

THE ANNUAL REPORT OF THE COMMITTEES



JULY 1, 2016 – JUNE 30, 2017



Lancaster, Pennsylvania

**A creative and dynamic ministry providing ever-expanding opportunities
for all to experience and share the good news of Jesus Christ.**

Dear Highlanders,

As I write this annual program report letter for our Kick Off Sunday August 25th, it's the day after the solar eclipse. Last time this happened over the continental United States was 38 years ago, the year I entered seminary at Princeton in 1979! Plus, it was the first solar eclipse to run from coast to coast in the USA since 1918! The hype was palpable!

The shadow of this solar eclipse ran from Lincoln Beach, Oregon, to Charleston, South Carolina, about 2,500 miles long and 67 miles wide. Motel rooms were booked solid, people traveled and camped out for days. Those within this “**zone of totality**” experienced the afternoon becoming unaccountably dark as the sun's light was completely blocked by the moon. Thousands of internet photos were downloaded, people experiencing it were emotionally affected, silence was common, awe ensued.

Everyone was advised to get certified “eclipse glasses” with the certified ISO icon to protect their eyes from looking directly at the sun. My friend Glenn McDonald explained that “sunlight is actually a stream of photons, byproducts of the nuclear fusion that is happening deep within the sun's core. Those photons have the power to overwhelm the chemical receptors on our retinas, the delicate tissue at the back of our eyeballs responsible for the phenomenon of sight.” Temporary loss of sight can follow, or worse, permanent blindness.

My wife, DeeDee and I, were waiting in the west cell phone parking lot of JFK for the arrival of our daughter and granddaughter's airplane at the time the eclipse started. Almost everyone was outside their cars looking up, most using the recently purchased little cardboard solar glasses. Not having any special glasses, we took our son's advice and used his full-sized welding mask, with an almost Darth Vader-esque appearance. Quite a spectacle – both us and the eclipse!

This exciting experience reminded me of the verse: “**God is light, and in him is no darkness at all.**” (1 John 1:5) I've shared how in traditional art John's gospel is depicted as an eagle. It is the only animal able to look directly into the sun. Soaring to unprecedented heights of spiritual understanding, John offers us a spiritual depth and meaning to our personal lives today.

John also says: “**No one has ever seen God.**” (1:18) All through the scriptures we read and can understand why humans are not able to look at God's essence with unfiltered eyesight. On our own, we don't have the physical or spiritual ability. But John continues the verse: “**No one has ever seen God, not so much as a glimpse, but [Jesus], this one-of-a-kind God-Expression, has made him plain as day.**” (The Message)

This is the good news we've have been trying to share in various ways this past year with our strategic planning theme of “**Bringing Jesus to Life.**” Our Highland motto is “**People Following Jesus**” and we often say Highland is the **Light on the Hill**. Just like the moon's main purpose is to reflect the light of the sun, not block it out, we are called as followers to reflect the love, grace and good news of Jesus Christ to a needy world.

Yes, we cannot gaze directly at God, but the exciting (good) news is God has made it possible for us to see who he really is, by fixing our attention on his Son, by **Bringing Jesus to Life**, in our life and in the lives of others.

It continues to be my greatest honor to be your senior pastor and to travel these paths together side-by-side – with such a loving and dedicated community of faith. As I begin my 9th year with you, my constant prayer for each of you continues to be, from Paul's words: “**that the eyes of your heart may be enlightened in order that you may know the hope to which he has called you, the riches of his glorious inheritance in his holy people and his incomparably great power for us who believe.**” (Ephesians 1:18-19)

In His service, **Rev. Dr. Roger Rabey**

Associate Pastor for Congregational Life Report

Highlights:

1. As the Ministry program year began in June, Ken and I were in Montana as part of the third of four months away on the Lilly Endowment funded Sabbatical entitled, “Imagination, Creativity and God’s Action in Creative Endeavor.” This four month sabbatical process continued through the summer months as fabric artists from Central Pennsylvania took my prayer flag designs and transformed them using their own creative initiatives into finished flags that hung in Highland’s Narthex through the end of February, 2017. When the Presbytery of Donegal met at Highland in November, ministers and elders from 49 churches had the opportunity to experience the amazing artistic process. The sabbatical itself was completed during October with an Artists Retreat wherein a variety of artists explored their own creative process and engaged in activities to enhance their own imagination and creativity. As a part of the sabbatical experience, the congregation has had the opportunity to explore creativity through two on-line ‘prayer flag’ inspired bible study classes and two adult education classes being presented in September and October, 2017.
2. Returning from Sabbatical, I participated and engaged in all of the strategic planning initiatives and participated on the Spiritual Nurture Growth Team (SNG) helping to initiate the special prayer emphasis during February and the Summer Sunday “Bringing Jesus to Life Together” special emphasis in July and August.
3. With the support of Dr. Burns, I facilitated three adult education classes on Sunday mornings during the fall (2016) and spring (2017). I also participated with Dr. Rabey and Dr. Juarez to teach Confirmation at 9:30 a.m. during January through April. As the staff liaison for Christian Education, I supervised and supported the adult education teachers as well as supervising, Laurie Juarez, our Children’s Ministry Coordinator, and helped to support curriculum development for the Confirmation Class.
4. My primary call to ministry here at Highland, continually renewing my deep passion and energy, is to provide pastoral care to Highland’s congregation through the following activities:
 - Provide training and ongoing leadership support to Deacons, Stephen Ministers and members of the Congregational Nurture Team on Ministry of Presence, Prayer and Home Visitation and Aging Issues.
 - Help to fine tune data base information to reflect correct member address information to aid in home visitation and hospital follow-up visitation.
 - Supervise and support Rev. Dr. Burns as Pastoral Care Parish Associate.
 - Establish two congregationally based monthly fellowship gatherings to nurture and support “People who Live Alone.”
 - Support congregational pastoral care teams including Hospital Visitation Team, Parish Visitors, Friendly visitors, and Prayer Team ministries.
 - Offer pastoral care, loss and grief support to all members and their family members.
 - Provide hospice, death ministries, funeral planning, Memorial Service leadership, support and follow-up with grief support to all families experiencing a loss or death of a family member.
 - Engage the Congregational Nurture Team to assist in developing a broad-based methodology to assure congregational visitation and timely follow-up with care response teams.
5. Empowered, encouraged and recruited congregational members to participate in a variety of events and ministries designed to provide nurture, fellowship and on-going learning to inspire “fruitfulness in faith” in the midst of living in the ‘third stage of life!’ This ministry enabled me to:
 - Maintain active Senior Ministry opportunities through support of lay leadership.

- Support and serve as a resource consultant for the Sr. Life Institute Planning Teams.
 - Lead special emphasis Sunday Worship highlighting Senior Ministry and concerns of retirees.
 - Facilitate two lay led teams to host “Widow/Widowers Luncheon & Fellowship.”
 - Support the Senior Life Institute Team to plan and host autumn 2016 and 2017 offerings.
 - Plan and recruit leadership for the Senior Christmas Party involving 50-60 of Highland’s retirees.
 - Plan and recruit leadership for the August 4 Summer Sr. Ministry Gathering and the upcoming ‘Home Alone Brunch and Fellowship’ on September 10, 2017 for all of Highland’s congregants who live alone.
6. A delight of my ministry here at Highland is to plan, prepare and lead worship experiences for all ages. This year, I had the opportunity to support worship responsibilities during the times in July, August (2016) and May, June, July and August (2017) while Dr. Rabey was away on sabbatical and vacation and Dr. Juarez was away on mission trips, continuing education and vacation. Worship leadership involved;
- Serving as worship leader for Highland Quilters Team meetings and retreats.
 - Leading worship and preaching in Sunday services and special Advent and Lenten/Easter services, and conducting Baptisms.
 - Supporting Summer Sunday Worship services and after service events.
7. On a personal note, I am grateful for Highland’s willingness to enable me to preach at my husband, Ken’s, installation services at Slateville and Slate Ridge Presbyterian Churches, and to support his congregations when needed as ‘the minister’s wife.’ I will be supporting Ken as he recovers from knee replacement surgery (on August 30) as his ‘coach’ during September and October. In November, Ken and I will move into our new dream home in Manheim Township where we will delight in home ownership after 25 years of renting!
8. It is my great joy to complete ten years as Highland’s minister of Congregational Care and Senior Ministry on September 1, 2017. I am blessed to have the opportunity to serve God and this Congregation and I anticipate serving with energy, imagination, intelligence and creativity into a very long future!

Thank you so much for the great honor to serve as your pastor.

Rev. Dr. Ann Osborne

Associate Pastor for Mission Partnerships and Family Ministries

It is hard to believe I have been at Highland for three years. I came here in August 2014. Wow, time go so fast! Here are a few highlights of the past year to celebrate God’s faithfulness:

1. I have enjoyed sharing sermons and leading worship services throughout the year. I got to preach every 6 weeks or so. It is always great to worship together and then to fellowship before and after the services on Sundays with Highland members and visitors. I have also officiated two weddings and 4 baptisms.
2. I have accompanied the local mission leaders in their monthly meetings, and particularly, have worked with the Strategic planning team to connect the new initiatives with our local mission efforts. Some of those new initiatives have been events such as 10,000 meals, After School program, and the Summer 2017 Sunday activities. I have also participated in community events, annual banquets, lunches with leaders, etc.

