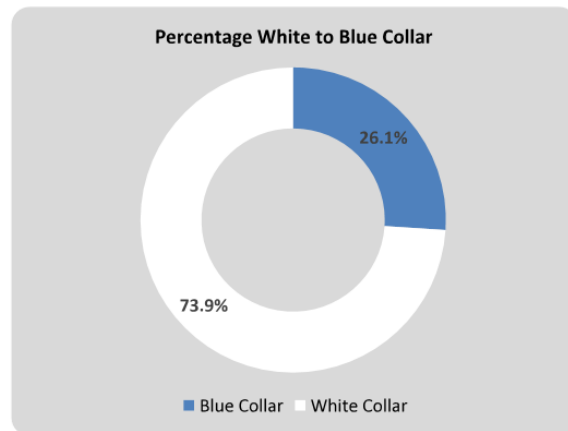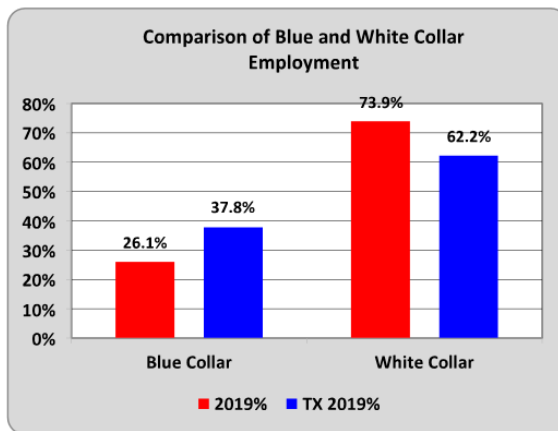
INSITE #9: POPULATION BY EMPLOYMENT

Like educational attainment, an analysis of a community by its employment types and categories provides an important "insite" into its socio-economics. This analysis looks at two factors.

First is a report of the employed population 16 and over by the traditional "blue collar" and "white collar" occupations and compares these to the state. Second, it looks at the community by the seven standard census bureau occupations and compares them to the state.

EMPLOYED POPULATION: BLUE COLLAR OR WHITE COLLAR

On the chart to the left, the study area is compared to the state of TX. This study area is well above the state average for White Collar workers. It is well below the state average for Blue Collar workers.

Comparison of Blue and White Collar Employment

Blue Collar: 26.1% (2019%), 37.8% (TX 2019%)
White Collar: 73.9% (2019%), 62.2% (TX 2019%)

■ 2019% ■ TX 2019%

Percentage White to Blue Collar

26.1% Blue Collar
73.9% White Collar

■ Blue Collar ☐ White Collar

EMPLOYED CIVILIAN POPULATION BY OCCUPATION

	2019	TX 2019	Comp. Index	Interpretation
Employed Civilian Pop 16+ by Occupation				
Bldg Maintenance & Cleaning	3.0%	4.1%	74	Well below the state average.
Construction	5.8%	10.3%	57	Well below the state average.
Farming, Fishing, & Forestry	0.1%	0.5%	21	Well below the state average.
Food Preparation Serving	5.2%	5.5%	94	At about the state average.
Healthcare Support	1.5%	2.2%	72	Well below the state average.
Managerial Executive	22.1%	15.1%	146	Well above the state average.
Office Admin	11.8%	12.9%	91	At about the state average.
Personal Care	3.4%	3.4%	102	At about the state average.
Production Transportation	7.2%	11.8%	61	Well below the state average.
Prof Specialty	26.1%	21.0%	124	Well above the state average.
Protective	1.3%	2.2%	60	Well below the state average.
Sales	12.5%	11.0%	113	Well above the state average.

INSITE #10: MOSAIC Segments

Mosaic is a geo-demographic segmentation system developed by and for marketers. Instead of looking at individual demographic variables, a segmentation system clusters households into groups with multiple common characteristics. Demographic variables that generally cluster together would include income, educational levels, presence of children and occupations among others.

This database is developed by Experian. Some find the information helpful because it presents a multi-dimensional view of a community.

In the report below, the top 15 Mosaic Segments of the study area are provided. (If less than 15, rows will be blank.)

NOTE: For a full description please see the DI Demographic Segment Guide (Mosaic) under the Help menu on the Documents gallery.

