

HIGHLAND PRESBYTERIAN CHURCH

1011 Cherokee Road, Louisville, KY 40204



“Sharing Hope from the Heart of the Highlands”

2022 Annual Report

Mission Statement

Highland Presbyterian Church is a community of believers inspired by the love of Jesus Christ and biblical teachings. We believe we are called to guide our children, support our neighbors, comfort the troubled, soothe the suffering and bless the dying.

***We give, we receive, we serve,
we teach, we question, we learn,
we sing, we laugh, we pray.***

We strive to use our time and talents to serve God, one another, and the world, sharing hope from the heart of the Highlands.

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HIGHLAND PRESBYTERIAN CHURCH
Annual Congregational Meeting
7 February 2021
Virtual Meeting

Moderator Rev Kent Winters-Hazelton called the meeting to order with prayer at 12:31 PM. A quorum was present.

With a motion and a second and no objections, Cynthia Welch, Clerk of Session, was appointed Clerk of the meeting.

With a motion and second and no objections, the Annual Congregational Meeting Minutes 2 February 2020 were approved.

Clerk's Report

Cynthia Welch reported that HPC began 2020 with 844 members, and ended the year with 831, a loss of 13 members.

HPC gives thanks to the Ruling Elder Class of 2021 whose terms are ending in March 2021: Anne Baker, Jane Crowley, Tim Daniel, Larry Hartog, Bill McConnell, Bill Oldham, and Andrew Owen. We are grateful for their prayerful and thoughtful work on behalf of HPC.

In November 2020, the Session voted to reduce the Session class size to seven (from nine) each year, over three years. In December 2020, the Session made these changes to the HPC Bylaws:

Change to Bylaws: "The Session shall consist of ~~twenty-seven (27)~~ **twenty-one (21)** elders, divided into three classes of ~~nine (9)~~ **seven (7)** each. A replacement class of ~~nine (9)~~ **seven (7)** elders shall be elected each year for a three-year term. No decrease in the number of members of the Session shall have the effect of shortening the term of any incumbent member."

New bylaw: "When the Session determines it to be advisable or necessary, the Session and/or congregation may meet by electronic means, so long as the meetings provide, at a minimum, opportunity for simultaneous oral and aural communication among all participating members equivalent to those meetings held in person. The meetings must be conducted by a technology that allows for synchronous communication among all participants. Technologies of email, text message, online chat, and other similar means are not synchronous, and are therefore not appropriate under this action. This section of the congregation's bylaws shall be retroactive to January 2020."

Acknowledgement of Native Lands and People

As the 223rd General Assembly of PC(USA) has urged of each congregation, Rev Kent Winters-Hazelton lifted up the histories of indigenous peoples, to confess complicity, and to repudiate the "Doctrine of Discovery," which declared that the first white settlers have the moral and legal right to govern the land, despite the fact that people have occupied that same land for hundreds, even thousands of years. The legal support for the Doctrine of Discovery has been upheld by the US Supreme Court. According to the 2010 census, 31,335 people of Native American descent live in Kentucky. There are no tribes currently recognized in Kentucky, although in the 1720s the Shawnee had the largest indigenous population living in the Commonwealth.

Staff Reports

Kent Winters-Hazelton, Transitional Pastor/Head of Staff. Kent Talked about the upheaval of 2020: the appearance of the coronavirus Covid 19, and the retirement of Cynthia Campbell as Pastor/Head of Staff. Everything familiar about conducting worship and being a church was upended, and HPC had to make changes

in every activity, every committee, and every program of the church. Along the way, there have been new ways to maintain worship, fellowship connections, outreach, and service to the community and to the church. A mission study will start in spring 2021, as will the election of a Pastor Nominating Committee (PNC), as HPC looks ahead to calling a new Senior Pastor/Head of Staff.

Doodle Harris, Associate Pastor for Christian Education and Youth. Covid changed so many of the youth and children activities, including the cancellation of summer trips. Youth groups have pivoted to being held online, programs have been held outdoors, and there was a virtual Christmas pageant. She thanked all the volunteers who serve on the youth and children's committees, and give so much of their time to make the programs happen.

Megan McCarty, Associate Pastor for Mission and Membership. Given the challenges of how to do church without being physically together, HPC staff and members have risen to the occasion. She has worked with the Fellowship and Church in the World committees, as well as with the Deacons, to change how HPC connects with each other and the outside world. HPC members have needed care in different ways this year, and those needs have been met in creative ways. She also mentioned the unrest in Louisville following the death of Breonna Taylor, and how to address HPC's role and response with the beginning of the Race Equity Task Force. The Task Force on Reopening for Worship has had to shift focus constantly with the changing covid environment. She also represented Mid-Kentucky Presbytery (MKP) at the virtual General Assembly.

Vini Frizzo, Director of Music Ministries. Ben Weaver began as organist in January 2020. There were many cancellations due to the pandemic, with all houses of worship closing on 11 March 2020 by the Governor's Executive Order. Arts on the Corner, youth and chancel choirs leading worship, and all of the planning for Holy Week services were gone. A 9 AM Sunday worship outside on the Pleune Mobley lawn and an outdoor Christmas Eve worship service in the parking lot with the service piped in through car radios were new ideas that worked. The Highland Ringers (handbell choirs) began, with a generous donation to purchase a Malmark handcrafted five octave bell set, a Malmark 3rd octave expansion set of chimes, and pads, tables, music risers, binders, gloves, and other equipment for the ringers.

Charles Brockwell, Parish Associate for Member Care. He celebrated his eighth year with HPC, feeling the loss of making in-person pastoral calls on members in need.

Dean Adams, Church Business Administrator. After much study, the process of outsourcing HPC's payroll system began. The final Capital Campaign project (sprinkler installation in the Walker Nevin building) was completed. In addition, HPC applied and was approved for a Payroll Protection Plan loan to help the Nursery and Weekday School deal with disruptions due to covid.

Committee Reports

Christian Education. Becky Slagle. Activities in all programs – children, youth, and adult – came to a screeching halt in March 2020. The children's program recorded numerous segments that were used in worship, youth began weekly virtual meetings with the occasional outdoor event, and adult programs also moved online.

Nursery and Weekday School. Amy Fitzgerald. The faculty has been reduced in size due to the pandemic, but programs continued with help from the CARES Act and PPP funding. There have been improvements to the Walker Nevin building and to the Play Park. Enrollment is 120 children (normally about 170).

Church in the World. Renata DeWees. The committee and other HPC members have tried to meet the challenges of covid by sending extra money to organizations whose funding has been negatively impacted by

the pandemic, by establishing an extra task force on racial equity, by sending a one-time gift of \$1500 to the West End YMCA providing NTI assistance to children, and through countless other small acts.

STITCH. Janet Raderer. Classes ceased at STITCH when things closed down in March, but the women switched to making face masks – 2300 of them, distributed to area non-profits. STITCH also made 40 canvas bags for the Highland Ringers to use to carry their music. In September they made Ruth Bader Ginsburg specialty face masks and sold them at a farmers' market.

We of the World (WOW). Linda Raymond Ellison. WOW continued to meet virtually. They provided supplies across many KRM programs, including filling totes with toiletries for refugee mothers, filling backpacks for kindergarten students, and baking more than 500 cookies for KRM staff.

Fellowship. Angie Andriot. With the onset of the pandemic, this committee started virtual happy hours, visual Arts on the Corner, and an HPC Facebook group, so members could interact. Before covid closed everything down, they held a Mission Fair in January, OWLS (Older Wiser Learning Still) had a lunch and learn program, and a successful Wednesday night dinner.

Finance. Larry Hartog. HPC ended 2020 with a budget surplus of \$81,000, since many planned activities could not take place. PPP loans of \$242,000 were received, and used to offset payroll costs for the WDS. Loan forgiveness applications are being processed.

Investment Review. Jim Crowley. The balance of the Stodghill Fund is \$16.5M, with \$524,216 in distributions to operations. The Memorial Fund has \$2.1M, with distributions to operations of \$53,737. The Legacy Fund is also an endowment fund, created in 2018 for significant gifts of planned giving. Its balance is \$1M, with distributions to operations of \$17,017. Total investments ended the year at \$19.5M, with disbursements of \$594,970.

Personnel. Carig Siegenthaler. Cynthia Campbell retired on 31 July 2020, and Kent Winters-Hazelton began as Transitional Pastor on 1 September 2020. All staff members were paid a reasonable bonus for services, and the 2021 budget allows for 2% raises for all staff members.

Property. Bill Wade. Utilities were substantially under budget in 2020, due to the new geothermal system and lack of occupants. An ionization system and ultraviolet lighting were installed in the HVAC system in the sanctuary as a way to help deal with covid precautions. The Walker Nevin building had a new sprinkler system installed. A structural beam was replaced under Megan's office in the church office building. Behind the sanctuary the original Session room was painted and the bathroom was renovated. There were various other repairs and tweaks throughout the HPC campus.

Stewardship. Tim Daniel. Pledges for 2021 are 88% of the goal (\$660,000 of \$750,000). He was appreciative of those who were able to step up in 2020 and continue to give even during a covid year.

Worship and Spiritual Life. Carol Pye. Kudos to Rob Miller and Vini Frizzo for recording and editing the virtual Easter service, and to Vini Frizzo and Megan McCarty for the Christmas Eve parking lot service of Lessons and Carols. The outdoor 9 AM Sunday service, weather permitting from early July to early October, was a welcome addition for a small but loyal crowd.

Deacons. Megan McCarty. When the pandemic hit, the Deacons, assisted by Session members, contacted every member of HPC to see if anyone had immediate needs. They provided continuous contact with HPC Sages (the aged 80 and over members), and provided and delivered a small token of HPC remembrance to them each season. Congregational care by the Deacons continued throughout the year with card-writing ministry, phone calls, and visits – often on the porch. The Deacons have been invaluable in a year with so

much upheaval. They have truly gone above and beyond their normal duties, and have figured out how to change, adapt, and be creative in keeping a sense of community at HPC.

Congregational Nominating Committee. Alex Novak. Election of Elders and Deacons. **Elder nominees for the Class of 2024:** Angie Andriot (second term), Carol Pye (second term), Ralph Bowling (first term), Kevin Burns (first term), Sara Gambrell (first term), Craig Siegenthaler (first term), Paul Troy (first term).

