

HIGHLAND PRESBYTERIAN CHURCH

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1011 Cherokee Road, Louisville, KY 40204



**“Sharing Hope from the Heart of the Highlands”**

# **2023 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.***

## Table of Contents

1. Annual Congregational Minutes	
Congregational Minutes of February 13th, 2022 .....	4
Congregational Minutes of October 30th, 2022 .....	6
Congregational Minutes of December 4th, 2022.....	7
2. Clerk of Session's Report for 2022 .....	8
3. Report of the Congregational Nominating Committee .....	9
4. Report of the Pastor Nominating Committee.....	10
5. Staff Reports	
C. Nolan Huizenga, Transitional Pastor .....	11
Megan McCarty, Associate Pastor for Mission and Membership.....	12
Vini Frizzo, Director of Music Ministries .....	13
Charles W. Brockwell Jr., Parish Associate for Member Care .....	14
6. Session Team Reports	
Christian Education – Nancy Owen, Children; Becky Slagle, Youth; John Ferré, Adult .....	15
HPC Nursery and Weekday School - Amy Fitzgerald.....	18
Church In The World.....	19
STITCH - Anna Gray Slagle and Janet Raderer .....	21
WOW - Linda Raymond Ellison .....	22
Fellowship Committee.....	23
WINGS - Kathy Reed and Laurie Anderson.....	24
Finance Committee – David Morrison .....	25
Investment Review - Jim Crowley .....	27
Personnel Committee – Ann Lacy .....	29
Property Committee – Donna Perry.....	31
Worship and Spiritual Life - Carol Pye.....	32
Deacons Report .....	33

**HIGHLAND PRESBYTERIAN CHURCH**  
**Annual Congregational Meeting**  
**13 February 2022**  
**Hybrid Meeting**

Moderator Rev Kent Winters-Hazelton called the meeting to order with prayer at noon. A quorum was present.

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

Rev Winters-Hazelton read a missive from the 223rd PC(USA) General Assembly acknowledging the native lands and people who originally occupied the land in Kentucky on which HPC now stands. With a motion and second and no objections, the minutes of the 7 February 2021 Annual Meeting, and Congregational Meetings on 13 June 2021 and 24 October 2021, were approved.

**Clerk's Report**

Cynthia Welch reported that HPC began 2021 with 831 members, and ended the year with 809 members, a loss of 22 members.

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

**Congregational Nominating Committee (CNC)**

Alex Novak reported that not all open positions are filled.

Nominated for the **Elder Class of 2025:**

- Helen Jones (first term)
- Ann Lacy (first term)
- Kathy Mounce (second term)
- Nancy Owen (first term)
- Patti Pinkley (first term)
- Chris Valentine (first term)
- one vacant position

Nominated to fill vacant positions in the **Elder Class of 2023:**

- Steve Makela (replacing Renata DeWees)
- Lauren Wood (replacing Abby Sekula)

Nominated for the **Deacon Class of 2025:**

- Nanc Angerman (second term)
- Rachel Lacer (first term)
- three vacant positions

Nominated to fill a vacant position in the **Deacon Class of 2023:**

- Jane Crowley (replacing Kathy Emrich)

Nominated to fill a vacant position in the **Deacon Class of 2024:**

- Jenny Siegenthaler (replacing Amy Hoyt)

There were no nominations from the floor, and all nominations were approved with a motion and a second and no objections.

**Stewardship**

Kent Winters-Hazelton for Ben Anderson. Pledges for 2022 are substantially lower than the past two years – only 140 pledge units are in, totaling \$544,291. Over 50 pledging units have not pledged for 2022. The committee will be reaching out with to those who have not yet pledged.

### **Pastor Nominating Committee**

Linda Valentine and Kevin Burns, co-chairs. The committee has looking at resumes and reviewing the HPC Mission Study report. They have received Pastor Information Forms (PIFs), and also reached out to seminary presidents for recommendations. Eighty-five candidates have applied, and 35 candidates have been referred to HPC. Interviews are being conducted virtually. They will decide on five candidates for second interviews, and possibly invite to come to Louisville.

### **Personnel**

Craig Siegenthaler presented the changes to the terms of call for Rev Megan McCarty: 3% increase (salary and housing), four weeks vacation, and two weeks study leave. With a motion and a second, it passed unanimously.

### **Transitional Pastor's Report**

Kent Winters-Hazelton. Covid has had an impact on the staff: Kent came on staff in September 2020, and staff was not able to meet in person until May 2021. Covid has impacted worship and programs: choir, committees, youth and children, planning. He feels there is hope for the future: he has appreciated the faithfulness and support for mission; HPC has received new members; HPC has made the \$500,000 loan commitment to Housing Partnership, Inc; choir membership has increased by 33%; interim directors for the youth and children's programs are in place; a new website will launch in the near future. Problems remain, however: stewardship is struggling and HPC cannot do its mission if the funds are not available; people are declining to serve as Elders and Deacons. Kent thanked the staff, as well as the Elders and Deacons, for their dedication and service through a difficult year.

With a motion and a second and no objections, the meeting was adjourned at 12:37 PM with prayer by Rev McCarty.

Respectfully submitted,

Cynthia B Welch  
Clerk to the Session

(Other staff and committee reports that needed no action are included in the 2022 Annual Report Booklet.)

**HIGHLAND PRESBYTERIAN CHURCH**  
**Congregational Meeting**  
**30 October 2022 HPC Sanctuary**

Moderator Rev Nolan Huizenga called the meeting to order with prayer at 11:53 AM. Clerk of the Meeting Cynthia Welch declared a quorum present.

Paul Troy, representing the Personnel Committee, brought a motion to the congregation concerning Rev Megan McCarty's terms of call. After having done a market review, her salary lags behind similar positions.

Personnel calls for increasing her salary to \$65,000 (from \$50,000), effective 1 October 2022. (This is the salary part of her benefits – the amount is higher in the budget.) Other benefits remain the same.

Session unanimously approved the increase at the Session meeting in October, pending congregational approval.

The motion passed unanimously (and resoundingly). The meeting was adjourned with prayer at noon.

Respectfully submitted,

Cynthia B Welch Clerk to the  
Session

**HIGHLAND PRESBYTERIAN CHURCH**  
**Congregation Meeting**  
**4 December 2022**  
**HPC Sanctuary**

Moderator Rev Nolan Huizenga called the meeting to order with prayer at 12:09 PM. A quorum was present.

Rev Huizenga presented the slate of nominees for the Congregational Nominating Committee:

From the Session: Laurie Anderson, Ann Lacy, Patti Pinkley

From the Membership: Patricia Connally, Steve Holmes, Alex Novak, Janet Raderer.

There were no nominations from the floor.

With a motion and second, and no objections, the committee was unanimously approved.

The meeting was adjourned with prayer at 12:11 PM.

Respectfully submitted,

Cynthia B Welch  
Clerk to the Session

## Clerk of Session Report for 2022 – Cynthia Welch

Highland Presbyterian Church began 2022 with 809 members.