Mosaic Segments	2019	2019%	State %	Comp Index	Relative to the TX State Ave.
O54 Singles and Starters - Striving Single Scene	74,311	15.0%	6.4%	236	Well above the state average
B07 Flourishing Families - Generational Soup	34,990	7.1%	2.6%	274	Well above the state average
A01 Power Elite - American Royalty	26,728	5.4%	1.8%	302	Well above the state average
C13 Booming with Confidence - Silver Sophisticates	22,595	4.6%	1.6%	289	Well above the state average
C11 Booming with Confidence - Aging of Aquarius	22,046	4.5%	2.6%	170	Well above the state average
F22 Promising Families - Fast Track Couples	21,509	4.3%	4.3%	101	About average for the state
K37 Significant Singles - Wired for Success	16,260	3.3%	1.3%	256	Well above the state average
G25 Young, City Solos - Urban Edge	15,049	3.0%	1.2%	260	Well above the state average
A03 Power Elite - Kids and Cabernet	14,836	3.0%	1.1%	278	Well above the state average
A05 Power Elite - Couples with Clout	14,376	2.9%	1.4%	210	Well above the state average
O50 Singles and Starters - Full Steam Ahead	13,460	2.7%	1.6%	175	Well above the state average
P61 Cultural Connections - Humble Beginnings	11,900	2.4%	2.2%	110	About average for the state
A02 Power Elite - Platinum Prosperity	11,470	2.3%	1.2%	189	Well above the state average
H26 Middle-class Melting Pot - Progressive Potpourri	11,463	2.3%	1.0%	223	Well above the state average
E19 Thriving Boomers - Full Pockets, Empty Nests	10,700	2.2%	0.8%	257	Well above the state average

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

Mosaic USA E-Handbook by Experian (To open in a new Tab hold Control key when you click on the link)
Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

How to Read and Understand a Mosaic Portrait - Video

Understanding Mosaic Portraits for Mission Planning - Video

Faith based clients: To access the Mosaic application guide click on:
Mission Impact Mosaic Application Guide by Bandy (To open in a new Tab hold Control key when you click on the link)

INSITE #11: GENERATIONS

A powerful way to envision demographics is by following a generation through its phases of life. This is because there are, in a general sense, common life experiences at each phase of life. But even more interesting is to understand a generational cohort group that has a unique sense of belonging to others born and coming of age together. More than mere age bracketing, a generation develops a sense of identity as a group based upon their coming of age experiences—how they were parented and major world defining events, such as 9/11. Using the Strauss and Howe model of generations one is able to see a more three-dimensional view of a generational group, bringing mere age demographics to life.

According to the Strauss and Howe model, members of a generation share three qualities. *
• An age location in history
• Some common beliefs and behaviors, including basic attitudes about risk taking, culture and values, civic engagement, and family life
• A common perceived membership in a generation, e.g., Boomers, Gen X, Millennials etc.
(* http://www.lifecourse.com/about/method/phases.html)

Name	S & H Type	Initial Birth	Final Birth	2010		2019		2024		2029	
Homeland (Z)	Artist	2005	2025	76,297	7.2%	261,859	21.0%	411,040	27.3%	488,141	30.7%
Millennial (Y)	Hero	1982	2004	344,725	32.5%	366,074	29.3%	420,129	28.0%	446,047	28.1%
Gen X (13th)	Nomad	1961	1981	354,036	33.4%	374,317	30.0%	428,980	28.5%	437,278	27.5%
Boom	Prophet	1946	1960	189,003	17.8%	183,093	14.7%	188,355	12.5%	188,067	11.8%
Silent	Artist	1925	1945	85,689	8.1%	57,223	4.6%	48,515	3.2%	24,047	1.5%
GI	Hero	1901	1924	10,881	1.0%	7,002	0.6%	6,061	0.4%	4,478	0.3%
			Totals:	1,060,631	100.0%	1,249,568	100%	1,503,081	100%	1,588,058	100.0%