There was a nomination from the floor to add Lauren Wood to the Elder Class for a one-year term as a youth member. After discussion, it was agreed with she would fill the vacant term of an Elder in the Class of 2022 who had resigned. There were no other nominations from the floor.

With no objections, The Elder Class of 2024 was approved, with the addition of an Elder to the Class of 2022 as amended.

Deacon nominees for the Class of 2024: Cathy Smock (second term), George Holmes (first term), Steve Holmes (first term), Amy Hoyt (first term), JoAnn Utter (first term).

There were no nominations for the floor.

With no objections, the Deacon Class of 2024 was approved as presented.

Review of the Pastors' Terms of Call. Craig Siegenthaler. A 2% increase in the terms of call for Rev Megan McCarty and Rev Doodle Harris was presented. It was approved with no objections.

Transitional Pastor's Report. Kent Winters-Hazelton. The move to online worship was brought about by necessity, but in hindsight was inevitable. The future is digital and virtual, and in order to have an impact on the lives of people in the community, HPC needs to be both as well. God is always calling us forward. The second phase of the transitional process, the mission study phase, is beginning. Congregational conversations will begin in April 2021. A Pastor Nominating Committee will be nominated soon after. The most challenging part of arriving as Transitional Pastor in a pandemic is that he has not been able to meet many of the members, and he encouraged people to make appointments to meet. He thanked the HPC staff with which he works, and the members and friends of HPC for their faithfulness in challenging times.

With a motion and a second and no objections, the meeting was adjourned with prayer at 1:00PM.

Respectfully submitted,

Cynthia B Welch
Clerk of Session

HIGHLAND PRESBYTERIAN CHURCH
Congregational Meeting
June 13, 2021

Moderator Rev Kent Winters-Hazelton called the meeting to order with prayer at 12:31 PM. A quorum was present. Clerk of Session Cynthia Welch served as Clerk of the meeting.

Alex Novak for the Congregational Nominating Committee:

Presented Kimberlee Burns to complete a term on the Board of Deacons. There were no nominations from the floor, and no objections to this nomination.

Presented the slate for the Pastor Nominating Committee: Kevin Burns, Edward Caruthers, Patricia Connally, Charlie Fendig, Martin Hall, Kelli Klingenfus, Kathy Reed, Tom Reichard, and Linda Valentine. There were no nominations from the floor, and no objections to this slate. The PNC is now active.

With no other business, and a motion and a second to adjourn, Rev Megan McCarty gave a closing prayer at 12:37 PM.

Respectfully submitted,

Cynthia B Welch
Clerk of the Meeting

HIGHLAND PRESBYTERIAN CHURCH
Congregational Meeting
October 24, 2021

Rev Kent Winters-Hazelton called the meeting to order with prayer at 12:07 PM. He thanked everyone for being present, and thanked the staff for continuing to serve the congregation.

Rev Winters-Hazelton introduced Rev Jim Martin, appointee from the Mid-Kentucky Presbytery Committee on Ministry (MKP CoM), who will be moderating the meeting.

Rev Martin said the sole purpose of the meeting is to act on the dissolution of the relationship between HPC and Rev Lynda (Doodle) Harris. It is an up or down vote to accept Rev Harris' resignation, with no deviations or changes to the agreement reached by Rev Harris, the Session of HPC, and CoM, all of which have voted to accept her resignation. Active members of HPC can vote, in-person by paper ballot and online by Survey Monkey.

Rev Harris and the CoM have agreed on the action. There will be discussion allowed in favor and not in favor of the motion.

Cynthia Welch, Clerk of Session, was appointed Clerk of the meeting. She declared a quorum was present.

Tellers of the paper ballots will be Renata DeWees, Becky Slagle, Bill Wade, and Cynthia Welch. Rob Miller will monitor the online vote and relay results to Cynthia Welch.

Craig Siegenthaler, Chair of the Personnel Committee, made the motion: that the pastoral relationship between Rev Lynda (Doodle) Harris and the congregation of Highland Presbyterian Church be dissolved, and that the terms of severance (as outlined in the Memorandum of Understanding) be approved. Craig then gave a brief history:

- In February, after communication with CoM, the Personnel Committee wrote a Performance Improvement Plan (PIP) for Rev Harris. This formal step was to address behaviors that have had an effect on all church programs and interactions.
- When Rev Winters-Hazelton arrived in September 2020, he asked the Personnel Committee to wait to put the PIP in place, but behaviors did not improve.
- Rev Harris received formal counseling, which outlined actions and communications that the committee would like to see improved.
- A group of seven people, including members of the CoM and the Personnel Committee, continued to meet with Rev Harris throughout the summer.
- HPC Session was informed of the PIP in June 2021, and had discussions that included Rev Harris.
- CoM appointed a three-person task force from CoM that conducted an independent review.
- On 5 Oct 2021, General Presbyter Rev John Odom met with Rev Harris and asked her if she still felt a call to HPC, or should steps be taken to end that call. Rev Harris subsequently said she would resign, and presented her terms. Rev Odom informed the Personnel Committee, and the Memorandum of Understanding (MoU) was formalized.
- HPC Session approved the MoU at a Called Session meeting on 11 Oct 2021, by a vote of 17 to 6.
- CoM, at a Called Meeting, unanimously approved the resignation and the terms of the MoU on 18 Oct 2021.

Other members of the Personnel Committee spoke about how reconciliation was everyone's goal when the PIP was put in place, but it became apparent that that could not be reached.

Other members of the congregation spoke both for and against accepting the resignation.

Rev Martin noted that MKP and CoM will continue to work with Rev Harris and HPC as all move forward. He reminded the congregation of questions asked of the congregation at the time anyone is ordained, to agree to abide by the decisions made by the government of the church.

After thoughtful and heartfelt discussion, the question was called.

After the votes were tallied, Rev Harris' call with HPC was dissolved by a vote of 117 to 86.

With a motion and a second, the meeting was adjourned with prayer at 2:01 PM.

Respectfully submitted,

Cynthia B Welch
Clerk of Session

Clerk of Session Report for 2021

Highland Presbyterian Church began 2021 with 831 members.

In 2021, HPC gained 4 members:

3 by Transfer of Membership

1 by Profession of Faith

In 2021, HPC lost 26 members:

14 to the Church Triumphant

4 by Transfer of Membership

8 by removal from the HPC roll, by their request

HPC ended 2021 with 809 members.

In addition, there were three infant baptisms and one youth baptism.

Session Members

<u>Class of 2022</u>	<u>Class of 2023</u>	<u>Class of 2024</u>
John Ferre'	Ben Anderson	Angie Andriot (resigned)
Sara Gahan (resigned)	Laurie Anderson	Ralph Bowling
Steve Makela	Renata DeWees (resigned)	Kevin Burns
Kathy Mounce	Clyde Foshee	Sara Gambrell
Alex Novak	David Morrison	Carol Pye
Becky Slagle	Marshall Page (resigned)	Craig Siegenthaler
Bill Wade	Mike Reed	Paul Troy
Cynthia Welch	Abby Sekula	
Lauren Wood		

HPC gives thanks to the Ruling Elder Class of 2022 whose terms will end in March 2022: John Ferre', Steve Makela, Kathy Mounce, Alex Novak, Becky Slagle, Bill Wade, Cynthia Welch, and Lauren Wood. We are grateful for their service and and dedication to HPC.

Respectfully submitted,

Cynthia B Welch
Clerk of Session

Report of the Congregational Nominating Committee

The Nominating Committee places in nomination the following persons for election to the Session in the Class of 2025:

Kathy Mounce (second term)
Helen Jones (first term)
Ann Lacy (first term)
Nancy Owen (first term)
Patti Pinkley (first term)
Chris Valentine (first term)
Vacant

The Nominating Committee places in nomination the following persons for election to the Session in the Class of 2023:

Steve Makela (effective March 1, replacing Renata DeWees)
Lauren Wood (effective March 1, replacing Abby Sekula in the Youth position)

The Nominating Committee places in nomination the following person for election to the Board of Deacons in the Class of 2025:

Nanc Angerman (second term)
Rachel Lacer (first term)
Vacant
Vacant
Vacant

The Nominating Committee places in nomination the following person for election to the Board of Deacons in the Class of 2023:

Jane Crowley (effective March 1, replacing Kathy Emrich)

The Nominating Committee places in nomination the following person for election to the Board of Deacons in the Class of 2024:

Jenny Siegenthaler (effective March 1, replacing Amy Hoyt)

Respectfully submitted,

Laurie Anderson (Session member)
David Morrison “
Alex Novak “
Ken Burgess (At large member)
Patricia Connally “
Ann Lacy “
Stephanie Letson “

Pastor Nominating Committee

We cannot predict when we will have a new pastor but please know that your Pastor Nominating Committee is working hard, prayerfully, and diligently and we trust that the Holy Spirit is at work as well.

In June 2020 the congregation elected the Pastor Nominating Committee comprised of Kevin Burns, Edward Caruthers, Patricia Connally, Charles Fendig, Martin Hall, Kelli Klingenfus, Kathy Reed, Tom Reichard, and Linda Valentine. Kevin Burns and Linda Valentine are serving as co-chairs. Joel Weible, pastor of Peewee Valley Presbyterian Church and former associate pastor of Highland is our Presbytery Committee on Ministry representative and has been a valuable participant in our meetings.

We began meeting in July. First, we reviewed the Mission Study conducted earlier in the year with Robyn Sekula and Angie Andriot, the survey designer and analyst. The Mission Study developed a broad, deep picture of HPC and has informed our work. Over several meetings we brainstormed responses for the description of HPC and characteristics of the pastor we seek for our Ministry Information Form (MIF), essentially the church's resume and job posting. We considered comments sent to us by congregation members, met with chair of the Finance committee, and communicated with the Personnel Committee about the position description. The MIF was drafted, adjustments were made to reflect events in the fall, Session and the Committee on Ministry approved the MIF and it was posted on the PCUSA Church Leadership Connection (CLC) website in November.

In November we began receiving Personnel Information Forms (PIF)'s, which are the resumes of pastors seeking calls, from the CLC matching system. We also began reaching out to pastors and leaders in the denomination for referrals and making exploratory calls to potential candidates referred to us. As of mid-January we have reviewed more than 85 candidates who were matched or who applied directly and are continuing to reach out to more than 35 referrals. We have invited nine applicants for preliminary virtual interviews and expect to invite some additional candidates for initial interviews.