In 2022, HPC gained 11 members:

5 by Transfer of Membership

6 by Profession of Faith (includes 3 Youth)

In 2022, HPC lost 122 members:

6 to the Church Triumphant

3 by Transfer of Membership

114 by removal from the HPC roll, by their request

HPC ended 2022 with 697 members.

In addition, there were three infant baptisms.

### Session Members

<b><u>Class of 2023</u></b>	<b><u>Class of 2024</u></b>	<b><u>Class of 2025</u></b>
Ben Anderson	Ralph Bowling	Helen Jones
Laurie Anderson	Sara Gambrell	Ann Lacy
Clyde Foshee	Carol Pye	Kathy Mounce
Steve Makela	Craig Siegenthaler	Nancy Owen
David Morrison	Paul Troy	Patti Pinkley
Mike Reed (resigned)		Chris Valentine
Lauren Wood		

HPC gives thanks to the Ruling Elder Class of 2023 whose terms will end in March 2023: Ben Anderson, Laurie Anderson, Clyde Foshee, Steve Makela, David Morrison, and Lauren Wood. We are grateful for their service and dedication to HPC.

Respectfully submitted,

Cynthia B Welch  
Clerk of Session



## Report of the Congregational Nominating Committee

The Congregational Nominating Committee began working in December, 2022, to provide a slate of members to fill new classes of Deacons and Elders, and to fill existing vacancies on both teams.

We are pleased to announce that all empty positions have been filled and Deacons and Elders will start the new session in March with full rosters.

Much thanks to all the hardworking Committee!

Patricia Connally

Steve Holmes

Ann Lacy

Alex Novak

Patti Pinkley

Janet Raderer

Nolan Huizenga, Staff Liaison

Laurie Anderson, Chair

DEACONS			SESSION		
2023	2026		2023	2026	
JANE CROWLEY	JANE CROWLEY		BEN ANDERSON	TIM DANIEL	
BETSY FOSHEE	BETSY FOSHEE		LAURIE ANDERSON	JANE BURBANK	
AINSLEY JONES	BRANDON SCHAT		CLYDE FOSHEE	JIM CROWLEY	
NANCY LACER	NANCY LACER		STEVE MAKELA	KIMBERLEE BURNS	
MARTHA MAKELA	NANCY ARMSTRONG		DAVID MORRISON	DAVID MORRISON	
			VACANT	NANCY REED	
			LAUREN WOOD	SALLIE STEVENS	
2024					
GEORGE HOLMES					
STEVE HOLMES			2024	2024	
JENNY SIEGENTHALER			RALPH BOWLING		
CATHY SMOCK			SARA GAMBRELL		
JOANN UTTER	LYN GHISELIN		CAROL PYE		
			CRAIG SIEGENTHALER		
			PAUL TROY		
2025			VACANT	AMELIA CONNALLY	
NANC ANGERMAN			VACANT	COOPER OSBORNE	
RACHEL LACER					
DIANA STUART					
VACANT	KAREN LACY		2025	2025	
VACANT	JAN MYERS-SIEGFRIED		HELEN JONES		
			ANN LACY		
			KATHY MOUNCE		
			NANCY OWEN		
			PATTI PINKLEY		
			CHRIS VALENTINE		
			VACANT	COLLEEN ABATE	

## **Pastor Nominating Committee**

February 2023

The Pastor Nominating committee was elected by the congregation and began its work in August 2021. Kevin Burns was co-chair and a leading, active member of the committee until his death in July, 2022. His death was a great loss to our committee as it was to so many aspects and people in the congregation. Martin Hall stepped into co-leadership, along with Linda Valentine. Other members of the committee are Patricia Connally, Edward Caruthers, Charlie Fendig, Kelli Mattingly, Kathy Reed and Tom Reichard. Rev. Joel Weible, well known to Highland, has been our dedicated Presbytery representative. The nominating committee was intentional in choosing a committee that represents many parts and viewpoints of the congregation. We have worked well and respectfully together and all have been enriched by the relationships we have developed among the committee.

We began by developing a Ministry Information Form that we posted on our website and the PCUSA matching system, Church Leadership Connection (CLC) in November 2021. Since then, we have considered applications from more than 122 candidates and researched and contacted countless other referrals from various connections throughout the denomination. These candidates include pastors of a wide range of ages, race, gender, experience, and geography. Some have come to us through the CLC, others were referred through our outreach to church leaders around the PCUSA and some applied directly. Special effort was given to recruit candidates with backgrounds that are underrepresented in the PCUSA. We have conducted initial interviews with 23 candidates, second and/or third interviews with 14, and hosted six for in-person visits to Louisville.

We set an intention in December to 'close the door' on further applications and to complete our interview process with the several candidates still under consideration. That's where we are now. We appreciate the communications that congregation members have had and continue to have with us, as we all along have invited input through our email address: [HighlandPNC2021@gmail.com](mailto:HighlandPNC2021@gmail.com).

Members of Highland well know that this has been a transitional time for the congregation, sometimes difficult, as we have navigated the pandemic and changes in pastoral leadership. Many of us have been through major life events, too. Throughout we have endeavored to stay true to our mission as we seek to discern a call for our next head of staff. We are encouraged to see people returning to worship and congregational life and are grateful for the continued dedication of staff and congregation members to the mission and ministry of Highland.

## **C. Nolan Huizenga - Transitional Pastor**

### **February 2023 report for Annual Meeting**

I thank God for the way this church has welcomed and supported me since I was invited to be your Transitional Pastor in August 2022 — so I can report on the second half of the past year. Megan mentions building up staff in her annual report, and I concur that we are actively working toward healthy, collaborative, sustainable staffing. That work remains in progress, of course. Most notably we await the PNC's nomination of a pastor, and this spring we the church will discern what kind of longterm leadership we're looking for in Youth Ministry and Children's Ministry. Meanwhile we recently had the first staff retreat in a year, spending an afternoon at the Earth and Spirit Center in conversation, worship, growing relationships, and sharing a meal together.

Worship is one visible area where we've approached leadership differently over the last six months. As our gifted musicians continue to lift the congregation each week, Megan and I have shared preaching and liturgy fairly equally, and HPC now has a wonderful set of lay liturgists who are leading the earlier parts of our worship services (if you'd like to serve in that way, we'd love it — please tell a pastor or Greg Sekula). HPC's children preached the good news of Christ's birth through their retelling of the Christmas story, and our youth helped to shape and lead 9:00pm Christmas Eve Candlelight and Communion. This all means that you are hearing diverse voices from the chancel. Rhonda has nurtured our children as acolytes, lighting the Christ candle at the beginning of worship most Sundays. Building on the beautiful children-led Thanksgiving worship service in the Chapel, we intend to hold this year's Ash Wednesday service there also, inviting meaningful worship for all ages.

Less visible but no less important might be the flavor of our recent session meetings, as well as committee and team meetings. Each month at session, before we do the necessary work that shapes our ministries together, we have taken time to listen to each other and to discuss something significant in the life of the church. We are learning to build empathy and trust with each other, recognizing that individual experiences of Highland over the past few years might vary dramatically.