3. In the Global Mission area, this year, for the first time, we have taken a group of 17 participants to work at Annie Soper Christian School in Moyobamba, Peru. We had 10 adults, 4 High school and 3 middle school students. The plan is to alternate with El Salvador Mission trip every other year. Next summer 2018, we plan to go to El Salvador and Summer 2019 we would like to go back to Peru. We are also coordinating to take a group to Argentina and visit Missionary Dennis Smith before his retirement in 2020.
4. In the family ministry area, we organized our Second Friday Gatherings in different families' homes in the fall. In the spring we organized family gatherings after our combined services at the gyms. Some of our family's children are graduating from high school which means we need to continue reaching out more families with young children.
5. We have an active Reaching Out Young Families' leadership team, led by Allison Brown. Other members of the committee are Laura Rothacker, Amy Kane, Mindy Witmer and Laurie Juarez. This team has been working really hard under the leadership of Sandra Orndorff with community events for families and also doing activities after worship services.
6. Mars Hill Mission Trip, happens every third week of July. Our recent one had 39 participants. It was a little lower than other years but the main reason was that many children and parents who used to go are also graduating from High school. The Mars Hill planning team is working really hard to make sure that this mission continues to be intergenerational for more young children, youth and adults.
7. Since January, we have a new youth director Jenny Kutzner whom I supervise. She has a passion for the youth at Highland and the community. This is her first time leading youth ministries and she is learning fast. It is a delight to work with her and I have confidence that she is strengthening the spiritual life of our youth.

I have also enjoyed working developing new initiatives such as young adult ministries with Allen Stambaugh, Upward Basketball with Adam Kane, Adult Basketball with Pete Rothacker and Pick-up soccer for the community and I also oversee welcoming new members.

8. In the personal level, last May I have graduated from the Doctor of Ministry program at Columbia Theological Seminary. Highland friends, you all have been a very important part of this journey. Thank you for your financial generosity and also your encouraging words along the way. Recently, I was invited to co-teach a 10 week class the fall 2017 at Lancaster Theological Seminary. God is good and it is good to be here at Highland. Cheers for many more years to be here together,

Rev. Dr. Noe Juarez

Associate Pastor for Family Ministries and Mission

PARISH ASSOCIATE FOR VISITATION

As a Parish Associate of Highland Presbyterian Church, my work includes helping Pastor Roger Rabey, Pastor Ann Osborne, Pastor Noe Juarez, the staff and congregation in any way I can to advance the ministry of the Church. As a Presbyterian minister, retired, volunteer, I am to work at least eight hours per week mostly in the area of visitation to those in the hospital, those sick at home, those who are in nursing homes and retirement communities. My work is under the supervision of Pastor Ann Osborne. When asked by the Senior Minister of Associate Pastors, I take part in the worship services on Sunday, primarily when ministers are on vacation, sabbaticals, or continuing education.

Last year (2016) I was asked to work part time, April, May, June and October, working 24 hours per week while Pastor Ann Osborne was on sabbatical leave. My expenses were paid by the Lily Foundation. There are

times when I conduct a wedding, officiate a funeral, or lead a Bible study when needed. My work is mostly with older members of the congregation so there are times when I attend the Senior Institute activities and other functions that concern older adults. I attend the weekly staff meetings on Tuesday afternoons. At times I meet with the Highland Pastors on Tuesday mornings. I attend the Men's Group that meets on Thursday mornings at Bob Evans Restaurant. There have been times when I have lead the group in their study. I wrote an article for the Advent Devotional Booklet.

I have appreciated the opportunity to work at Highland Presbyterian Church in my retirement with the three called ministers Pastor Roger Rabey, Pastor Ann Osborne, Pastor Noe Juarez. Again my thanks to the staff and members of the congregation for opportunities of ministry within Highland Church.

Rev. Dr. Robert Burns

Assimilation Team

The purpose of this team is threefold: to welcome visitors, to assist with the new member classes, and to help assimilate new members. Rev. Noe Juarez was our staff contact.

To welcome visitors....

Larry Ewing scheduled greeters for the traditional service at each of 4 doors. Those who greeted at Door 4 were asked to return and greet for the contemporary service as well. During the preceding week, Larry sent e-mail reminders to those who were scheduled for that Sunday. New members were always contacted and invited to become greeters.

Joan Randall contacted first-time Sunday visitors each Monday or Tuesday with a friendly call. Rev. Noe Juarez sent a letter to first-time visitors each week. Jean Harris and Anita Ewing filled Highland mugs with HPC information, Wilbur Buds and Twizzler licorice to be distributed to visitors at the welcome center. During the year, a total of 36 mugs were given out.

All "A team" members took turns staffing the welcome center Sunday mornings before and after the traditional service and before the contemporary service. We also staffed the welcome center occasionally for Dottie Rose Smith and Lemonade Concerts, but seek to do this on a more consistent basis.

Marlin and Trudy Hess maintained the friendship pads on a weekly basis, assuming this responsibility after Al and Jerry Knouse decided to step down. The new leather friendship pads, placed into the pews on Rally Day in September, have been well received and will be very durable. The primary challenge now is to keep a fresh pad and ballpoint pen in each.