As stated at the opening, we cannot predict when our discernment process and those of candidates will culminate in the call of a pastor, but we are encouraged by the reception we have had by those with whom we have spoken and the quality of so many pastors we have considered. Highland is well known and held in high regard by throughout the PCUSA denomination.

Our next steps will be to conduct initial virtual interviews, then narrow to a smaller number for second round interviews, and eventually to invite one or more candidates to Louisville. Reference checks will be made both by the PNC and by the Presbytery. Once a nominee is chosen, the terms of call are negotiated, the Committee on Ministry approves the terms of call, the PNC reports to Session for approval and then Session will call a congregational meeting to elect the pastor. Then, information will be shared with the congregation, the nominee will be presented and a congregational vote will be taken to elect the candidate. At that point we will all celebrate, the Presbytery will receive the new pastor into the Presbytery, the new pastor will be installed and we will welcome our new pastor.

Kent Winters-Hazelton - Transitional Pastor/Head of Staff

From the time I first heard of your faith in Christ Jesus and your love for all of the holy ones, I have never stopped thanking God for you and remembering you in my prayers. I pray that the God of our Savior Jesus Christ, the God of glory will give you a spirit of wisdom and of revelation to bring you to a rich knowledge of the Creator.

I pray that God will enlighten the eyes of your mind so that you can see the hope this call holds for you—the promised glories that God’s holy ones will inherit, and the infinitely great power that is exercised for us who believe.”

- Ephesians 1:15-19, *The Inclusive New Testament*

As we conclude the year 2021, we are grateful for the hand of God at work within this community of faith while we traversed a year marked by challenge and opportunities. My report to the congregation last year began with the words: It goes without saying that the year 2020 has upset everything. This has certainly been true for faith communities across the country and for Highland Presbyterian Church. We’ve had to adapt and make changes in almost every activity, every committee and every program of the church.

In many ways, those words describe the unfolding of the current year as well. Yet, at the same time, there is much we have been able to accomplish these past twelve months.

In preparation for the search process to identify the new Head-of-Staff Pastor, Highland entered into a thorough mission study. With the leadership of Robyn Sekula, who served as the study team’s moderator, and our consultant, John W. Wimberly, we explored the key questions of any congregational transition: Who are we?; What is our context for ministry?; and What is God calling us to do? Members of Highland participated in the process through online surveys and focus groups. The work of the mission study was then shared with the Pastor Nominating Committee as they began their work. We are thankful to the members of the Mission Study Team, Robyn Sekula, Angie Andriot, Kevin Burns, Steve Makela, Frances Nicholson, and Al Walsh. Rob Miller and Megan McCarty served as staff members to the team.

Throughout the year, the Race Audit Task Force took a deep look into our congregation’s history of race activism, with the intent to study how effective Highland Presbyterian Church has been as a force for racial justice in the past. As part of their report, titled *An Inconsistent Testimony*, we read,

We believe it is part of our duty and passion as Christians to be committed to bold action for racial justice, in order to enliven our church, heal our own souls, and to draw an energetic multi-cultural group of people into our congregation.

This is an important study. At a time when many in our society and within congregations across the land seek to turn away from racial inequality and injustice, Highland took a different approach. As a community within the Body of Christ, we are a stronger congregation because of the work of this task force. We are thankful to Kimberlee Burns, Linda Raymond Ellison, Clayton Gaham, Larry Hartog, Ainsley Jones, Susan Longerbeam and Megan McCarty for leading us in this discovery.

In an important and related action, Highland Presbyterian Church initiated a relationship with Housing Partnership, Inc, (a non-profit organization that creates affordable housing opportunities to encourage family stability, revitalize neighborhoods, and empower local economies). Through this initiative, Highland will enable the construction or rehabilitation of homes among Black families and individuals in the lower-income neighborhoods of Louisville. Through its considerable resources, Highland has provided a low-income loan of \$500,000 to HPI. This was a joint project of the Investment and Finance Committees, and the Race Equity Task Force, and we are thankful to all those who brought this opportunity into being.

We also saw a significant change in the church’s pastoral staff, with the departure of the Rev. Lynda “Doodle” Harris after 13 years of caring ministry primarily – but not exclusively – to the children and youth of Highland.

The letter to the faithful in the church in Ephesus begins with Paul's prayer for the community. In it, he has confidence that God will give them eyes to see all that God is providing for them. May we, together, see God's work in and through Highland Presbyterian Church.

I wish to thank the members of committees and task forces of Highland, the pastoral, music and administrative staff for their support, wisdom and dedicated service to this congregation and its community.

Grace and peace,
Kent Winters-Hazelton

Megan McCarty - Associate Pastor for Mission & Membership

The past year at Highland Presbyterian Church has been very difficult for all of the various reasons: a continued pandemic which ebbs and flows in terms of our safety guidelines, upheaval in staffing with the resignation of Doodle, personal loss for our family in the stillbirth of our daughter Mia, and figuring out how to be church in the midst of it all.

It has been a privilege to be one of the staff liaisons to the **Adult Education** committee. I have continued to teach the **Place at the Table** Sunday School class throughout the pandemic, meeting by Zoom, in person, and hybrid, and reading books surrounding contemporary topics related to Christianity. We hosted a fall series titled, "Culture Conflicts & Christianity" where we invited guest speakers Andrew Whitehead, Leslie Smith, and Darren Grem to speak about Christian Nationalists and Evangelicals in this time of strife within our country and Christianity. We also started a new adult Sunday School class utilizing PCUSA's curriculum *Follow Me*.

The **Fellowship** Committee has struggled to figure out how to continue to offer programming that will allow opportunities to foster relationship and growth. All of our virtual offerings fizzled out at the beginning of this year, recognizing that this was no longer a way that helped people connect when they were starved for human touch. As we began to slowly reopen this year with in-person worship, we also began to offer more events in person including: patio picnics, walks around Cave Hill Cemetery, contemplative photography, momaritas, men's pub nights, WINGS, an overhaul of the kitchen, and of course, our beloved PresFest!

I also serve as the staff liaison to the board of **Deacons**. This year has been challenging for them, and the departure of Doodle also meant the departure of many deacons, but they have really stepped up to find different and unique ways to serve this congregation and provide care in the bleakest of situations. They provided care for our sages all year long through hand delivered gifts and treats and kept up with member care throughout this pandemic. They also continue to offer care for all those in our congregation in need through prayer, phone calls, letters, and in-person visits (where appropriate).

One of my favorite parts of this job is witnessing this church's mission in action through **Church in the World**. This committee oversees the benevolences of the church, but it is truly so much more than philanthropy. Every meeting we sit down and talk about church's values and how we might live into those values as a committee, as individuals, and how we can get the rest of the congregation involved and informed. These meetings obviously looked different throughout the year, but the good conversations continued as we tried to figure out where we are best called as Presbyterians in our time and place. **WOW (We Of The World)**, continued to meet and reshape their goals and identity as they tried to continue to support our refugee population. They took on many projects throughout the year to provide welcome boxes and much needed food and gifts to new refugees as well as continued support and ongoing conversations and check-ins with current refugees. They also spent a significant amount of time transforming the space behind KRM's building into the Peace Park in order to provide a beautiful, safe space for refugees waiting to go into the KRM building since they have new distancing guidelines. The **NUTS (Nicaragua Under the Skin)** group continued to be in contact with our students in Nicaragua as they faced bad pandemic numbers and limited education access. The pandemic took a horrible toll on the students we support since many of them did not have technology to continue in school. Some of them also lost parents to covid and had to drop out in order to support their family financially. We went from supporting 13 secondary students and 5 university students to 8 secondary students and 1 university student. Some good news is that one of the students we have supported all the way through secondary and university has graduated with a degree in English! We continue to figure out ways to support this community that we walk alongside.

The **Race Equity Task Force** decided to start a process called a Race Audit, which works alongside consultant Kerry Connally to look at Highland's past, present, and future work in race equity. Phase 1 of this document (looking at our past) was completed in July, Phase 2 will be completed in February, and Phase 3 will be completed in March. This work has been crucial in figuring out how to deepen our connections to this

community and work to become a radically anti-racist establishment. I also attend weekly **Empower West** meetings with other pastors across Louisville who discuss and work towards educating the community on critical race theory and calling to task individuals and organizations who are perpetuating this city's history of racism.

I have continued to have a large role in **worship**, having increased opportunities to preach and lead. I have also become the supervisor to our **seminary intern**, helping Melissa Worthey learn about ministry and overseeing her roles in this congregation as she learns to offer pastoral care and lead worship.

Finally, this year, at the Presbytery level, I have served on the **board of UKIRK**, which is PC(USA)'s college Presbyterian Ministry. Louisville's UKIRK chapter serves Bellarmine, UofL, and JCTC. As a board member, we figure out how we can best provide college ministry to students at these schools, which has been meeting sporadically due to covid restrictions on campuses.

This year has been so challenging, but I have hope for the coming year that there will be a light at the end of the tunnel. While things will never look the same as they did before, I know that this congregation has the resources, creativity, and desire to make something new and beautiful.

Vini Frizzo - Director of Music Ministries

The purpose and duties of the music ministry at Highland Presbyterian Church is to nurture the spiritual growth of the congregation through the creation and performance of music. The responsibilities of the music ministry begin with planning and implementing weekly worship with the pastoral staff; working with the Worship and Spiritual Life Committee; preparing the various vocal and instrumental forces for performance either for worship services or concerts; caring for the church's instruments and other equipment; monitoring the Rapier Fund; and managing the budget allotments to fund the music ministry. Some of the more specific duties of the music ministry include the following:

- Coordinating & directing the Chancel, Youth, Children, and Summer Choirs as well as the Highland Ringers (Bell Choirs) and HPC Orchestra.
- Supporting the Children's Music Ministry and its staff.
- Supporting the Youth Music Ministry and its staff.
- Programming the Arts on the Corner series
- Working with pastors and music staff for crafting thematic, unified worship services
- Coordinating and serving an outstanding music staff and volunteers
- Maintaining and updating the music library and music storage spaces.

Music Ministry from January 1st to April 25th

During these months HPC music ensembles were limited to meeting and rehearsing either virtually or outdoors with the only exception being music staff rehearsals. The Director of Music Ministries, section leaders, and organist continued to rehearse in the sanctuary in preparation for all worship services.