I and other leaders recognize that this church continues to need healing and rebuilding from the community fractures revealed during and after Doodle's departure in 2021. We ministry leaders will keep reaching out to people, especially inviting anyone still hurt to be in conversations that help all of us become more faithful disciples. The famous verse from Micah has been a recent theme in our worship: "What does the Lord require of you but to do justice, to love kindness, and to walk humbly with your God?" May that tempering question guide everything that I and you do; may our whole community be shaped more like the one we worship: Jesus the Christ, Jesus our sibling.

## **Megan McCarty - Associate Pastor for Mission & Membership**

The past year at Highland Presbyterian Church deserves some pause and reflection. I don't feel that giving a list of all the "accomplishments" of the work I have walked alongside feels appropriate this year. It doesn't feel like that's the real work that has taken place. I serve as liaison to the Adult Education Committee, Fellowship Committee, Church in the World, and Deacons. Within that work, I support WOW, NUTS, the Anti-Racism Committee, Earth Care group, serve in Empower West, am on the board of UKIRK, and serve in worship each week. You can read each of these individual reports if you are interested in the good work that has taken place this year. (Because there has been A LOT!)

But, the bigger work has taken place within the staff, within these walls (within each of you), and within myself. As most readers are aware, a lot of transition has taken place in the last year. But if I think about it, a lot of transition has taken place since I was hired (although I hope that one thing is not connected to the other...) With the exception of Ann Holmes, Charles Brockwell, and Joy Blandin, we have had an entire staff turnover in the last five years. While that has felt tumultuous many days, it finally no longer feels that way. I can thankfully say that it feels as though we have moved into a period of rebuilding. We are having very thoughtful, spirit-filled discernment questions and conversations about our staffing structure. We are collaborating on trying new, creative ways to worship. We are working hard to rebuild trust among staff and within this congregation. Nothing feels "fixed" so to speak and we know that there is so much more work to be done. But I hope that you all also feel the spirit moving, breathing, and doing something new here. Sometimes it happens in small, subtle ways and sometimes it's much more palpable. I am grateful to those who continue to allow me to serve alongside you in this role.

On a personal note, my family's addition of baby Zoe has been a great joy, as was my parental leave of 13 weeks this summer. I am grateful for the support that my family received from this church following her birth and the continued support that we receive from each of you as we navigate this first year as a family of four.

I'm very excited to see where the spirit is leading us in 2023! I pray that we find ourselves in a healthier space of regrowth, joy, stability, and excitement. It will take hard work, dedication, diligence, and so much grace. But I believe that we are being led in this direction together.

## Vini Frizzo - Director of Music Ministries

On our website, it states that “Highland Presbyterian Church has a strong connection with music,” and it is true. Our tradition is filled with countless musical offerings by previous leaders and members. As a result, many of us have a lifetime of reverent memories that are embedded in our hearts and souls. We carry these memories with us, and they have helped shape our lives. I say all of this to tell you that I believe Highland has many more musical offerings yet to give. However, I feel it is necessary to always ask ourselves, “what is the meaning of music ministry, and what role does music play in our church?”

These past three years have been hard, and during this time, I have been pondering a point made by Bart D. Ehrman, a well-known American New Testament scholar. He remarks the differences between the modern and ancient worlds in his book, *How Jesus Became God*. He talks about how fluidly ancient people interacted with the divine. Their rulers were often gods or at least deified as such, and they were surrounded by literal places that they believe the gods dwelled. They walked among the immortals, and the line between the natural and supernatural was not clear. Today, we live in a very different world. We live in a time where it is often difficult to connect with God. For many, there seems to be an abyss that is sometimes uncrossable. This is where I believe music takes our faith to higher state.

Music predates our species, which means it potentially and very likely predates language. Therefore, music has always been with us even in our earliest spiritual experiences. Music and worship are inseparable because they have always been one. Thus, music is not only an exhibition of our emotions and artistic expressions; it is a conduit to the spiritual realm. Though our ensembles at Highland strive to perform their best, achieving excellence is not the impetus. We seek transcendence.

The responsibilities of the music ministry start with the planning and implementing of weekly worship with the pastoral staff and Worship and Spiritual Life Committee, and they continue with the preparing of various vocal and instrumental forces for upcoming services and concerts. The ministry also cares for the church’s instruments and other equipment, it monitors the Rapier Fund, and finally, it manages the budget allotments to fund our music program. These duties, of course, are where we begin, but ultimately, they lead us to something far more valuable. As our ensembles rehearse, we are not so much practicing music but investing in ourselves. With each musical endeavor, we become better musicians and thus, we gain a stronger sense of confidence. By investing in ourselves through the hard work of learning music, we invest in each other. We build trust, accountability, and appreciation for one another because we are all relying on each other to create those deep and meaningful musical experiences. Lastly, we are investing in our church by helping our visitors hear the glory of God within our walls. Confidence, trust, accountability, and appreciation accompanied by the deep and meaningful experiences that are found in the glory of God, these are the building blocks in creating a community of hope, love, and faith. As it says in 1 John 4:12, “No one has ever seen God; but if we love one another, God lives in us, and his love is made complete in us.”

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

This is my tenth Annual Congregational Meeting report — my longest term of service with a church. Previously, my and Mary Ann's record ministry term was seven years with Fourth Avenue United Methodist, Louisville (1997-2004).

Why do I say "our service"? First, we are Fourth Avenue's Pastor Family Emeritus. As a volunteer, Mary Ann was THE essential person in children's ministry. Seven-year-old Amy said to her, "When I'm in this church I feel like I'm in the arms of Jesus." Second, when I was assistant to the minister, Trinity Avenue Presbyterian, Durham, NC (1966-69) Mary Ann started a Sunday morning program for three-year-olds, a ministry that continues today. Third, Mary Ann participates in HPC member care. Sometimes we make visits together. And with some of our HPC women I merely place the call then listen while the visit is between them and Mary Ann.

And why do I say "service with a church"? Because real churches "serve with" him who came not to be served but to serve (Mark 10:45), who summons us to "follow me" (e.g. Mk. 1:17), and who sends us into the world as he was sent (Jn. 17:18), to be in the world as he is (I Jn. 4:17). Merely to "serve a church" is to be merely staff for a mere religion club. To serve with a church is to be yoked with other disciples "as grace extends to more and more people" (II Cor. 4:15). My friend United Methodist Bishop Will Willimon wrote, "A Christian does not ask, 'Am I called to the ministry?', a Christian asks, 'To what ministry am I called?'"

Thus I introduce myself as, "One of the pastors WITH Highland Presbyterian Church" — not "at" or "in" or "for" HPC. I am WITH our staff, our deacons, our Stephen Ministers, our general membership and I feel the comradeship.

From November 2021 through October 2022 I led or participated in nine services of Witness to the Resurrection: six HPC related and three United Methodist.

I celebrated Holy Eucharist twice — HPC in-home and Lutheran in public worship.

I completed service with our Presbytery's Commission on Ministry and am now on its Committee on Preparation for Ministry.