Assist with new members classes...

Four Saturday classes were offered as orientation for perspective new members to meet the staff, learn about Highland programs, tour the church, and build relationships. They also were informed about Highlands's Strategic Plan and current church initiatives. In response to feedback from past attendees, the classes were considerably shortened from what they had been previously. Fewer presentations were made about specific Highland programs. Presenters during the year, in addition to our three pastors, included Laurie Juarez, Josh Witmer, Kevin Estes, Barb Mobley, Ben Pember, Allen Stambaugh, and Ian Turner.

For each class, the Assimilation Team chairman made contact with anyone who was considering membership. When they indicated they wanted to go forward, their names were given to Donna Stettler. She sent biographical forms to them, and then coordinated the follow-up paperwork. Donna Koleda filled packets with HPC information for each new member. Hospitality at the new member classes was provided by Larry and Anita

Ewing, Mary Beth Eberle, Patty Mackley, Peggy Ehrhart, Marge Carpenter, and Jean Harris. Dot Bisalski took pictures of the new members for the Heartbeat and the church files.

Larry and Anita Ewing matched all of the new members with shepherds who would be their mentors and help them become assimilated into the life of the congregation. A deliberate attempt was made to reach beyond our A-team membership, limited in number, and identify other church members who seemed particularly suited for this important role. Church members who served as shepherds during the year included Art and Vivian Westman, John and Gail Robinson, Mike and Marge Carpenter, Adam and Amy Kane, Al and Jerry Knouse, Bev Campbell, Fin and Brooke Livingston, Fred Engle and Sue Savage, Coleman and Jean Harris, George and Carol Ritchy, Grant and Betsy Schonour, Josh and Mindy Witmer, Ben and Sarah Pember, Jim and Ginny Kleppinger, Helen Emmitt, Patti Mackley, John and Doris Bair.

Shepherds attended the four Saturday classes. During the first hour, everyone met each other and had refreshments. This was a special time when new members introduced themselves to the group and shared why they were coming to Highland. The shepherds then left, and the new members were provided a tour of the church followed by a meeting with the pastors and some elders.

New members were received into the church on October 2 (five members), December 11 (four members), February 26 (seven members), and May 14 (eighteen members). The new members met with the pastors, some elders, and their assigned shepherds for an hour prior to the traditional worship service. The new members were publicly received in the service of their choice, and greeted by the members in a receiving line following the service. The new member classes had been held on the prior Saturday morning (eight days earlier).

To assist with assimilation into Highland...

Shepherds kept in contact with their new members for at least 3-6 months. The shepherds answered questions, helped the new members to meet people and learn about church programs, and in other ways encouraged them to find a place to become involved at Highland,

Anita Ewing made calls to check in with the new members 3 months after they had joined. She found out how they had become involved, received feedback on their feelings about Highland, and learned what they liked in particular about the church. She answered questions, responded to concerns, and made referrals as needed. Overall, the responses were very positive. Recurring strengths included the sermons, the music program, and youth activities.

Other tidbits...

The leadership of the "A team" passed in June from Connie Towers to elder Mary Beth Eberle. After several months of leadership, Mary Beth expressed a feeling that she had taken on too many church responsibilities. Combining these with her family responsibilities, Mary Beth no longer felt comfortable in her role. During the month of June, Larry and Anita Ewing agreed to assume A-team leadership on an interim basis.

As the Ewings assumed the leadership role, other A-team members included Marge Carpenter, Barb Droz, Peggy Ehrhart, Helen Emmitt, Jean Harris, Marlin and Trudy Hess, Donna Koleda, George Knapp, Patti Mackley, Marge Motz, Joan Randall, and Noe Juarez (staff). Soon afterward, Cathy Sorg accepted an invitation from the Ewings to join our team.

During the spring, the Welcome Center was moved to a more prominent location in the middle of the narthex just inside Door 3. Many positive comments have been received about this new position and the easy access that it provides to church visitors.

The A-Team met in September, November, February, and April. We closed the year with our annual picnic in early August at the home of Jim and Connie Towers.

Bete Channing brochures on church beliefs and sacraments continue to be purchased for use at the Welcome Center. Laurie Juarez maintains a supply of kid mugs to be given at the Welcome Center on Sunday mornings when visitors have young children. As the individual who scheduled Sunday morning greeters, Larry Ewing continued to serve as a member of the Worship and Music Council.

Submitted by Larry and Anita Ewing

Care and Compassion Council

Session Chair: Jeff Doane

Pastor Representative: Dr. Rev. Ann Osborne

Stephen Ministers: Leslie Aikens – leader, Steve Miller - leader, Peg Apgar, Dan Falvey, Ruth Justice, Ginny Kleppinger, Ginne Lancaster, Linda Matthews, Anne Montgomery, Ellen Reed, Ann Smith, Becca Smith, Randy Zerr, (All three pastors have been trained).