- In addition to 11pm virtual worship, members of the music staff sang and played weekly in 9am outdoor worship held on the Pleune Mobley front lawn.
- Music Reading Class: Every Wednesday evening via Zoom, Director of Music Ministries taught a class that covered the basic music notation reading skills.
- Youth Music via Zoom: Every Sunday evening hour long musical sessions were offered ranging from activities and presentations of sacred music and traditions.
- Chancel Choir fellowship: Thursday evenings via Zoom, Chancel Choir met for conversation, musical discussions, and online community.
- Music Library: With the help of many volunteers and lead on JoAnn Utter, the music library has been undergoing an extensive cataloguing process and reorganization that includes imputing all our instrumental, solo and duet, and newly purchased bell repertoire. This is a huge undertaking that literally includes thousands of pieces of music.
- Easter Service 2021: During the months of February and March, Chancel Choir began rehearsing via Zoom in preparation for the outdoor Easter Service. Held in the Pleune Mobley patio/parking lot, April 4, 2021, was the first time the Chancel Choir had sung together in a service since March 8th, 2020. They sang with a brass arranged accompaniment by Vini Frizzo of Handel's "Hallelujah Chorus."
- Mary Rapier Memorial Service: The Rapier family requested the Chancel Choir sing for Mary Rapier's Memorial Service held outdoors on the Pleune Mobley patio/parking lot on Friday, April 23rd. In preparation, the Chancel Choir began rehearsing outdoors on the Pleune Mobley front lawn. Along with the Chancel Choir, music staff members Edward Caruthers, Amanda Boyd, and Ben Weaver. The service also presented recordings of Mary playing piano as a soloist and accompanist for the HPC Youth and Children's Choirs.

- Youth Led Service and Retreat: During the March 13th Youth Retreat held at Cedar Ridge, the Youth Choir meet and prepared and recorded music for Youth Led Sunday virtual service broadcasted on April 11th. In addition to the choir, solo singers and instrumentalist rehearsed and recorded music in the sanctuary to be presented as either a prelude, a postlude, or an anthem.

Music Ministry from May 2nd to August 8th

Starting on May 2nd, Sunday morning was open for in-person worship. As COVID cases continued to drop, restrictions loosened allowing for more musical activity.

- In-person outdoor worship at 9am continued through the months of May and June. Members of the staff provided music.
- Pentecost: On May 23rd, the Chancel Choir led music in worship in the sanctuary. They began rehearsing in May in the sanctuary following safety guidelines offered by ACDA (American Choral Directors Association), which recommended rehearsals be masked and restricted to 30 minutes in a single space. Utilizing the chapel, choir room, fellowship hall, and sanctuary, the choir was able to conduct a full hour rehearsal consisting of a 30-minute sectional and 30-minute full ensemble rehearsal. May 23, 2021 was the first time the choir sang in service in the sanctuary since March 8, 2020.
- Starting in June, Summer Sings restarted allowing members a more relaxed participation in a choir. Summer Choir only meets the hour prior to service. Open to ages 6th grade and up, this choir also provided an opportunity for multigenerational participation.
- Bell Fundamentals started in June as well. This program was an introduction to the official bell choir season, which started in August. Hour long sessions held throughout the summer months gave our members an opportunity to learn about bells and practice basic techniques.
- July 4th Sunday: Typically, the first Sunday in July is designated Jazz Communion Sunday. However, Jazz Communion was postponed until COVID protocols allowed for higher attendance in the sanctuary. To recognize all the wonderful sacred music that had been cultivated in the United States, an ad hoc HPC Folk Band was formed consisting of staff, members of the congregation, and guest musicians. A wide variety of music was offered from Old Time music to Bernstein.

Music Ministry from August 15th to Present

August traditionally marks the beginning the church programming for the year. This year marked the official full restart of the music ministry at Highland since March of 2020. Other than a brief shut down in September and January of the following year, Chancel Choir and Highland Ringers meet weekly.

- Chancel Choir began with their weekly Thursday night rehearsals on August 12th. In addition, a Saturday morning choir kick-off on August 14th occurred, offering additional rehearsal time to prepare music for weekly services. It also allowed for much needed in-person fellowship.
- Highland Ringers Bell Choir program officially started on Sunday, August 15th with a 1:30 and 2:30 ensembles with their weekly rehearsals. They provided music for All Saint's Sunday, Christmas Eve, and occasional hymn descants on various Sunday mornings throughout the year.
- Youth Choir began on August 15th. Edward Caruthers joined the Youth Music Ministry Staff offering his expertise in vocal pedagogy. Unfortunately, due to the pandemic and staff changes, Youth Music was postponed until Advent. In December, Youth Choir did resume in preparations for Christmas Eve 11pm service.

- HPC Orchestra participated on All Saint’s Sunday with an anthem style arrangement of “All Creatures of Our God and King” by Vini Frizzo, which included bells, choir, and congregational singing. During Advent, members of the orchestra also provided Taizé accompaniment for the service.
- HPC Music Ministry expanded its licensing agreements and included a license with CCS (Christian Copyright Solutions). Along with our licenses with OneLicense.net and CCLI (Christian Copyright Licensing International), Highland is capable of legally performing and broadcasting nearly any music of our choosing.
- Christmas Eve 4:30pm Service was especially meaningful this year. The service was held in the sanctuary with choir, bells, and brass in a worship full of music and good cheer.
- Arts on the Corner had two events this year.
 - The first was a virtual service of music titled “I, Too, Sing America” Featuring an array of styles and genres, both sacred and secular, including art song, spiritual, instrumental chamber music, and even opera, this eclectic concert will celebrate the brilliant and varied works of black composers and authors from the 19th and 20th centuries. Through the pattern of the Lord’s Day, this service contains poignant music with powerful readings from American author, theologian, and civil rights leader, Howard Thurman.
 - The second was the recent January 19th KRM Benefit Concert “New Journeys with Old Friends.” It featured beautiful string music by Dvorak, Ravel, and Schulhoff performed by local Louisville musicians and Bostonian guests, led by our very own Julia Cash.
- Children’s Music Ministry resumed in August of 2021 but was quickly shut down due to rising COVID cases and staff changes. In November, CMM Wednesday night resumed conducting general music activities and musical preparation for the Advent Workshop/Pop-Up Pageant. CMM was once again closed in January of this year due to rising COVID cases, but resumed on Wednesday, February 2nd.
 - In addition, Martha Makela has been hired to be the new Coordinator of Children’s Music. In addition to the good work she does as the Director of Hallelujah Choir, Martha will be co-ordinating events in the Children’s Music Ministry. She brings a wealth of music knowledge in music education, particularly in the Orff Approach. She has been a part of the Children’s Music Ministry since 2004 and is a member of the faculty, Music Specialist, at the Highland Presbyterian Church Nursery and Weekday School. As many of you know, Martha is one of the most kindhearted people you will ever come across, and she has a special gift with connecting with children. We are so fortunate to have her leading us.

Charles W. Brockwell, Jr. - Parish Associate for Member Care

When interacting pastorally with a person whose church relationship is unknown to me I listen for an opportunity to ask, “Do you have a church to love you?” I think this expresses both Paul’s description of evangelism, extending grace to more and more people (2 Cor. 4:15) and Jesus’ Great Invitation, “Come to me . . . and . . . find rest for your soul” (Mt. 11:28-29).

Pastoral care is one of the church’s greatest privileges. Its classic Latin designation, *cura animarum*, carries the double meaning of care for and cure of souls. The church’s care (*cura*) for souls is a primary means of the grace of God’s cure (*cura*) of souls. When the church is its true self — community of grace and growth — it is part of the fulfilling of the divine promise that through God’s people all the families of earth would be blessed (Gen. 12:3).

During the year 2 C.E. (Covid Era) face to face time with our members and constituents — altogether “our people” — was severely limited. How grateful I am for telephone and social media communication. Phone conversations became extended times of sharing, thinking together, and support. I was also the lead minister for memorial services with four of our families.

In this 9th ninth year serving with our pastors, Stephen Ministers, and deacons in pastoral care ministry I praise God and thank HPC.

Rob Miller - Church Administrator

As part of the administrative restructuring that occurred in 2021, the “Church Administrator” position was created, from a portion of the responsibilities of the “Communication Coordinator” and “Church Business Administrator” positions. As such, it might make most sense for my report this year to summarize some of the responsibilities of the Church Administrator.

I have the opportunity to work with, in varying amounts, the Stewardship, Personnel, Worship & Spiritual Life, and Property Committees. I coordinate with or oversee the administrative and maintenance staff. Joy Blandin continues to serve as our outstanding Church Accountant, even doing so now that she lives in North Carolina. Kathleen Poole is our wonderful Office Assistant and does innumerable things to keep the office moving. Wayne McAlister was hired in 2021 as our Church Custodian and has quickly learned the ins-and-outs of our facility. I handle renewing or changing service contracts for various equipment or services, such as computers, copiers, HVAC systems, elevators, alarms, landscaping/snow removal, IT company, and many others. I serve, with help from volunteers, as the “broadcast team” for Sunday and Special Worship Services.

Highland’s longtime Church Business Administrator, Mike Smith, used to joke about submitting the same annual report every year and that no one seemed to notice. So the following few sentences will be general enough statements (but also true!), that I’ll be able to copy and paste from one year to the next.

“The church facilities continued to have their routine maintenance, but some things needed to be replaced, due to wear-and-tear. There were various leaks in certain parts of the building, which we resolved in a timely fashion. While there is always room for improvement in the “behind the scenes” aspect of the church, things continue to run smoothly. I look forward to continue serving Highland Presbyterian Church in the new year!”

Christian Education Committee

The Christian Education Team is one of the most active and involved teams in the church. It serves this congregation through three primary sub-committees, comprised of over 20 participants. As a congregation, we have made a baptismal commitment to cherish and guide all children in our church as they grow in faith through programs in our church; the Christian Education program of Highland Presbyterian Church, therefore, has remained critical to our congregation, especially as we persist through a second year of a pandemic with restricted contact and programs and even as we bolster ourselves after a very challenging fall of personnel changes and programming gaps for the children, youth, and family programs at HPC. Rev. Doodle Harris's resignation created significant struggles for two of our subcommittees –children and youth-- during the last quarter of 2021, and we are excited and relieved by the recent 2022 hiring of two interims to support those programs in ways that became untenable for committee members by the end of 2021. We are so appreciative of the Task Force and other congregation members who worked so diligently to fill those positions.