Beyond HPC last year I was guest preacher nine times for six churches — Presbyterian, Lutheran, and United Methodist situated variously in Louisville, Eminence, and Lebanon.

It was great to resume in-person visitation in 2022.

I thank God for our HPC and I thank HPC for continuing me formally in their pastoral ministry.

## **Christian Education Committee**

### **Children's Committee (chaired by Nancy Owen)**

- Sunday school classes for preschool - 5<sup>th</sup> graders were in person starting in February at 9:30 am.
- The January event for our children was ice skating at Alpine Ice rink.
- Our February Valentines service event took place at Hogan's Fountain in Cherokee Park. Families hiked, enjoyed the playground, and made valentines for the Sages of HPC.
- Rhonda Hibdon started as the part time Interim Director for Children's Ministries on 2/15/2022.
- A March Breakfast Brainstorming session took place for parents during the Sunday School hour to discuss upcoming programming.
- April included children singing and participating in the palm parade, and an easter egg hunt on Easter Sunday. ROOTS returned for our 3<sup>rd</sup> -5<sup>th</sup> graders with a service project of potting plants and delivering them to our HPC neighbors.
- In May families enjoyed an outdoor worship service at Cedar Ridge followed by kickball, a scavenger hunt, canoeing, & lunch. 5<sup>th</sup> graders moving into the youth program were recognized during worship and presented with bibles. Parents were invited to three discussion sessions moderated by Joe Phelps, with the hope of helping our families heal and to share ideas for the children's and youth programs.
- June included a Play and Popsicles event at Tyler park. Rhonda wrote letters to children attending sleep away camps during the summer.
- Successfully hosted Vacation Bible School in July which included 3-year-olds to rising 6<sup>th</sup> graders. The VBS theme was Passport to Peace. Children also attended a PJ movie night in Fellowship Hall.
- Rally Day took place in August.
- In September children and youth gathered together for family nights.
- ROOTS went grocery shopping in October for the church's Blessing Pantry.
- November included the 3<sup>rd</sup> -5<sup>th</sup> graders leading a Thanksgiving service in the chapel and a trip to Mega Caverns.
- ROOTS children made sock kits to pass out to those in need.
- December events included the advent workshop, caroling, and the Christmas Pageant.
- Church Buddies was started by pairing up a child from ROOTS with a church member to build friendships and connections.
- The Children's Committee continued to meet virtually throughout 2022.

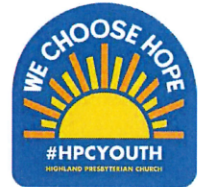
# HPC Youth Annual Report: 2022!

Submitted by Becky Slagle, Feb. 2023

Our guiding word for our year of repairing, gathering, and preparing: **HOPE.**

## Hope through repairing:

- Began 2022 with upset/shell-shocked kids, parents, and youth leaders. Michael Harper started in January as a stabilizing, grounding, and forward-thinking anchor for this program. He has been central to its continuation and success. His energetic gifts of vision and systemic health are irreplaceable as our Interim.
- Supported spring listening sessions about HPC conflicts with Joe Phelps and in fall with Nolan and Megan
- Continued post-pandemic outreach through birthday cards/gifts to every youth (delivered by Steve Holmes)
- Weekly Middle School Sunday School and youth group for youth 6-12
- Welcomed (back?) 45 (6<sup>th</sup> – 12<sup>th</sup> graders) who participated in some kind of youth activity or trip during 2022



## Hope through gathering:

- Sponsored an April birthday celebration of Kevin Burns
- Renamed the youth area "Kevin and Kimberlee Burns Center for Youth Ministry"
- Confirmed three youth
- Celebrated six high school graduates
- Gathered, supported, and mourned Kevin's death as a sad part of our youth/adult journey in 2022
- Took 23 high schoolers/7 adults then 6 middle schoolers/2 adults to Montreat Summer Conferences in June and July
- Supported college adults via lunch gatherings and college mailings (26 on the 2022-2023 list)
- Sponsored 3 fall family nights for 3<sup>rd</sup> – 12<sup>th</sup> grade families
- Held two fall overnights: one high school and one middle school

## Hope through preparing:

- Cleaned and organized the Burns Center (post-pandemic)
- Installed new shelving, purchasing new cleaning equipment, making janitorial supplies/closets functional, adding new recreational equipment, chairs, etc.
- Installed up-to-date security measures (lights, doorbell, etc.)
- Created leadership/committee opportunities among youth leaders and parents (beyond scope of Michael) in an attempt to make programs less leader-led and more committee-led (7 regular adults volunteered during 2022: Kevin Burns, Kimberlee Burns, John Kim, Kim Hansford, Steve Holmes, Kelli Mattingly, and Beth Troy. Six other adults volunteered and helped in other capacities as well.)
- Nurtured leadership roles and healthy norms especially among young members of youth group as a safeguard for strong continuation of and participation in our this program as Michael transitions out of his role and in preparation for a new minister for the youth of HPC

**Hope** allows for nostalgia and mourning as well as joy and expectation. Thus, **hope** provided an interesting lens for this year of struggle and success with our HPC youth. We braced for 2022 as a year of loss and rebuilding, and we **hoped** that all would be okay . . . or at least better than it felt in January. And it is . . . better than okay indeed! We still mourn losses through death and conflict of cherished adults and peers in 2022, but we are steady. From a January of resurfacing after Doodle's leaving to COVID protocols/outbreaks at Montreat and cookies and gingerbread houses at Christmas, youth and their adults are making our way with **hope**. Some work remains undone: deciding on our traditions that matter (Christmas Eve service? Montreat housing? Sunday School models?) and forming new traditions that mean more to the youth in 2023 (mission work? mental health? school/church balance? big-world spirituality and our church in the world?) We remain a vibrant, vital part of our church, and we look forward to continued health, healing, and opportunities to grow and learn as a community of faithful, eager, and resilient people! We are thankful for the **hope** that surrounds this HPC program.



## Adult Education Committee

2022 was full year for Adult Education, with two ongoing classes and many special events.