For more information on Generational types, click here

Strauss and Howe Generations: Projected Percentages

Generations Current Year Percentage
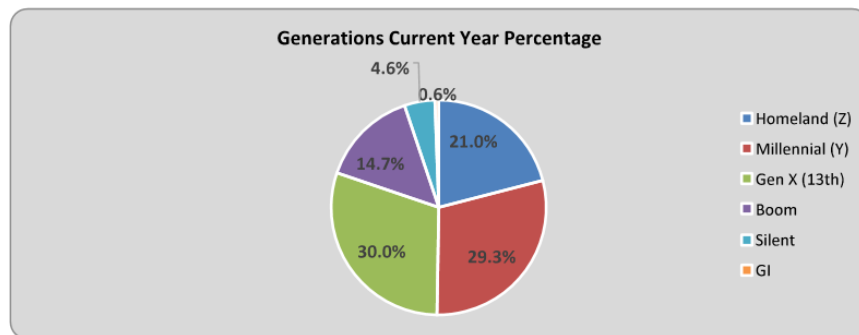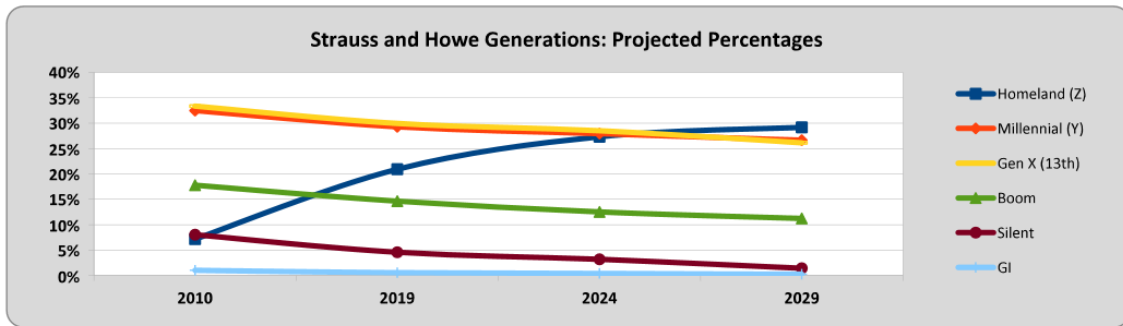
INSITE #12: RELIGIOUS PROGRAM OR MINISTRY PREFERENCES

This information is from the 2017 Quadrennium Project Survey conducted by MissionInsite of US Religious Preferences, Practices and Beliefs called the Quadrennium Project. The complete survey results are available in the four Predesigned Quad Reports; ReligiousInsite, ReligiousInsite Priorities, MinistryInsite or MinistryInsite Priorities. The Quadrennium White Paper is available on the web site.

	Study Area		US Average		Comparative Index	
	Modestly Important	Very Important	Modestly Important	Very Important	Modestly Important	Very Important
Personal Growth	35.8%	7.7%	33.9%	7.0%	106	110
Addiction support groups	30.6%	7.6%	28.9%	7.4%	106	103
Health/weight loss programs	35.3%	8.0%	34.5%	7.1%	102	113
Practical training seminars	41.6%	7.5%	38.3%	6.6%	109	115
Family Support and Intervention Services	43.7%	10.6%	36.7%	10.2%	119	104
Crisis support groups	40.2%	11.9%	42.0%	9.8%	96	122
Daycare/After-School Programs	28.4%	8.1%	27.2%	7.5%	104	107
Family oriented activities	43.5%	18.2%	42.9%	17.1%	101	107
Marriage enrichment	40.5%	10.5%	36.8%	9.4%	110	111
Parenting development	32.8%	8.4%	31.0%	7.6%	106	110
Personal/family counseling	41.8%	11.0%	40.2%	9.8%	104	113
Community Involvement and Advocacy Programs	54.0%	15.5%	48.0%	13.7%	112	113
Adult social activities	47.3%	14.2%	52.6%	14.1%	90	101
Involvement in social causes	48.3%	14.8%	47.7%	13.6%	101	109
Social justice advocacy work	41.9%	11.8%	40.7%	11.4%	103	103
Opportunities for volunteering in the community	51.7%	17.5%	51.2%	15.8%	101	111
Community Activities or Cultural Programs	47.0%	12.7%	43.6%	12.6%	108	101
Cultural programs (music, drama, art)	41.1%	14.7%	46.7%	11.1%	88	132
Holiday programs/activities	51.8%	14.8%	50.3%	14.2%	103	104
Seniors/retiree activities	40.7%	13.0%	41.9%	13.0%	97	100
Youth social activities	37.2%	12.9%	35.4%	11.9%	105	108
Religious/Spiritual Programs	34.8%	18.2%	37.6%	17.7%	93	103
Bible or Scripture study/prayer groups	39.6%	21.5%	32.7%	15.3%	121	141
Christian education for children	31.1%	16.5%	29.5%	14.5%	105	114
Contemporary worship experiences	41.6%	12.0%	39.4%	11.2%	106	107
Spiritual discussion groups	41.7%	12.7%	39.2%	11.1%	106	114
Traditional worship experiences	41.1%	21.1%	39.2%	20.3%	105	104
Warm and friendly encounters	45.3%	35.2%	45.6%	33.6%	99	105
The quality of sermons	36.8%	31.7%	37.3%	28.2%	99	113

Supporting Information

Interpreting the Report

The ExecutiveInsite report is designed for easy reading. But there are several tools provided in the tables that make this easier.

Change over time: Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your

Indexes: Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

• Indexes of 100 mean the study area variable is the same as its base area.

• Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.

• Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Support

If you need support with this report, please email MissionInsite at misupport@missioninsite.com.

Download ExecutiveInsite Worksheet (To open in a new Tab hold Control key when you click on the link)