The CE program involves numerous volunteers acting as teachers, youth advisors, and chaperones. Many of our adults invest their time in our kids, our families, and our adults, every week. In addition, we have teachers leading children, youth, and adults in Sunday morning Sunday School, youth advisors, and children's musical volunteers.

Of course, this year we once again have had to adapt to Christian Education during a pandemic, and the commitment to maintaining these programs during very difficult times has been incredible. In the spring of 2021 all Sunday School classes met online; in the fall there was an eagerness to return to in-person meetings, yet COVID protocols interrupted some of that possibility and regularity as fall continued. Doodle Harris and Megan Berry (and committees) were committed to the children and youth programs and the work-arounds they imagined, even as these events for children and youth have been more difficult to recreate via online platforms and realities than adult ones; in Doodle's absence post-September, the children and youth committees have maintained these connections as best as we can. Her resignation in October left a profound leadership gap in our children and youth programs because all programming became singularly reliant on the Children and Youth sub-committees beyond the support of a designated staff person. In addition, this resignation prompted many committee members and long-time participants in both children and youth activities to resign/become inactive/withdraw their church memberships almost immediately. It has also meant the cessation of online Children's Sunday school when in-person is not feasible because Rev. Harris taught all of those online children's classes.

Despite the aforementioned and significant interruptions and upheaval, here are some 2021 highlights from our three sub-committees:

Children's Subcommittee (chaired by Sara Gahan/Becky Slagle)

- Organized both online and in-person Sunday School classes for children in preschool through 5th grade at the 9:30 and 11:00 hours.
- Roots made Valentines to share with homebound
- Spread the Love Reverse Scavenger Hunt--- kids did service projects
- Walk the Big 4 activity
- Virtual Palm Parade and Easter Pageant
- Virtual Holy Week stories
- Easter take-home craft bags and do it yourself egg hunt
- Approved and implemented the *Follow Me* curriculum for children's Sunday School, starting Fall 2021.

- Offered multiple outdoor fellowship events through the spring and summer months, including movie nights on the patio and a family kickball game.
- Embarked on a "Presbyterians love Educators" mail campaign in May to support educators in our church community.
- Successfully hosted Vacation Bible School in July. Theme was Jonah and the Whale
- Celebrated Outdoor Family Worship in April and Tween Camp in August. Both events took place at Cedar Ridge Camp.
- Welcomed around 40 children and parents in December for the annual Advent Workshop. A new event, a Pop-Up Christmas Pageant, followed the Advent Workshop and invited children to join youth volunteers and parents in a Christmas story retelling and carol sing.
- Offered support and leadership to the church community following the departure of Children's and Youth Minister Rev. Doodle Harris.

We had one listening session for parents of children in the late fall. We are encouraged by the imminent start date of a Children's Interim, as ministering to this group of parents and children seems incredibly important at this time of distance, worry, and transition. This sub-committee continues to seek out feedback and participation by anyone who would like to make contributions.

Youth Subcommittee (chaired by Kevin Burns)

Doodle Harris and Megan Berry, her seminary intern, initiated events and conversation as best they could during a spring of heavy Covid lockdowns and "zoom" fatigue with Middle and High Schoolers. The summer events were more "normal," but fall events were cut short with the resignation of Doodle in October. Here are the highlights of events for Youth at HPC during 2021:

- Most of January – March involved online events and meetings: games, Valentine making, and more.
- March ushered in warmer weather, and a Saturday retreat at Cedar Ridge. Youth tapes parts for the Youth Sunday Worship Service and so appreciated a full afternoon of fellowship and play. Youth also participated in the Easter Early Service at the end of March.
- April/May included some outside events to have devotional and fellowship time (including a middle school trip to Activate Games)
- June was our Montreat month with a total of 23 youth and adults attending.
- July included several events: Ax Throwing with high schoolers, a HPC Day of Service, and a Middle School Retreat for 13 kids.
- August began with a Tween Camp of 20 tweens and 11 youth plus Sunday School rally day and events.
- Confirmation began for Middle Schoolers (with six participants, three of whom completed Confirmation and will be confirmed February 2022)
- September and October continued with an Escape Room activity, a "late over" event, and an Alliday Party (which included Doodle's farewell party).
- November and December events included several counseling sessions with therapist Andy Thomas and a December get-together in the Youth Space.

2021 in review was difficult for two primary reasons: it involved 1) the reworking of lots of events and the cancellation of several big events for our Youth, especially the Civil Rights Spring Break trip (the initial trip in 2021 and the subsequent/rescheduled trip for 2022) and the Gatlinburg Overnight in the fall, and 2) Doodle's resignation in early October.

Many youth are still struggling to grieve and adjust to Doodle's departure; some grieve their sense that they have lost their voice and importance in our congregation –several of whom no longer attend the program. These losses have been hard for several of them, but conversations among youth and families persist and bolster remaining youth as friends and congregants of HPC look forward to continuity and a reenergizing of the Youth Program this spring and summer with exciting numbers of youth who have signed up for Montreat and who have participated in weekly events in 2022 so far.

The Adult Subcommittee (chaired by John Ferré):

2021 was another busy year for Adult Education, with ongoing classes and with special events. The online format enabled this activity:

- Two Sunday school classes of longstanding anchored the year's adult education: Feasting on the Word (led by Angie Androit, Lynn Ghyselin, David Grise, Eric Hansen, Larry Hartog, Dan Rift, Kathy Smock, Judy Stubbs, Chris Valentine, Linda Valentine, Jane Welch, and Melissa Worthey) and A Place at the Table (led by Clay Gahan, Susan Longerbeam, Megan McCarty, JoAnne Morris, and Greg Sekula). A third class, Horizons Bible Study (led by Doodle Harris and Charles Brockwell) met every other Wednesday from January to May and from September to November. A fourth class, adult confirmation, was taught from January through May by seminary intern Megan Berry and various guest speakers.
- Kevin Burns facilitated the production of the 2021 Lenten devotional, *Finding Hope in the Wilderness*, comprised of reflections written by congregation members.
- Megan McCarty taught a three-part series on suffering, grief, and hope in January and February. Christian Brady, professor at UK and author of *Beautiful and Terrible Things: A Christian Struggle with Suffering, Grief, and Hope*, participated in the third session.
- In February and March, Adult Education joined the Task Force on Racial Equity in a church-wide book read of *White Too Long: The Legacy of White Supremacy in American Christianity* by Robert P. Jones. A panel discussion featuring Joe Phelps, Kevin Burns, and Angie Andriot was followed by weekly meetings of four subgroups, and then by a wrap-up discussion with all participants.
- Megan Berry led two discussions about faith and disability in April.
- *Coming Alive in Christ*, a curriculum that Kevin Burns described as "confirmation on steroids," was the subject of nine Sunday sessions in June, July, and August led by Larissa Kwong Abazia, Kevin Burns, Laura Chiefetz, David Gambrell, Doodle Harris, Lee Hinson-Hasty, Megan McCarty, John Odom, and Kent Winters-Hazelton.
- In September, Colleen Abate and Kimberlee Burns initiated the parents' class of the three-year PC (USA) church-wide Sunday school curriculum, *Follow Me: Biblical Practices for Faithful Living*. The class was discontinued in October when children's Sunday school went online due to Covid and parents stayed home.

- The fall lecture series, “Culture Conflicts & Christianity,” took place in September (Andrew Whitehead, IUPUI, “Who are Christian Nationalists?”), October (Leslie Smith, Avila University, “Gender, Race, and the Language of Evangelicals”), and November (Darren Grem, University of Mississippi, “How Corporations Shaped Conservative Christianity”).

The flexibility and innovation of all HPC members and pastors who plan and participate in Christian Education is celebrated by the Christian Education Committee. 2021 was a challenging, successful, and heartfelt endeavor for us indeed. Here’s to a promise-filled 2022 for all of us!

This report was created and submitted by:

Becky Slagle, CE chairperson with help from all sub-committee chairpersons and Ann Holmes

Highland Presbyterian Church Nursery and Weekday School

Highland Presbyterian Church Nursery and Weekday School offers a creative Infant-Toddler, Preschool and Kindergarten program in which adults and children form strong relationships and construct knowledge together through play, discovery and the arts. We create spaces for children that encourage them to think reflectively, interact respectfully and explore the world around them with wonder and joy.

- Enduring our second school year during the COVID-19 pandemic has brought continued challenges to the Nursery & Weekday School as we maintain stringent safety precautions, protocols and procedures. Even though the pandemic is always looming, the School continues, full steam ahead. Enrollment has returned to pre-pandemic numbers and we are currently serving 165 children representing 135 families; 14 children are from families who are members of HPC. Several children have parents who attended Weekday School and we have some three-generation families.
- Despite the limitations imposed by the pandemic, we continue to offer an innovative, child-centered, curriculum for Infants through Kindergartners. Children in our program develop strong foundational skills necessary for future school success through a wide variety of creative play experiences. All classes are 3 hours in the morning, from 8:45-11:45. In addition, parents may opt to have their children attend Early Play at 8:00 am, and/or extend their child's day with us until 3:00 p.m.
- Through the *Lacy Morris Scholarship Fund*, we offer Financial Assistance to families who might not otherwise be able to attend the Nursery & Weekday School. This year we offered support to 13 children totaling over **\$25,000** in financial assistance. For the 2022-2023 school year, we have offered financial aid to 18 children totaling over \$28,000. We also maintain the *Ann Lacy Fund* which funds our Early Interventionist position and supports children who may need adaptive equipment or extra support in the classroom. The Board also has a designated *Outdoor Visions Fund* to assist with maintenance of the play park.
- Our faculty has been restored to its pre-pandemic numbers and consists of 33 staff members, including 23 Classroom Teachers, an Early Interventionist, 3 Classroom Facilitator, 3 Music and Preschool Art Specialists, an Office Manager, a Program Coordinator and a Director. Current faculty averages 12 years at the School. Faculty members study and reflect on current research and best practices in early education on an on-going basis. In direct response to living and working through this pandemic, our focus for our professional development study this year has been on Trauma-Informed Care.
- Our Board of Directors consists of 9 HPC members and 3 parents who are non-HPC members. HPC Assoc. Pastor and NWS Director are non-voting members of Board. The Board sets policy and supports the program in a variety of ways. Church member, Mark Nelson, is our current Board Chair and Megan McCarty is the assigned pastor.
- Due to our enrollment numbers returning to full capacity this year, as well receiving some federal funding for early childhood programs through the American Rescue Plan, the School's financial status is sound. The Nursery & Weekday School pays HPC an annual usage fee of \$58,499.72. The School has also paid for updates to the Walker-Nevin building, such as installing kitchens and bathrooms, replacing bathroom faucets, installing sinks in every classroom, building a new pergola and storage shed on the patio, and donating to the Capital Campaign. We continue to use the Play Park and the Patio daily and have been so grateful for them as pandemic conditions have increased our need for including more outdoor play into our curriculum.
- Professional development for our faculty is a high priority for the Nursery and Weekday School. For the past two years we focused on Anti-Bias Education and the four Anti-Bias Goals of establishing a strong self-identity, expressing comfort and joy with human diversity, recognizing unfairness and demonstrating empowerment to stand up against it. This year we have shifted our study in response to working and living through pandemic conditions to Trauma-Informed Care and Self-Care. This study has focused on understanding the signs and impact of exposure to trauma, including a global pandemic, and how to support children, families and ourselves to cope with these stressors in positive and productive ways.