- Two Sunday school classes of longstanding anchored the year's adult education: Feasting on the Word, a weekly Bible study based upon the lectionary commentary of that name by Westminster John Knox Press, and A Place at the Table, a weekly book discussion group that read *Climate Justice* by Mary Robinson, *The Sum of Us* by Heather McGhee, and *Do I Stay Christian?* by Brian McLaren in 2022.
- Kevin Burns facilitated the production of the 2022 Lenten devotional, *Wellness in the Wilderness*. Written by 28 members of the congregation, *Wellness in the Wilderness* was distributed online to nearly 100 subscribers.
- In January and February, HPC adults took field trips. In January, participants who met at the Muhammad Ali Center to learn about Ali's spiritual journey were treated to a behind-the-scenes visit to the archives as well as to a guided tour through the museum. A month later, Linda Valentine led an engaging tour through the Speed Museum that explored art as an expression of faith.
- In March, special adult education meetings focused on contemporary issues. Dan Rift and Laurie Kraus discussed disaster relief in Ukraine, and Jennifer Harvey, professor of religion and ethics at Drake University, discussed her book, *Raising White Kids: Bringing Up Children in a Racially Unjust America*.
- The spring ended with UofL archeologist John Hale speaking about the evolution of religion in the Pleune-Mobley dining room in April followed by a walking tour of Cave Hill Cemetery in May that focused on the symbolism of grave markers.
- For the summer Faith and Film series, participants met before church on five successive Sundays to discuss *A Time for Burning*, *Statues: This Is What We Stand For?*, *Don't Look Up*, *Encanto*, and *CODA*.
- Fall after-church luncheons followed the theme of "The Church as a Source of Hope." In September, Jessica Maudlin, Coordinator of the Presbyterian Hunger Program, discussed Earth care. In October, Housing Partnership, Inc. President Andrew Hawes and his associates discussed the \$500,000 loan that HPC made to foster home ownership west of Ninth Street. And in November, Jim McGee, staff therapist at Kilgore Samaritan Counseling Center, discussed mental health.

We mourn the loss of Kevin Burns, who died in July. He was a faithful member of this committee in the fullest sense of the term.

*Submitted by John P. Ferré*

# HIGHLAND PRESBYTERIAN CHURCH NURSERY AND WEEKDAY SCHOOL

## 2022-2023 REPORT for ANNUAL MEETING

**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.**

- We are halfway through our third year with the COVID-19 pandemic, and operations have returned, more or less, to normal. We have had occasional cases, but parents are entering the building, tours have resumed and the children are able to mix somewhat during the days. We are currently serving 166 children representing 144 families; 10 children are from families who are members of HPC. Several children have parents who attended Weekday School and we have some three-generation families.
- We offer an innovative, child-centered curriculum for Infants through Kindergarten. 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 families totaling over **\$27,000** in financial assistance. For the 2023-2024 school year, we have offered financial aid to 16 families totaling almost \$34,000. 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 and other outdoor spaces our children use.
- Our faculty consists of 34 staff members, including 23 Classroom Teachers, an Early Interventionist, 3 Classroom Facilitator, 1 Daily Sub, 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 an effort to re-center our focus after several pandemic years, we have spent time with our faculty, parents, board members and children considering our school's core values. All agree that children, faculty and families deserve a place that supports and encourages engaged learning, collaborative relationships, joyful work, respectful community and intentional practice.
- Our Board of Directors consists of 9 HPC members and 3 parents who are non-HPC members. HPC Associate Pastor Megan McCarty and NWS Director, Amy Fitzgerald are non-voting members of the Board. The Board sets policy and supports the program in a variety of ways. Church member, Pam Osborne, is our current Board Chair.
- 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 as outdoor play has become an important component in our curriculum.
- Professional development for our faculty is a high priority. We continue our focus on Core Values, which includes intentional study of Anti-Bias Education. The school contracted with DEI Consultant, James Racine, to guide us through the process of creating a Statement of Inclusion. Mr. Racine will also lead a workshop on Cultural Competency with our faculty and board in mid-February. Additionally, several members of our faculty presented a workshop on "The Art of Play: Seeing Beauty & Competency in Children's Creative Play" at the annual NAEYC conference in Washington, DC in November 2022.

**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 74 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 Committee

*"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:** Jean Jones, 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.

### 2022 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. Despite budgetary concerns for the year, session voted to keep the same amount of money in our benevolence fund so that these organizations would receive the same level of support from us. 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! We were able to co-sponsor one families this year with plans for another in the very beginning of 2023. With donations of furniture and household goods from the congregation, our team set up their apartment, met them at the airport, practiced English, provided transportation, and introduced them to American life. See the WOW report for additional ongoing work at Highland with refugees. This year, we contributed \$13,000 in direct mission support to KRM. Mary Ellen Harned represents HPC on the KRM board.
- **Highlands Community Ministries (HCM)** remains one of our major mission partners; we contributed \$22,000 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. We are currently supporting 14 students – four university students and ten secondary students. 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 \$1,000 to CEPAD, maintain our partnership with this organization in Nicaragua. Conversations are beginning for a potential 2024 trip! Talk to Megan or Mary Ellen if you have interest!
- **Habitat for Humanity** – This year, we were able to participate in the Presbyterian build in conjunction with 4 other churches and were able to contribute \$12,500 plus volunteer time. We have increased the amount of money that we will be giving them each year due to the rising cost of building materials.
- **Cabbage Patch Settlement House** - Highland donated \$12,000 to the Cabbage Patch in 2022. 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 \$4,000 to PACT in 2022.

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

- contributing \$56,000 to the **Mid-Kentucky Presbytery** in shared mission support;
- directing \$5,000 to the **Louisville Presbyterian Theological Seminary** scholarship fund and \$1,000 to the **Theological Education fund**;
- paying \$21,125 in per capita to **PC USA**;
- contributing \$2,500 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 2022, HPC continued to support several mission partnerships, including:

- providing \$2,000 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. Some of this money is provided to help with the flooding that their campus experienced.
- 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;
- 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 2022:

- Supporting **Louisville Urban League** with our volunteer time and donating \$2,500 to their work in the communities of Louisville that are underserved. Their document *A Path Forward* can be found on our website as we continue to circle back to their important work and figure out how to be an anti-racist institution within our own walls.
- We deepened our partnership with **Grace Hope Presbyterian Church**, giving them \$5,000 to fix their bus and make capital improvements on their campus to be able to regain their membership at this stage in the pandemic. We continue to host volunteer opportunities throughout the year as well as weekly prayer opportunities in our bulletin. We hope to continue to find ways for our two congregations to be in partnership together.
- 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.
- Our newly established **Earth Care** group along with session made a pledge to become an earth Care Congregation! We are examining our commitment to the environment and finding ways to become more earth conscious! This year we replaced our disposable communion cups with reusable glass, installed low-flow toilets in the main bathrooms, put in an electric car charger in the parking lot, and have begun the process of examining our buildings through an energy audit. We also gave a donation to Louisville Grows for the planting of trees to honor the birthdays of members of our congregation.

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

# **STITCH (Sewing Together In The Caring Highlands)**

Annual Report 2022

Anna Gray Slagle and Janet Raderer, Co-directors

STITCH reopened in March of 2022 after having been closed due to the pandemic for two years. Our volunteers and students are all glad to be back, enjoying each other's company. Currently we have 21 volunteers who help in various capacities. We have resumed our regular class schedule, meeting on Tuesday and Thursday mornings, typically with 7 to 10 students per class. We have welcomed several Afghans who are eager to sew and most of whom now have our sewing machines in their homes. During this time, we hired a translator to help us with communication with these students. We continue to receive wonderful donations from the community, which provide the majority of sewing supplies that we use.

This year we had eight sales at various venues which generated over \$10,000. That money was distributed to the women who made the items which sold. This year we sold 194 of our microwave bowl potholders! One addition this year is that we can now accept payments by credit cards, which has made a huge difference in our sales, as in the past we could only accept cash or checks.