Senior Life Institute: Sally Doane, Dave Levens – Co-Chairs, Jan and John Fitzgibbons, Averill Good, Joannie and Dan Randall, Herwig Schutzler, Susan Smith, Marilyn Titter

Deacons: Kathleen Shuman (Report Filed Separately)

Hospitality: Jo Hall

Grief Support: Dr. Rev. Ann Osborne

Small Nurture Groups for People Living Alone: Dr. Rev. Ann Osborne

Highland Singles Group: Patty Mackley

Hospital visitors: Randy Zerr, Jane Hartin, Lee Heisey, Connie Livingston

Rehab visitors: Judy Eyster, Ann Montgomery, Joan Lewis

Parish Visitors: Sandy Cross, Nancy Mudloff

Heartbeat Prayer Team/Prayer Chain Coordinator: Connie Towers

Stephen Ministry:

- Provided one to one confidential Christian care to 16 persons from HPC and the community. Approximately 220 total visits/contacts.
- Grief support cards were sent to 22 persons identified as grieving from the Heartbeat.
- Maintained biweekly supervision sessions and monthly continuing education sessions for care givers in coordination with Strasburg Presbyterian Church Stephen Ministers.
- No new Stephen Ministers nor Stephen Leaders were trained.
- Organized and hosted Stephen Ministry Network Workshop.
- Maintained bi-weekly supervision sessions for Care Givers and monthly continuing education sessions in conjunction with Lampeter United Methodist Church and Strasburg Presbyterian Church.
- All current Stephen Ministers and Leaders are committed to their roles until January 2018. There is current discussion and prayer regarding the potential interruption to this ministry occurring sometime within the next year. The ministry is not sustainable in it's current form without constant addition of Stephen Ministers that keep pace with retirements. Many of the current leaders and members are considering retirement. Further discussion will be held regarding potential for a hiatus in the ministry allowing members participation elsewhere in the HPC community.

- **Highland Singles Group:** Singles Group meets once a month on Friday nights with approximately 10-15 people attending. They meet at restaurants or members' homes for an evening of fun and conversation. They always welcome new people to join.

Small Nurture Groups for People Living Alone – These are new groups that offer spiritual support, fellowship, prayer and study so that group members can share their joys and concerns with one another. The first two groups that were established are at Brethren Village and a group for single members who live independently or in other retirement communities. Additional groups being considered for future development may include Moravian Manor, Homestead Village and Willow Valley.

- **Grief Support:** Many of the teams are being revitalized because many long standing leaders are retiring to explore new opportunities for different ministries. Ann Osborne held an 8 Session Grief Recovery series this year from September through April. This series allowed participants to move through a practical method to recover from grief and move forward in continuing to live their lives beyond grief. A team of widows and widowers planned and implemented a Luncheon for Widower and Widows in September 2016.
- **Congregational Nurture Team:** This team encompasses 6 separate groups of congregants who are trained to offer specialized care to HPC in the following areas: Hospital and Rehab Center Visitors, Visitors for Individuals with Memory Loss, Parish Visitors, Specialized Prayer Ministries, and the Spiritual Nurture Team. They work together with the Deacon Visitation Committee to coordinate support for individuals who are in fragile circumstances and need a variety of spiritual and pastoral care responses. They also work with the Home Communion Team, Stephen Ministers and Care and Compassion Council. Approximately 40 congregants are involved in the support of this team.
 - The team seeks volunteers who would like to be involved in visiting people who are in Rehabilitation or long-term care facilities. The primary care locations are:
 - Conestoga View on Lincoln Highway East
 - LCH Rehab on Good Drive
 - Mennonite Home Rehab (across from Park City Mall)
 - Manor Care Rehab (behind WGAL)
 - Brethren Village Courtyards
 - Moravian Manor Rehab (Oregon Rd.)
 - Luther Acres Rehab
 - Willow Valley Lakes, Glen and Arbor View Rehab Centers
- **Senior Life Institute:** The committee is always seeking committee members who welcome the challenge of learning and building programs. The Senior Life Institute offered two programs during the past year.
 - The 2016 fall program was titled “Native Americans” and included six classes at Highland. 181 individuals attended at least one session – we averaged 130 attendees at each session.
 - The 2017 Spring program was titled “Faith, Fortitude, Freedom – The Underground Railroad” and included two classes at Highland and one field trip. We had the largest groups to date in attendance: sessions 1 and 2 both had 190, and the field trip had 107.
 - The Senior Life Institute offers participants opportunities for lifelong learning, to expand cultural awareness and to grow relationships with God and each other. The Institute is both for our congregation and for outreach to the general community offering programs featuring:
 - Relevant topics
 - Experts in their field