The Nursery and Weekday School looks forward to serving Church families and the greater community for years to come. We appreciate the support we have received from the Church since our beginning nearly 73 years ago! We welcome all children to our school, and we are pleased to serve children and their families who represent a variety of backgrounds, cultures, faiths, challenges and abilities.

Church in the World

“We strive to use our time and talents to serve God, one another, and the world, sharing hope from the heart of the Highlands.” **Highland Presbyterian Church Mission Statement**

Team: Jim Crowley, Terry Fontenot, Martin Hall, Mary Ellen Harned, John Kim, Abby Sekula, Lauren Wood, and Megan McCarty

What we do: The Church in the World Team supports the local and the global community by nurturing ministries that are consistent with the mission of the church and that meet the criteria of the Session. In every situation, we desire to be good stewards of the funds entrusted to us, investing wisely and effectively in people and projects to the glory of God and the benefit of God’s people.

2021 Highlights

Highland continues to support many local organizations both financially and through a variety of hands-on activities. Last year our financial gifts comprised over 10% of HPC’s operating budget, not including in-kind gifts (e.g., food donations) provided by HPC members. Several of these organizations have been core to our mission and outreach efforts for many years.

- **Kentucky Refugee Ministries (KRM)** – We have continued to work in close partnership with KRM as they hosted an influx of refugees this year! Because the resettlement process looks different in the era of covid, we were able to sponsor five different families this year and relied upon multiple volunteers and groups within the church community to help. With donations of furniture and household goods from the congregation, our teams set up their apartments, met them at the airport, practiced English, provided transportation, and introduced them to American (covid) life. We also increased our financial giving this year to total \$15,500 in order to help with the large amounts of Afghanistan refugees they are resettling. Mary Ellen Harned represents HPC on the KRM board.
- **Highlands Community Ministries (HCM)** remains one of our major mission partners; we contributed \$24,500 to their operating budget and also provided gift cards for Thanksgiving Baskets and Christmas gifts. Jim Kimmel and Lori Wade are HPC’s board representatives.
- **Nicaragua Under the Skin (NUTS)** - The NUTS team continues to stay in contact with our mission partners and students that we support through scholarship. Unfortunately, covid caused many educational issues in Mirazul since virtual learning was not feasible for most of our students. We are currently supporting 9 students – one university student and eight secondary students. Pre covid we were supporting 5 university students and 13 secondary students. There is one bright thing to note – one of our university students just completed her degree in English! But we have also received news that many of our students have lost family members to covid, some even lost their parents. As we continue in partnership with them, we hold them in prayer as they do us, knowing it is such a difficult time. In addition, HPC contributed \$1,500 to support mission co-workers Jhanderys Dotel-Vellenga and Ian Vellenga and maintain our partnership with CEPAD.
- **Habitat for Humanity** – Although our Habitat build looked different this year (covid safe, of course!) we were able to participate in the Presbyterian build in conjunction with 4 other churches and were able to contribute \$14,500 plus volunteer time. This is more money than we have contributed in the past, which is due to the rising cost of building materials.
- **Cabbage Patch Settlement House** - Highland donated \$12,500 to the Cabbage Patch in 2021. Many HPC members have had long-standing relationships with this organization. At present, Highland members Andrew Owen and Cynthia Welch are on the Cabbage Patch board.

- **Portland Avenue Community Trust (PACT)** - The congregation continues to donate generously to the twice annual collections for their food pantry, several of our members are regular volunteers with their mobile food pantry, and HPC contributed \$2,000 to PACT in 2021.

Highland Presbyterian Church continues to support the wider Presbyterian Church community in a number of important ways, including:

- contributing \$60,637 to the **Mid-Kentucky Presbytery** in shared mission support;
- directing \$5,000 to the **Louisville Presbyterian Theological Seminary** scholarship fund and \$5,000 to the **Theological Education fund**;
- paying \$22,050 in per capita to **PC USA**;
- contributing \$1,000 to **Presbyterian Disaster Assistance**;
- and participating in all four denomination-wide **Special Offerings** including One Great Hour of Sharing, Pentecost Offering, Peace and Global Witness, and Christmas Joy.

In 2021, HPC continued to support several recently developed mission partnerships, including:

- providing \$1,000 to **Buckhorn Children & Family Services**, which provides services to children ages 12-17 that have been subject to neglect and/or abuse. Located in Eastern Kentucky, Buckhorn also has offices and provides foster care services in Louisville.
- assisting with the monthly **Smoketown mobile food pantry** in conjunction with Grace Hope Presbyterian church;
- supporting the work of the **Louisville Youth Group**, an organization that provides support and services to LGBTQ+ youth;
- collecting supplies and packing **hygiene kits** for Presbyterian Disaster Assistance;
- directing \$2,000 to the **Coalition for the Homeless** to support efforts to prevent and reduce homelessness.

CITW is always seeking new opportunities to connect with our community in ways that express our faith and our thankfulness for the grace and blessings that God has given to all of us. Highland undertook these new activities and initiatives in 2021:

- Supporting **La Casita** with our volunteer time and donating \$2,000 to their work in the Latinx communities of Louisville that are struggling with the pandemic.
- Recommitting our partnership with **UKIRK Louisville**, the joint Presbyterian campus ministry at UofL, Bellarmine, and JCTC. We contributed \$500 and Megan McCarty and Martin Hall are board representatives.
- The Race Equity Task Force decided to undergo a **Race Audit**, which should be finished in March of 2022. This report examines our past, present, and future work in race equity, looking at ways that we can improve and work towards becoming a radically anti-racist church community.
- This year we started a subcommittee called the **Earth Care committee**. We are examining our commitment to the environment and finding ways to become more earth conscious! Lots more to come in 2022!

Thank you all for your faithful service and continued generosity, which makes all of this possible.

STITCH (Sewing Together in the Caring Highlands)

2021 was another year of working around the pandemic. The last time we had regular class was March 2020. The sign we put on the door saying that we were closed til further notice eventually fell off in November. The good news is that we are very optimistic that we will put up a new sign this March 2022 saying we are open.

We have continued to receive numerous donations from people cleaning out their supplies. During the year we met about twice a month to sort through the growing donations collection. Volunteers, who were willing and able to come, enjoyed seeing each other and establishing order in the STITCH area on third floor of Pleune Mobley Center. We also invited any of the students who were interested to come pick up new projects and materials they wanted to work on at home. We did all of this with masks and being socially distant.

We had fewer opportunities to have sales this year. We had sales at Springdale Presbyterian Church, the Masonic Home, St Matthews Women's Club, Harvey Browne and an open house sale for KRM employees, HPC Staff and friends and family. We had a few commission requests for specific items. Our sales total for this year was \$3986.00 which was earned by approximately 10 students. We sold 129 microwave bowls which continue to be our best-selling item.

An interesting note is that we started selling things in 2013 after a refugee asked if we could sell her things. Our practice is that the refugee who makes an item that is sold gets 100% of the price paid. Since 2013 we have paid out \$52,465 to our participating students and have sold 1882 microwave bowls! This is a wonderful mission of our church in affiliation with Kentucky Refugee Ministry. It is indeed a sign of God at work on this corner of His world. Thanks to all who have supported this work.

We of the World (WOW)



Annual Report 2021

For 10 years, WOW has been adapting to meet the needs of refugees and immigrants arriving in our community. Covid forced us to adapt again and prompted one of our most productive years ever. This year, we continued to meet weekly on Zoom to organize projects that included:

- Packing 48 backpacks with supplies for KRM students returning to school.
- Providing treats for children in KRM's summer youth program.
- Giving warm clothing, a book and toys to each child in KRM's family center.
- Mentoring two refugees. We provided a small book scholarship to a 47-year-old man from Congo who enrolled at JCTC. And we help support the education of a young woman from Myanmar with a scholarship fund. Precious came to us 5 years ago as a motherless 17-year old. She is now a junior biology major with a straight A average at

Andrews University. She plans graduate work to become a physician assistant. In December, she became a US citizen.

Our two biggest projects this year were a distinct change from the past. This summer, WOW converted the rocks, scrubby grass and mismatched furniture behind Pleune-Mobley into a garden where children can play and adults can rest together in safety, peace and friendship. We call it the Peace Park.



This fall, when crisis evacuations from Afghanistan prompted an outpouring of donations for refugees, WOW organized the offerings in two Sunday school rooms that we call our "store." When KRM has newcomers who lack church or organization sponsors, workers ask WOW for help from our free store. We pack boxes with whatever the family or individual needs: blankets, bedding, towels, table ware, cooking utensils, children's clothing, books, toys and school supplies. Since October, WOW's store has supplied things 160 newcomers needed to settle here.

This winter, WLKY and the Spirit of Louisville Foundation recognized WOW's work with a Bell Award.

Most of WOW's projects are financed by donations and WOW members.



Fellowship Committee

The Fellowship Committee's mission is to inspire and support deeper, authentic relationships among church members through social interaction opportunities. We are grateful to the many church members who volunteered to make these activities possible. The 2021 Committee members were: Angie Andriot, Patricia Connally, Nancy Lacer, Alex Novak, Todd Brown, Viola Randall, Sara Gambrell, and staff Megan McCarty

Due to Pandemic restrictions, many of our regularly-scheduled events were moved around, changed, scaled back, or held online. Nevertheless, we tried incredibly hard and will continue to do so as the Pandemic challenges our abilities to gather.