We have a new volunteer who has retired from the retail world. She has been very helpful in making our sale events more productive.

We are in the process of changing our classroom instruction to being more deliberate in taking each new student through a step-by-step process. Our first project is a simple lined tote bag after they learn how to use an electric sewing machine. We continue to build their sewing skills, as well as the English translation for sewing terms. We have displayed many illustrated signs around the classroom to help them with their English.

STITCH is now hosting the Louisville Days for Girls International (DfG) team once a week in our classroom. The DfG mission is to make and distribute sustainable (washable) period products for women and girls in areas of the world where lack of access to these essential supplies prevents them from going to school or working outside the home. The team of eight volunteers makes approximately 200 kits per year that are distributed in Kenya, Nigeria, Nicaragua, Guatemala, Lebanon and Ecuador. The team is currently making kits for local distribution for refugee and immigrant women in Louisville, as well. The DfG team appreciates being able to use our STITCH classroom to work and to store their supplies.

STITCH is a wonderful mission of Highland Presbyterian Church in collaboration with Kentucky Refugee Ministries. Thanks to all of you who so warmly support our work.

## We of the World (WOW) – Annual Report



Thank you for your support of WOW. The blankets, towels, toys and stuffed animals this congregation donated have restocked our shelves and helped us serve 221 people this year. Founded 11 years ago as a book club to welcome refugee women to our community, WOW has continued to evolve to meet newcomers' needs. Now we meet weekly on Zoom. Our main mission is to support KRM as it meets and settles refugees and immigrants. When KRM has a family or individual without a church sponsor, they ask if WOW can help. We respond with boxes of bedding, towels, cookware, table ware, toys, books and clothing for young children. When a KRM staff member tells us that a Cuban family has "nothing," that can mean they are sleeping on

cardboard on the floor in an apartment without furniture or utensils for preparing and eating food. WOW responds with boxes of things people need in a new apartment. Sometimes, when we can, we find furniture (often with the church's help) and warm clothing, too. We don't want anyone to be cold.

In addition to the 221 people who received things they needed from our shelves:

- \*WOW had baby "showers" for about four mothers and their new babies (including twins) with sweet little things, baths, cribs, bouncy chairs and the other supplies new babies need.
- \*We provided 14 backpacks loaded with things for Ukrainian children in a German refugee camp.
- \*We supported KRM's summer learning camp with weekly snack bags of healthy food for 42 children. At the end of the camp, we had tables of books the children could take home. (pictures below) And, we provided KRM's children with backpacks loaded with school supplies.
- \*We continued to mentor and provide scholarship help for a young woman from Myanmar we met when she arrived in Louisville as a tiny 17-year old. Precious is now a U. S. citizen and a senior at Andrews University where she is preparing for graduate work to become a physician assistant. She has maintained a straight A average from the start.



\*WOW continues to plant and tend the Peace Park behind our Pleune Mobley building. In warm weather, dozens of people rest there among our flowers and under our shade sail. Last fall, we planted 135 bulbs that should bloom soon. We hope you'll pause to enjoy our garden, too.

WOW operates under the Church in the World committee, and its work is financed by donations from its ecumenical group of members. The Bible is clear about why we welcome the strangers in our midst. It doesn't mention the rich reward we enjoy as we get to know those people as friends.



## **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 2022 Committee members were: Ralph Bowling, Patricia Connally, Nancy Lacer, Rachel Lacer, Alex Novak, Todd Brown, Sara Gambrell, Diana Stuart, Nancy Reed, and staff Megan McCarty.

With the easing of the pandemic, we were able to bring back many of our regularly scheduled events. Some were moved around done in different ways than in years past, but we were able to make some major steps in the journey to normalcy.

### Events of 2022:

-Wednesday Dinners – In October we started having dinner on the third Wednesday of the month. The children's choirs, their parents, Elders on their way to Session and many others have been able to enjoy wonderful food prepared with love by Todd Brown and the rest of the kitchen team. Come join us over a delicious meal.

-Louisville Bats game – It did not go so well for the home team but over twenty of us got to enjoy crowd and the Cracker Jacks.

-Meals were prepared for the wonderful Fall Speaker Series

-Progressive Dinner – In December we were not so progressive, but a large group did get together for fellowship, food, and a glass of Christmas cheer in the Pleune-Mobley dining room.

-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.

-Red Beans and Rice Cookoff – As a nod to Mardi Gras several entrants fed us all on the Sunday before Lent.

-PresFest – we were able to host our annual PresFest event in September, headlined by Michael Cleveland, Grammy winning fiddle player! Many thanks to Vini Frizzo! We had lovely weather, great food, a nice neighborhood turnout, and fun for all ages! This was probably the highlight of the year for our committee!

### Regularly occurring activities that we have been able to resume:

-Men's Pub Night

-WINGS

-Church Picnic at Cedar Ridge

## **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 13<sup>th</sup> year of meeting monthly in our member's homes, church or ZOOM where we have fellowship, devotionals and discussions. Our topics vary from the Webb space telescope to Women of the bible. We also enjoy sharing meals together during our WINGS-giving and Christmas party.

Our activities included a winter walk at Beckley park, hosting a baby shower for Megan McCarty, making Vision boards and having a poetry reading from Pat Owens.

Some months we collect monetary / specific goods donations or participate in volunteer opportunities. This year we supported HPC College care packages and two KRM Refugee families.

WINGS is thankful for all its committed members and looks forward to more spiritual growth, mission and laughter in 2023.

Kathy Reed and Laurie Anderson



## HPC FINANCE COMMITTEE 2023 ANNUAL REPORT

**COMMITTEE MEMBERS:** Mike Reed served as committee chair for most of 2022. Current members are Chris Valentine, Grover Potts, Ken Burgess, David Morrison (current chair) and Rev. Nolan Huizenga (Staff Liaison). Staff Support – Joy Blandin, Church Accountant and Clyde Foshee, Financial Administrator

**OVERVIEW:** The Finance Committee oversees the financial resources of the church and exercises a stewardship responsibility as expressed by the church through the Session, whenever financial resources are needed to operate the church.

Specifically, the committee is responsible to:

- 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
- 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.

**BUDGET:** 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. The budget is funded by:

- Congregational pledges, about 40% of the budget
- Investment income and dividends from the Stodghill, Memorial and Legacy endowments, which began as gifts from members and provides about 45% of the budget
- User fees received primarily from the Nursery & Weekday School and Kentucky Refugee Ministries, about 15% of the budget

Careful oversight from the Investment Review Committee, sound management from Stock Yards Bank and Trust and generally favorable markets before 2022 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, the Session will consider and possibly approve funding. In all cases, Finance implements the Session's financial decisions, rather than itself directing where and when funds are deployed.

**2022 BUDGET:** The Finance Committee submitted an operating budget for 2022, approved by Session in February, 2022. On 12/31/2022, the budget recorded a surplus of \$9,335, which will be carried over to the 2023 budget.

**2023 BUDGET:** The Finance Committee submitted a \$1.6 million operating budget for 2023, approved by the Session in January, 2023.