- Experiential events
- Opportunities for discussion and fellowship
- **Senior Ministry Gatherings**
 - Senior Ministry Christmas Party, on December 1, 2016 involved 56 retired members and their guests, with Bill Rhoads and Dr. Rabey providing caroling and group reflections about special Christmas memories. Jo Hall served a tasty Christmas luncheon.
 - Summer Senior Ministry Gathering on Aug 4, 2017 involved 50 retired members and their guests, with Barry Wood, Linda Gray, Mary Kay Hymes and Lois Haggardorn sharing their unique art work and describing their creative process! A light summer lunch followed!
 - Senior Ministry Breakfasts, hosted by Zit Buzby and Peggy Koelsch at Oregon Dairy the first Thursday of each month at 9:00 am offered a time of food, fellowship and fun to Highland's retirees. Gatherings ranged in attendance between 10 and 35 members.
 - Retirees Recognition Sunday celebrated Highland's retirees on Sunday, April 30 at the 9:30 service. Highland's retirement aged members lead the worship service.
 - On September 10, 2017, there will be a Gathering and Lunch following the Traditional Service to be held in the Choir Room for individuals who live alone. Participants will have the opportunity to meet and fellowship with others who are living alone and share the joys and challenges of being "home alone!"

Children's Ministry/Christian Education

And Jesus said, "Let the little children come to me."

During the past school year the children's ministry implemented some new ideas while continuing some of the ongoing ministries. We were blessed to have around 80 children registered for Sunday school (up 15 from last year). On average 41 children attended Sunday School during the school year (up 6 from last year) and 15-20 during the summer (same). In Sunday School, we kept our Workshop Rotation Model for grades K and 1st/2nd. The preschool class used the Deep Blue Presbyterian Curriculum. For grades 4th/5th we decided to try the PresbyYouth Preteen curriculum. We continued with our "Prayground" in contemporary service and have 5-10 children consistently. Our summer lessons, using our puppet ministry, took the children on an adventure to Peru! We continued our 3rd grade Bible ministry – each third grader received a Bible and participated in a yearlong study of the Bible during Sunday school.

Our children's choir, the Choristers, opened up to 4 year olds – Kindergarteners. They performed multiple times and had 17 attend (up 7 from last year). Our Afterschool Program continued with one session in the winter (as the fall session was canceled due to changes beyond our control in the school system). We had to begin picking up the children in the church van as well as have some dropped off by their parents. We continued to serve the children from Nitrauer and Brecht Elementary. For the first time, we not only filled up but had quite a few on our waiting list. We offered piano, Judo, guitar, sewing and art as well as homework help and free play in the gym. We had an amazing group of volunteers to help. During Lent, our elementary age children performed the musical *Tale of Three Trees* using their talents to share God's love with the audience.

We began two new groups this year – one targeting parents of young children and the other our 4th/5th graders (TNT). The parenting group did not seem to take off, but our TNT group blossomed with around 16 attending! They had a wonderful time with their Grandpals as well. Vacation Bible School was a week-long event in June and we had a lot of fun! We learned about different stories in the Bible that had to do with construction – and

got to do a little cooking! The kids had a performance in the evening and sang again in church during Sunday worship. About 70 children attended (up 10 from last year) and close to 10 youth volunteered (up 8 from last year).

During advent the children and parents gathered to make crafts and deliver them to shut-ins, neighbors or members who are sick or needed some “cheer” in a program called “advent angels”. In addition, we held two community events that were received very well and had over 100 people in attendance – the Trunk or Treat in October and the Community Easter Egg Hunt in March.

Mindy Witmer continued doing a wonderful job with our nursery, childcare and Gym Jam (from Dec. thru April). We added on a Devotional and Yoga part to Gym Jam and had around 4-5 moms participate.

We were truly blessed to have so many volunteers to support our vital and thriving Children’s Ministry and I am looking forward to what next year brings! God bless!

Laurie Juarez, Director of Children’s Ministries

Christian Education

Highland’s Christian Education Ministry is comprised of three separate ministry areas: Children, Youth and Adults. Rev. Dr. Ann Osborne is the staff liaison for the Adult Education ministry which offered classes on Sunday mornings.

The Adult Education fall term ran from Sept 18 thru November 6, 2016 offering six options: “Focus on the Family: Working Together on the Journey” taught by Dr. Hugh Smith at 9:30am. This class continued through the entire program year. At 11:00 a.m. “Faith Café” comprised of weekly discussions from the Wired Word was led by members of the class. This class was offered for the entire program year. “Building Your Faith,” facilitated by Connie Livingston and Tom Whitworth; “The Gospel of Mark” facilitated by Jenn Shutt; “Discovering God’s Vision for Your Life” facilitated by Leslie Aikens and a Wednesday evening Bible Study called “A Modern Girl’s Guide to the Bible” were all offered during the fall term. Approximately 100 individuals participated in the classes.