Pandemic Activities:

-Bi-Monthly Zoom Happy Hours (January – May) – an opportunity to gather online with your favorite beverage and enjoy conversation with one another. Some weeks had no agenda, others had a topic for conversation. Most were well attended until the ability to gather in-person became much stronger, at which point we shut down the online happy hours.

-PPE (Park Popup Extravaganzas) – this began as a gathering on the patio (started as Patio Popup Extravaganza) at the church and eventually moved around to different locations in the community, usually parks. It was well attended in the months where covid numbers were low and the weather was nice.

-Contemplative Photography Group – thanks to numerous members of this church community, we were able to start this group to give an outlet of fellowship to some folks who took up a new skill or wanted to hone their previous knowledge. This group met numerous times throughout the year and scheduled outings to take photos together. The photos were often highlighted in worship.

-Cave Hill Tours – this was a wonderful opportunity for our members to explore an area right next to the church and gain new knowledge about a historical location.

Prepandemic activities that were (eventually) able to resume (and then stop again):

- Men's Pub Night
- Momaritas
- WINGS
- Church Picnic at Cedar Ridge

-PresFest – we were able to host our annual PresFest event in September, which had lovely weather, good food, good music, and fun for all ages! This was probably the highlight of the year for our committee!

WINGS (Women IN God's Spirit)

WINGS (Women IN God's Spirit) is a women's group open to all members at Highland Presbyterian Church.

WINGS is in its 12th year of meeting monthly in our member's homes, church or ZOOM where we have fellowship, devotionals and discussions. Our topics vary from SBNR (Spiritual but not religious), Psalm 139, Lot's wife, Limericks and WINGS-giving. We also had a guest speaker from KRM.

Some months we collect monetary / specific goods donations or participate in volunteer opportunities. This year we supported HPC College care packages, Cabbage Patch for Kids, KRM Afghan Refugee families and HPC Easter worship decorations.

Our Fall Retreat was held in the "Pig-nic" pavilion at Turkey Run Park where we learned to "Fall in Love with God's Creation". Leaders were Rev. Megan McCarty and Photographer Ellen Sears.

WINGS is thankful for all its committed members and looks forward to more spiritual growth, mission and laughter in 2022.

Finance Committee

Finance Committee Chair - Mike Reed

Committee Members – Chris Valentine, Grover Potts, Ken Burgess, David Morrison

Staff Support and Frequent Attendees – Kent Winters-Hazelton, Joy Blandin, Clyde Foshee, Melissa Worthey

The Committee Function, as defined in the HPC Administrative Manual:

“In consultation with other Session committees and the Head of Staff, prepare the annual Church budget and submit it to the Session for approval, review income and expenses on a monthly basis to identify and address any deviations from the approved budget, report monthly to the Session regarding the status of income and expenses relative to the approved budget, provide summary financial reports for dissemination to the membership on a regular basis, ensure that the Church adopts and follows adequate financial controls, consult with the Investment Committee with respect to the Church’s endowment and investment funds and report on the same to the Session, and arrange for and review any audits or financial reviews required by the Book of Order or Presbytery or otherwise deemed appropriate by the Committee or the Session.”

The Finance Committee oversees the financial resources of the church and exercises a stewardship responsibility as expressed by the church through Session, whenever financial resources are needed to operate the church. Most HPC activities, such as appropriating amounts recommended for payroll, property maintenance, benevolence and community projects, are approved by Session in the annual budgeting process, which is currently underway. The budget is funded by congregational pledges, making up less than half the total, by investment income and dividends from the Stodghill, Memorial and Legacy endowments, which began as gifts from members and provides about 40% of the budget, and by user fees received primarily from the Nursery & Weekday School and Kentucky Refugee Ministries. Careful oversight from the Investment Review Committee, sound management from Commonwealth Bank & Trust Company and generally favorable markets have allowed the endowments to grow to the point where consideration can be given to other church and community needs as long as the other income sources are able to grow and adequately support the operating budget. As those other wants or needs arise, outside of the budget, Session will consider and possibly approve funding. In all cases, Finance implements Session’s financial decisions, rather than itself directing where and when funds are deployed.

The Finance Committee submitted an operating budget for 2021, approved by Session in February 2021. The budget included \$81,192 in surplus income from 2020. On 12/31/2021, the budget surplus was \$125,755, which will be carried over to the 2022 budget in support of what we hope will be an unchanged operating budget for 2022. The surplus has resulted from reductions in expenditures due to Covid protocols and being understaffed at various times of the year. We anticipate 2022 will bring budget needs back in balance with funding sources with no future surplus of significance.

Pledges are down significantly from last year, through lost membership (death, transfer, etc.) and uncertainty among families or individuals who pledged in 2021 but have not yet made a commitment for 2022. The Stewardship Committee is working hard to increase pledge commitments for 2022, in order to close a 2022 funding gap presently projected at approximately \$60,000.

A major highlight in 2021 for HPC was to secure complete forgiveness of the PPP loan taken out in 2020, in the amount of \$241,732.50, which was used entirely to support HPC and school staff during the worst of the Covid shutdown. Other accomplishments included completing the 2020 year-end Financial Review by Mountjoy,

Chilton, Medley (MCM). The Committee is eternally grateful to Joy Blandin, the Church's accountant, who, despite having moved to North Carolina, continues her outstanding service while the Church continues its search for her replacement.

Following recommendation by the Racial Equity Task Force and Session approval, the Finance Committee and Investment Review Committee made a \$500,000 loan from the Stodghill Endowment to Housing Partnership Inc. ("HPI"), a local nonprofit dedicated to promoting home ownership in some of Louisville's most disadvantaged communities. Our loan will enable HPI to purchase, rehabilitate and sell numerous houses, using the proceeds of each sale to repeat the process, thereby creating significant owner-occupied housing, which is key to the improvement and stabilization of neighborhoods.

Clyde Foshee, in his volunteer role as part-time Financial Administrator of the church, works closely with the Committee. He and Joy have been instrumental, diligent, persistent, and successful in helping Finance achieve its mission in service to HPC and I offer my sincere thanks and appreciation to them and all of the members of the Committee.

HPC makes \$500,000 loan to Housing Partnership, Inc (HPI) for affordable housing

Highland has finalized a \$500,000 five-year, low interest loan to Housing Partnership, Inc. (HPI) to create affordable housing opportunities through HPI's initiative *Beyond 9th: Revitalizing West Louisville through Strategic Homeownership*.

HPI is a Louisville-based nonprofit real estate development organization that has created over 10,000 affordable housing units since its founding in 1990. The vision of HPI's *Beyond 9th* initiative is to significantly increase homeownership rates in predominately Black or African American communities of West Louisville and to provide equity opportunities for historically redlined communities to achieve greater success. HPC's mission-related loan will provide revolving funds to assist HPI in achieving its goal to create 60-100 new homeowners annually.

Approved by Session earlier this year, members of the Race Equity/Antiracism Task Force and the Finance, Investment and Church in the World Committees worked together to implement this loan from the church's endowed funds. This loan is one way the church is able to respond to the call from Black leaders in the community through the *Path Forward for Louisville* (<https://apathforward4lou.org>) and to employ our resources to advance racial equity, hope and opportunity.

Investment Review Committee

Committee members: Kent Winters-Hazelton, Mike Reed (Finance), Brett Connally, Jim Crowley (Chair), Jill Force, Jim Kimmel, Steve Makela, Morgan McGarvey, Chris Valentine.

The Investment Review Committee is a sub-committee of Finance. Mike Reed, chair of Finance, also acts as the FC liaison to IRC. The **primary responsibilities** of the IRC are:

- Establishing and modifying, when appropriate, the investment policy, subject to Session approval.
- Selecting, and changing when necessary, one or more investment managers.
- Monitoring portfolio performance each quarter.
- Reporting results to the Finance Committee and/or the Session on a regular basis, but no less frequently than annually.

Investment Policy

The Investment Policy gives our investment advisor broad latitude in selecting individual investments within the overall asset allocation ranges defined in the policy. The policy does not impose any restrictions on specific securities or industries. The investment committee, however, closely monitors individual investments and we are confident our advisor's selection criteria and overall investment approach are consistent with our Mission & Vision and overall faith tradition.

HPC Funds

- The **Stodghill Fund** is an endowment and the principal is restricted; the church is permitted to utilize income and capital gains without restriction as to use. Consistent with other endowments, Highland utilizes a "total return" approach to withdraw funds from Stodghill endowment by applying a fixed percentage to the rolling 20 quarter average fund balance. We currently withdraw 4%. The original principal amount was approximately **\$9.2M**
 - The balance in the Stodghill fund as of 12/31/21 was **\$18.0M, a net increase of 9.7%** after distributions
 - Distributions to operations were **\$533,794, an increase of 1.8% versus 2020**
 - In 2021 the Session approved the **distribution of \$500,000** from the Stodghill Fund accumulated gains as a loan to the Housing Partnership, Inc. (HPI) of Louisville. HPI is a non-profit real estate development organization that creates affordable housing opportunities with particular focus on the west-end.
- The **Memorial Fund** consists of unrestricted gifts including several sub-accounts that are designated for specific uses. The Session can also approve one-time distributions from the unrestricted portion to finance specific projects. The current withdrawal rate is 2.75% based on the average 3 year balance.
 - The balance in the Memorial Fund as of 12/31/21 was **\$2.36M, a net increase of 13.7%** after distributions
 - Distributions to operations were **\$52,151**, a slight decrease from the prior year
- The **Legacy Fund** was created in 2018 as an endowment to which significant gifts or monies received from members as part of planned giving are contributed. The Legacy Fund is intended to follow the same withdrawal approach as Stodghill.
 - The balance in the Legacy Fund as of 12/31/21 was **\$2.1M**, more than double from the end of 2020 as the result of additional contributions
 - Distributions to operations were **\$21,686**
 - The Legacy Fund received **\$875,000** of additional contributions during 2021
- Total investments ended the year at **\$22.4M** and total distributions to operations were **\$607,595**.

Investment Performance: Due to strong returns on domestic equities, overall investments returned 16%. These results were 2% points higher than our weighted average benchmark. As shown below, all asset classes were up last year with Alternatives also returning 25%, well above the industry average. Over the last 5 years total investment balances across all funds have risen 34%.