<b><i>Income</i></b>	<b>2022 Budget</b>	<b>2022 Actual</b>	<b>2023 Budget</b>
Pledge Payments	575,641	549,482	597,082
Loose Cash/SS Offerings	6,000	3,012	6,000
Unrestricted Gifts/Other	60,000	51,857	60,000
Investment Income	654,282	654,282	713,115
User Fees	228,992	224,852	204,491
Miscellaneous Income	3,000	3,028	3,000
Transfer from Prior Year	125,755	125,755	9,335
<b>Total Income</b>	<b>1,653,670</b>	<b>1,612,268</b>	<b>1,593,023</b>
<b><i>Expenses</i></b>			
Personnel Resources	918,287	868,442	950,000
Physical Resources	401,845	412,374	401,845
Administrative Resources	74,600	65,439	70,000
Christian Education Team	42,000	38,668	42,000
Worship & Spiritual Life	27,000	21,814	27,000
Fellowship	10,960	9,215	12,160
Finance Committee Exp	850	1,078	850
Deacons and Member Care	2,000	1,028	2,000
Stewardship	1,250	-	1,250
Church in the World Team	184,875	184,875	177,458
HPC Emp. Relocations	-	-	-
<b>Total Expense</b>	<b>1,663,668</b>	<b>1,602,933</b>	<b>1,684,563</b>
Balance	(9.998)	9.335	(91.540)

- **INCOME:** For 2023, pledges are increasing over 2022 but are still below pre-Covid levels. Investment income is also increasing in 2023 due to favorable investment returns before 2022 and User Fees are generally unchanged. The 2022 budget included a \$125,000 surplus carry forward from 2021. The 2023 budget includes a smaller carry forward surplus from 2022 of \$9,335.
- **SPENDING:** Overall spending remains similar to the 2022 budget with some slight increases in Personnel spending. Actual personnel spending was lower than budgeted in 2022 due to savings from unfilled positions.
- **SURPLUS/DEFICIT:** The 2023 budget includes a funding gap of approximately \$90,000. The Stewardship Committee continues to work to close the gap through increased giving. Any unfunded balance will be funded from savings and investments.

**CAPITAL SPENDING:** In February, 2023 the Session authorized the Property Committee to spend up to \$125,000 for capital building renovations provided from the Legacy Fund.

**THANKS:** Clyde Foshee, in his volunteer role as Financial Administrator, and Joy Blandin, the church's accountant work closely with the Committee. Many thanks to Clyde and Joy for their excellent work!

## Investment Review Committee

**Committee members:** Nolan Huizenga, David Morrison (Finance), Dan Arbough, Jim Crowley (Chair), Jill Force, Clyde Foshee, Jim Kimmel, Steve Makela, Chris Valentine.

The Investment Review Committee is a sub-committee of Finance and the Finance chair typically will also participate in the quarterly investment review meetings. The **primary responsibilities** of the IRC are:

- Establish and modify, when appropriate, the investment policy, subject to Session approval.
- Select and change when necessary, one or more investment managers.
- Monitor portfolio performance each quarter.
- Report 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% annually. The original principal amount was approximately **\$9.2M**
  - 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. That amount is not reflected in the following figures.
  - The balance in the Stodghill fund as of 12/31/22 was **\$15.1M**, a **decrease of 16.1%** after distributions, market losses and management fees compared to \$18M a year earlier.
  - Distributions to operations were **\$570,186, an increase of 7% over 2021.**
- 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 12/31/22 was **\$1.98M** compared to \$2.36M last year, incurring a similar percentage loss to Stodghill.
  - Total cash taken from Memorial was **\$87,796** which included a prior year true-up.
- The **Legacy Fund** was created in 2018 as a quasi 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 12/31/22 was **\$2.1M**, effectively unchanged from 2021 as contributions offset market losses.
  - Distributions to operations were **\$35,134**
- Total investments ended the year at **\$19.1M** and total distributions to operations were **\$693K.**

**Cash Flows:** Below is a summary of the inflows and outflows of the total investment portfolio since early 2017 when we transitioned to the current investment manager.

### Cash Flow Bridge - Since Inception (as of 12/31/22)



**Investment Performance:** Even though net returns were significantly negative for the full year, investment performance exceeded the weighted average benchmark by 62 basis points which was due to positive returns within the alternatives category and the loss on US equities was over a full percentage point less than the decline in the S&P 500 index.

	2022	2021	Avg Since 2017*
<b>Gross Returns</b>	-12.51%	+16.80%	+7.47%
<b>Net Returns</b>	-12.85%	+16.32%	+7.02%
<b>Weighted Benchmark</b>	-13.47%	+14.29%	+6.75%
<b>Net +/- Benchmark</b>	+0.62%	+2.03%	+0.27%

**Asset allocation:** At the end of 2022, all the funds were invested roughly 56.6% in equities, 30.5% in fixed income funds, 11.9% in alternatives and 1.1% in cash. These are within investment policy guidelines.

Respectfully Submitted by  
J. Crowley

# HIGHLAND PRESBYTERIAN CHURCH

## 2022 Annual Report from Personnel Committee

**COMMITTEE MEMBERS:** Craig Siegenthaler served as Committee Chair for all of 2022. Current members are Paul Troy, Laurie Anderson, Donna Perry, Tracy Morrison, Tom Reichard, JoAnn Utter, Ann Lacy (Chair), and Rev. Nolan Huizenga (Staff Liaison).

**OVERVIEW:** The Committee welcomed two new members in March. The Committee spent much of 2022 diligently addressing changes in staffing and is currently reviewing the staffing framework of the church to discern the best configuration to serve the congregation and the community going forward. We welcome input from all as we proceed. *Ideas and comments may be mailed to the church office marked "Personnel Committee," or emailed to annblacy@gmail.com*

### CURRENT STAFF of HPC

Transitional Pastor: Rev. Nolan Huizenga

Associate Pastor for Mission and Membership: Rev. Megan McCarty

Parish Associate for Member Care: Rev. Charles Brockwell

Interim Director of Ministries with Youth and Families: Michael Harper

Interim Director of Ministries with Children and Families: Rhonda Hibdon

Christian Education Assistant: Ann Holmes

Director of Nursery and Weekday School: Amy Fitzgerald

Director of Music Ministries: Dr. Vini Frizzo

Director of Joyful Noise Choir: Suzanne Bowman

Coordinator of Children's Music Ministry and Director of Hallelujah Choir: Martha Makela

Bass Section Leader and Soloist: Edward Caruthers

Alto Section Leader and Soloist: Karen Crow

Soprano Section Leader and Soloist: Jennifer Poff Trentham

Tenor Section Leader and Soloist: Brian Shaw

Financial Administrator: Clyde Foshee

Administrative Assistant: Kathleen Poole

Church Accountant: Joy Blandin

Church Custodian: Wayne McAlister

Website and Social Media Coordinator: Scott Morrison

Audio/Video Specialist: Shaun Reed Sanders

### PERSONNEL STATUS IN 2022

#### Departures

- Transitional Pastor Kent Winters-Hazelton ended his service in August
- Rob Miller resigned as Church Administrator
- Ben Weaver resigned as Organist

### **Additions**

- Transitional Pastor Nolan Huizenga began his service in August and has agreed to serve through June 2023.
- Rhonda Hibdon serves part time as Interim Director for Children and Families
- Scott Morrison serves part time as Website and Social Media Coordinator
- Shaun Sanders Reed serves part time as Audio/Video Technician

### **Other Status Information**

- The new website was launched which will improve communication with both the congregation and the wider community.
- Clyde Foshee continues his volunteer service as Financial Administrator, which is a part-time position that provides financial oversight to Church Accountant.
- Wayne McAlister, Church Custodian, has assumed additional coverage for Sunday mornings
- Joy Blandin, Church Accountant continues to work in a remote capacity. Some portions of the Church Business Administrator position have been reassigned to the Church Accountant position.