The winter term ran from November 13, 2016 through December 18 with “A Study of the Psalms with CS Lewis” facilitated by Kathy Yoder and “Names for the Messiah by Walter Brueggeman facilitated by Dick Entz. Noe Juarez facilitated a two week class at 9:30am “Sent: Delivering the gift of hope at Christmas. Approximately 35 people attended this term.

The January 2017 term offered “Heaven” facilitated by Tom Whitworth and “Bible Journaling: Visual Images from the Psalms” facilitated by Mary Kay Hymes, both at 11:00am. Participation in the two classes About 25 people participated in the two classes.

Rev. Dr. Bob Burns and Rev. Dr. Ann Osborne facilitated a four week class on “Prayer” during February and “Coffee and Conversation with the Pastor” was offered for 30 minutes following the sermon during February. A total of 55 participants attended the two classes.

During March and April, the”” Coffee & Conversation with the Pastor continued with an average of 25 participants, with “Art Walk through the Psalms” (A Lenten Online Study)that continued through May averaging ten participants online. A six week “Lenten Pilgrimage for Spiritual Growth” averaged 12 participants and was facilitated by the four ministers, with each pastor covering a different week. Dick Entz facilitated “Who is this Man” for five weeks in May and June.

Submitted by Rev. Dr. Ann Osborne

Communion Guild

History: The Communion Guild of Highland was formed in June, 2011, for the preparation of the elements for the monthly Sacrament of Holy Communion. Prior to that date, the preparation and clean-up was a ministry of the Highland Board of Deacons. The guild was created to involve more members from both the traditional and contemporary services in this sacred monthly event. The Deacons worked with church members to create a smooth and successful transition.

Membership: The guild is comprised of approximately ten dedicated members who help monthly. Bread is prepared on Friday, which takes about 1-1/2 hours by one person; the others commit about 1-1/2 hours on Saturday and Sunday for both preparation and clean-up tasks.

Process: These people meet the first Saturday of the month from 9:00 to 10:00am in the church kitchen to prepare all elements, set-up the tables for the traditional and contemporary services, and enjoy meaningful fellowship. On Communion Sunday, following the services, the guild members retrieve the serving trays and baskets, clean them, and store them in the Communion cabinets. Quarterly, preparation is done for Home Communion, also. The coordinators of the guild purchase breads, juice, and other supplies as needed. These expenses are covered by the Worship & Music Council Board’s budget.

Goals:

1. Be a set of helping hands for Highland by preparing the elements.
2. Meet members from both services during a spirit-filled activity.
3. Develop a deeper personal experience of the monthly Sacrament of Holy Communion.
4. Attract new members.

Linda Ginn, Lee Heisey, and Kathy Yoder

Communion Guild Coordinators

Connect More Effectively

Session Chair: Jeff Doane

Pastor Representative: Dr. Rev. Roger Rabey

Committee Members: Richard Brackbill, Annabelle Hargreaves, Jonathan Lefever, Myla Merkel, Roger Moore, Susan Savage, Josh Witmer

The Connect More Effectively committee was formed in the fall of 2016 as part of the Strategic Planning process. After establishing the 3 priorities of Attract Young Families, Reach Out and Serve and Nurture Spiritual Growth, they added Connect More Effectively to ensure communications and connections with our target audiences were done consistently.

- The committee’s purpose is to be involved in all of Highland’s internal and external communications. This may include the Heartbeat, website, Facebook and social media, newspapers, press releases, banners and posters, flyers, and email blasts to the congregation. The committee supports communications around many internal programs such as Stewardship and the seasonal programs that Highland conducts.
- The committee delivered a new website in May that is based on a very flexible platform called Wordpress. It will be enhanced on a regular basis moving forward.
- The committee developed updates to support the Strategic Planning initiatives.
- The committee provided communications for 4 programs at Highland including: “Bring Jesus to Life Through Prayer” in February, “Bring Jesus to Life Together” July through August, “Bring Jesus To Life Through Mission” in the fall and the fall Stewardship Campaign.
- The committee delivered new banners, posters and a new Sunday worship bulletin for the contemporary service.
- The committee has worked on improving signage on our property to identify Highland to people driving by, especially on Rt. 272.
- The committee worked on developing a new visitor brochure for Highland.

Board of Deacons

- On Highlandpc.org website-- Description of the Board of Deacons was updated Dec. 2016
- HPC Deacons Procedure Manual was updated Jan. 2017

Board of Deacons

The Board of Deacons focuses on being the heart and hands of our beloved Highland Presbyterian Church.

VISION STATEMENT: A ministry of Sympathy, Witness and Service. Our Board of Deacons provides an assertive ministry of sympathy, witness, service and prayer following the example of Jesus Christ. To do this, we respond to individual needs, joys, and concerns, and seek to strengthen the bond of the Christian community at Highland..