Highland Presbyterian Total		
	Q4'21	TTM
US Equities	11.66%	30.36%
<i>S&P 500</i>	<i>11.03%</i>	<i>28.71%</i>
<i>S&P 400 MidCap</i>	<i>8.00%</i>	<i>24.76%</i>
<i>Russell 2000</i>	<i>2.14%</i>	<i>14.82%</i>
Intl. Equities	1.99%	6.12%
<i>MSCI EAFE</i>	<i>2.69%</i>	<i>11.26%</i>
<i>MSCI EM</i>	<i>-1.31%</i>	<i>-2.54%</i>
Fixed Income	-0.05%	0.40%
<i>Barclays Int. G&C</i>	<i>-0.57%</i>	<i>-1.44%</i>
Alternatives	-1.95%	25.11%
<i>SG CTA Index</i>	<i>-0.91%</i>	<i>6.16%</i>
Total Gross	5.69%	16.80%
Total Net	5.59%	16.32%
Highland Pres BM ¹	5.51%	14.29%
<i>Net +/- BM¹</i>	<i>0.08%</i>	<i>2.03%</i>

Asset allocation: At the end of 2021, all the funds were invested roughly 63% in equities, 27.5% in fixed income funds and 9% in alternatives and less than 1% in cash. These are within policy guidelines.

Personnel Committee

Committee Members: Craig Siegenthaler (Chair), Laurie Anderson, Donna Perry, Tracy Morrison, Tom Reichard, JoAnn Utter, Rev. Kent Winters-Hazelton (Staff Liaison).

- **Personnel Changes and Additions**

- The Church Business Administrator position and the Communications Coordinator positions were eliminated, effective August 2021.
- Reformation of Office Staff among positions, including the creation of the Church Administrator and Financial Administrator positions. Also, the Church decided to have a full-time Custodian.
- Rob Miller is the Church Administrator, which is full-time position that was created by combining the position of Communications Coordinator and portions of the Church Business Administrator position. Some portions of the Communications Coordinator position were reassigned to the Church Assistant, Kathleen Poole.
- Clyde Foshee is the Financial Administrator, which is a part-time position that provides financial oversight to Church Accountant. The job duties for this position were formerly part of the Church Business Administrator position.
- Wayne McAlister is the full-time Custodian (hired in October 2021).
- Joy Blandon is the Church Accountant working in a remote capacity. Some portions of the Church Business Administrator position have been reassigned to the Church Accountant position.
- Dean Adams's employment ended with the elimination of the Church Business Administrator position in August 2021.
- Session renewed Transitional Pastor/Head of Staff contract for Rev. Kent Winters-Hazelton effective September 1, 2021.
- Associate Pastor, Rev. Lynda "Doodle" Harris resigned October 31, 2021.
- Michael Harper, Interim Director of Ministry with Youth and Their Families, hired in December 2021.

- **Budgets/Compensation**

- 2021 Budget \$896,707
- 2022 Budget \$931,031

- **Action Items**

- Approve Terms of Call for Rev. Megan McCarty

Property Committee

2021 was as a continuation of the bizarre year before for the Property Committee. We had the usual and customary activities and normal repairs to our five-building campus even without everybody using them. Our 2021 highlights include:

Sanctuary

- Minor plaster repair and paint
- Boiler Repair
- Bell Choir Storage in Sacristy

Pleune Mobley :

- Typical garden maintenance in the "Nardi's Garden" on the Highland Ave side
- Typical roof/gutter repairs
- STITCH roof repairs
- Trees maintained and one removed.
- Iron railing supports added on rear yard.
- New WOW patio added on rear yard

Walker/Nevin Bldg

- Boiler repair

Fellowship Hall

- New Large Photos added in Dining Room (Thanks to Patty Hartog & Crew)
- Kitchen deep clean and enhancements (Thanks to Todd Brown, Nancy Lacier and others)
- Adding hot water in Nursery Rest Room

Church Office

- Conference Room appearance enhancements
- Structural beam replacement under Megan's Office
- Professional cleaning of all "soft" furniture

Upcoming Activities –

- Campus wayfinding/signage

Additional Notable Activities:

- Monthly Saturday workdays maintained campus grounds.
- Welcoming Kathy Mounce to the committee
- Welcoming Rob Miller as Staff Church Administrator
- Welcoming Wayne McAlister as new daytime custodian

Property Committee Members are:

Susan Grubbs
Donna Perry
Tom Reichard
Clyde Foshee
Willie Harshaw

Mark Willmoth
Andrew Owen
Kathy Mounce
Bill Wade – Chair
Dean Adams/Rob Miller - CBA

Stewardship Committee

Stewardship Committee, Annual Report

Thank you to all who fulfilled their pledge commitments for 2021 as well as those who have pledged to continue supporting Highland for 2022. Despite pledges being down about 10% from 2020 to 2021, we were able to maintain a comparable percentage of pledges collected.

2020 % Collected vs Actual Pledges: 93.23% (\$718,205 collected vs \$770,385 pledged)

2021 % Collected vs Actual Pledges: 94.38% (\$653,384 collected vs \$692,268 pledged)

To date, pledges for 2022 are substantially lower than the past two years. As of the last reporting on February 6th, 140 pledges have been received totaling \$544,291. There have been at least two more pledges received over the course of this week.

The Stewardship Committee is working on a later timeline this year than prior years and we still have a number of follow up calls to make. These calls will go out to members who have pledged in prior years but have yet to pledge for 2022. Our goal is to complete those calls within the next two weeks. There are over 50 pledging units who have pledged in 2020 and/or 2021 but have yet to pledge for 2022. It is our hope that the committee's efforts over the next two weeks will result in many more pledges to help support HPC and balance the budget for the upcoming year.

The Stewardship Committee would like to recognize & thank Clyde Foshee and Rev. Winters-Hazelton for their time & efforts over the course of this year's Stewardship campaign. Both of them have dedicated many hours to organizing the Committee's efforts and reaching out to members of the congregation.

Respectfully submitted,

The Stewardship Committee

Dan Rift, Tim Daniel, Ben Anderson (Chair)

Worship & Spiritual Life Committee

“God’s gifts of Word and Sacrament establish and equip the Church as the body of Christ in the world. The mission of the one, holy, catholic, and apostolic Church flows from Baptism, is nourished at Lord’s Supper, and serves to proclaim the good news of Jesus Christ to all. In the same way, the Church’s ministry emerges from the font, arises from the table, and takes its shape from the Word of the Lord. Therefore the worship of the triune God is the center of our common life and our primary way of witness to the faith, hope and love we have in Jesus Christ.”

[Book of Order W-1.0107]

The Worship and Spiritual Life Committee exists to support and enhance worship at Highland. This committee oversees the recruitment and training of scripture readers, ushers, communion servers and Advent candle lighters; prepares elements for communion; coordinates visual art and flowers for each Sunday’s worship; conducts Healing & Wholeness services; and provides oversight to the music ministry.

Oh, such a roller coaster ride was 2021. Issues we had never had to consider before:

- How do we safely celebrate communion? (Funky little cups, which still represent the bread of life and the cup of salvation.)
- How do we collect an offering? (Plates by the door, rather than violating social distancing by passing them along the aisle.)
- How do we encourage social distancing? (Signs blocking some pews. Special shout-out to Viola Blackwell for orchestrating this!) Signs went up, signs came down, signs went up again.

Through all of this we were guided by the Reopening Task Force.

Vini Frizzo’s excellent report provides details of the many phases we went through trying to safely worship together. Much gratitude goes to him and our phenomenally flexible music staff in keeping us all glued together.

A bright spot in all of this was the formation of an Arts in Worship subcommittee, which has been exploring ways we might enhance worship. Angie Andriot’s in-person painting during Lent, exploring the 23rd Psalm, was a highlight.

At the end of 2021, the WSL Team included: Viola Blackwell, Jane Burbank, Carol Cutler, Pat Dolack, Helen Jones, Steve Makela, Marcia Murphy, Janice Prichard, Carol Pye, Greg Sekula, and Betty Smith. Staff support was provided by Kent Winters-Hazelton and Vini Frizzo. Feel free to contact any of us if you feel called to be a part of the work of this Team.

Respectfully submitted,
Carol Pye, Chair

Deacons Report

In a Presbyterian Church, Deacons are the officers ordained for ministries of caring and service. At Highland, we function as the member care component of the church, reaching out to our members in times of need.

Ministries of the Deacons in 2021:

As we enter year two of the pandemic, which was compounded by the departure of Doodle, our deacons really had their work cut out for them. Because of these two events in the life of this church, member care at Highland obviously looked drastically different from years prior. There have been less in-person visits, more mailings and phone calls and a lot of time spent in prayer for our struggling congregants. We did lose some deacons this year as people felt that they were no longer called to this ministry at Highland, which made for more challenges, but our deacons really stepped up and have been a wonderful resource of care for our members. Our deacons continued all year long by staying in contact with our sages and figuring out how we could provide moments of levity for our most impacted population of Highland. The deacons decided each season to provide a small gift or reminder of HPC love to our sages. This meant they created flower arrangements, baked cookies, and delivered poinsettias to over 80 members throughout the year. As well as provided porch visits to others as needed and as the weather provided.

Our congregational care continued throughout the year with card writing ministry, phone calls, and safe visits as they allowed. Our deacons have been invaluable during a year of so much strife. They have truly gone above and beyond their normal duties and have figured out how to change, adapt, and be creative all surrounded by chaos.

Also in the midst of the pandemic, we were reminded that life continued as usual as we continued to deliver **newborn bears, new parent kits, college care packages, and cancer care kits** to our members.

Our **Meal Train** has been extremely active this year as it has remained a source of help and comfort that can be safely prepared and delivered to those in need.

We celebrate our members dedicated to this ministry of Highland Presbyterian Church: Nanc Angerman, Melinda Arbough, Kathy Reed, Karin Soltau, Kimberlee Burns, Betsy Foshee, Ainsley Jones, Nancy Lacer, Martha Makela, Kathy Emrich, George Holmes, Steve Holmes, Cathy Smock, JoAnn Utter, and Amy Hoyt

We are grateful to the deacons going off the board of deacons this year: Amy Hoyt, Kathy Emrich, Kimberlee Burns, Melinda Arbough, Kathy Reed, Karin Soltau