### **Open Positions**

- Head of Staff
- Leadership for Children and Youth Ministries
- Organist
- Lyric Choir Director
- Facilities Management
- Financial and Administrative Director

### **BUDGET and COMPENSATION**

- 2022 Budget \$931,031 vs actual \$866,469 which includes regular compensation and year-end bonuses (variance in budget is due to vacant positions)
- 2023 Budget \$950,000
- All paid staff were offered increases in compensation between 3% and 3.5% for 2023
- 2023 Compensation for Reverend Nolan Huizenga is as follows:
  - Effective salary (i.e., salary and housing) = \$87,550, a 3% increase over 2022
  - Professional expenses = \$4,000
  - SECA (church's portion of Social Security and Medicare taxes) = \$6,698
  - We contribute an additional 39% of the effective salary to the Board of Pensions to cover retirement and health care = \$34,145

### **Action Item**

- Approve a change in terms of call for Reverend Megan McCarty for 2023. We propose the following:
  - Effective salary (i.e., salary and housing) = \$67,275.00, a 3.5% increase over 2022
  - Professional expenses = \$4,000
  - SECA (church's portion of Social Security and Medicare taxes) = \$5,147
  - We contribute an additional 39% of the effective salary to the Board of Pensions to cover retirement and health care = \$26,237

## **Property Committee**

Property Committee had a very busy year as we returned in-person for all ministries and activities. In addition to the customary activities and routine maintenance of our 5-building campus, we completed a number of projects that we highlight here:

### **Sanctuary**

- Electrical updates
- Minor plaster repairs and painting
- Pew removal to allow space for programming

### **Pleune Mobley**

- Youth initiated/executed clean-up and organization of Youth space
- Minor plaster repairs and painting
- Additional interior and exterior lighting
- Repaired and replaced window treatments in dining room and Session room
- Urban garden installed
- Collaborated with TreesLouisville to select trees to be planted along the Highland Ave side of the building

### **Walker-Nevin**

- Safety locks added to classroom doors
- Restroom updates
- Electrical outlets updates
- Cleaning and painting

### **Fellowship Hall/Classroom Space/Office**

- Ann Stewart Anderson paintings hung in FH, Memorial Lounge and Office Conference room
- Upholstered furniture cleaned
- Updates to restrooms
- Reworked and painted space off dining room for additional kitchen storage
- Replaced light bulbs throughout to enhance energy efficiency and for uniformity

### **Upcoming Activities**

- Campus wayfinding/signage
- Campus interior/storage cleanup
- Audit of space needs and “wish lists”

### **Additional Notable Activities:**

- Monthly Saturday workdays maintained campus grounds and organized storage areas
- Contracted with 360 cleaning service to begin 2/1 and provide late afternoon/evening services

### **Property Committee Members are:**

Susan Grubbs	Willie Harshaw
Tom Reichard	Andrew Owen
Clyde Foshee	Donna Perry-Chair
Mark Willmoth	

## **Worship & Spiritual Life Committee Annual Report – 2022**

*“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, liturgists, 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 (including the Longest Night); and provides oversight to the music ministry.

2022 began with a covid spike, which returned us briefly to shortened worship services and enforced masking and distancing. An optimistic return to using “real” bread and juice for communion in May was quickly curtailed by another covid spike, and we proceeded with caution over the next few months, as we bumped back up to the red zone briefly. Happily, things felt somewhat “normal” by October, although we continue to keep an eye on the county’s risk level.

Our flourishing music ministry prompted the WSL Committee to request to Property that two front pews be removed – the center, and the piano side. This has given welcome elbow room to HPC musicians (HPC Orchestra, handbells) and visiting ensembles. Gaudete Sunday (Dec. 18), which included just about every HPC musician, proved that this was a good move!

Nolan’s leadership brought some refreshing changes in worship: weekly candle lighting by the Roots group (3<sup>rd</sup> to 5<sup>th</sup> graders); an expanded role for lay leadership in worship (Call to Worship through the first scripture reading); coming forward to receive the communion elements

The WSL Committee strives to remain flexible as new ideas emerge and the congregation’s needs change. We welcome input from HPC members!

The Worship Committee managed an operating budget of \$27,000 in 2022. The Rapier Fund, which relies solely on donations, continues to provide for opportunities in the music ministry not covered in the annual budget.

2022 was marked by fluctuations in WSL Committee membership due to relocation, movement to other committees, and illness. Those who served at some point included: Viola Blackwell, Jane Burbank, Carol Cutler, Pat Dolack (RIP), Helen Jones, Steve Makela, Marcia Murphy, Elisa Owen, Janice Prichard, Carol Pye, Greg Sekula, and Betty Smith. Staff support was provided by Vini Frizzo, Kent Winters-Hazelton (Jan. to Aug.), and Nolan Huizenga (Sept. to Dec.). Feel free to contact any of us if you feel called to be a part our work.

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 2022:

While the pandemic still hindered some of the work of our deacons, they have grown adept at figuring out how to do the work of this church in the hardest of circumstances. There is still a lot of grief in this congregation over the resignation of Doodle and the way it was handled within this church. Caring for this grief remained part of the work of our deacons this year and going forward. Our deacons continued staying in contact with our sages and figuring out how we could provide moments of levity for our most covid-impacted population of Highland. This year would have been a year that we hosted a July birthday party for our sages, but since we still did not feel comfortable gathering, we instead bought everyone a Kizito cookie and hand delivered this “birthday” surprise.

Our congregational care continued throughout the year with card writing ministry, phone calls, meal trains, and visits. There were also several memorial services hosted at Highland, for which the deacons are responsible for the receptions. Our deacons have been invaluable during this year and we are grateful for their service and dedication to the care of this congregation.

Also in the midst of it all, 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, Betsy Foshee, Ainsley Jones, Nancy Lacer, Martha Makela, George Holmes, Steve Holmes, Cathy Smock, JoAnn Utter. We are also extremely grateful for our session liaison Kathy Mounce and staff liaisons Charles Brockwell and Megan McCarty

We are grateful to the deacons going off the board of deacons this year: Ainsley Jones, Martha Makela, and JoAnn Utter