Size: 18 Highland members with a Moderator, Vice-Moderator and a Secretary

Meet: monthly

CARE CONTACTS: Approximately 2200 this year. In addition, **103 greeting cards were sent by the Deacon Secretary this year to convey sympathy, caring and compassion and thank you to various HPC members**

MINISTRIES: 12

- **Caring Deacon**—New as of this Spring 2017. **Two Deacons on 2nd and 4th Sundays are available between services to connect members of the congregation in need with the services the Deacons (and other HPC committees) provide.** Caring Deacon are identified by a stole while they walk through the narthex.

Introduced by a video to the congregation on Sunday, April 9, 2017.

- **Chancel Flowers**—Create a chart for member sign-up, give weekly tally to church secretary, manage supplies and set the schedule for Deacons to weekly deliver flowers to specific members.

Each Sunday two Deacons take the Chancel Flowers and break them down into 2-6 bouquets to be delivered to the sick, grieving, homebound. This year over 154 bouquets were delivered.

- **Comfort Meals**—Deliver meals to those members needing some support.

12 Volunteers delivered over 40 meals over an 11 month period (June 2016-April 2017). This represented a 14% increase over last year

- **Digital Church**—Provide an auditory CD for those members unable to get to church who request a CD.

Currently 6 CD's of our Sunday morning worship service are sent out to homebound HPC members. Included with the CD's is a copy of the Bulletin and The Highland Heartbeat.

- **Job Networking**—Create a place on Highland's website where people searching for jobs can post their resumes, list their qualifications and draw the congregation's attention to what sort of job they are seeking. The purpose of this ministry is to provide an interactive site for job networking. (It is not to be an employment agency.)

We currently have 6 resumes posted on the HPC website. As a result, one of these has since found part-time work within the desired area. There was a video presented to the congregation on this two-year old ministry.

- **Memorial Flowers**—Order lilies for Easter and poinsettias for Christmas, arrange for delivery and Deacon decoration of the church, coordinate Deacon delivery of these flowers to shut-ins.

Christmas 2016	\$ 3,802
Easter 2017	<u>\$ 2,954</u>

\$ 6,756 Total donations to the Hunger, Memorial & Memorial Garden Fund

- **Prayer Shawls**—Keep track of quantity and ask congregation to make shawls, coordinate delivery to members going through a difficult transition or illness.

30 members have received shawls this year

- **Transportation**—Call volunteers to help a member to get to church.

12 members currently receive rides to church service at HPC resulting in ~480 rides this year.

- **“Upper Room”**—Order regular and large print versions of this publication.

Devotionals are distributed 6 times a year – 12 large print and 102

- **Visitation**—Coordinate the list of homebound members of Highland

and arrange for Deacon visitation. Each Deacon is assigned two HPC members to visit 1 x/month.

Deacons have visited a total of 56 Highland members since June 2016. Resulting in ~ 2,200 total contacts this year. Currently 6 previous class Deacons continue in this vein.

- **Volunteer Recognition**—Organize a yearly acknowledgement for a different volunteer group at Highland that helps the congregation to function.

This year the Highland Quilters were honored with a Power Point presentation featuring all the work they do for HPC missions and missionaries. They were given a \$50 gift certificate to JoAnn Fabrics to further their contribution to HPC’s vision and mission.

- **Youth Deacon Apprentice**—An un-ordained position open to a 16 year-old Youth member who delivers news of Youth activities to the Deacons and helps with flower delivery. Cameron Hagg currently serves in this capacity.

Representatives are sent from the Deacons to the following church committees.

- **Congregational Nurture Team** – Moderator of the Deacons sits on this committee.

This year we met with Assoc. Pastor Ann Osborne to address the challenges that are unique to HPC elderly members who live in retirement communities –or- 55+ communities.

- **Highland Fund** – Considered part of the financial responsibilities of the Vice-Moderator.

Currently we are self-funded.

Deacon Fund (New Covenant Fund): currently \$ 4594.00

- **Nominating Committee.** – Moderator of the Deacons sits on this committee.

Six candidates for the Class of 2020 were nominated; 1 Deacon for the Class of 2018 ; 1 Deacon for the Class of 2019.

Kathleen Shuman

Deacon Moderator 2016-17

Elevate Basketball

Our “Elevate” Men’s Basketball Outreach Program is thriving. Every Tuesday night of the year, outside of church office closings, Pete Rothacker is meeting with 10-20 young men from 7:00 to 9:00pm. Most of the men live in downtown Lancaster City. Pete or one of the men share a 10-15 minute devotional message and have conversation and prayer prior to playing 5-on-5 full court pick-up basketball games.

For about the past six months the messages have been based off an email devotional series called “Wire” from www.gatherministries.com. These are written for “guys” and cover everything from parenthood, quiet time with God, living like you believe in Jesus, and how to make difficult life decisions. Occasionally, a YouTube video, IamSecond.com video, or Andy Stanley Podcast will be shared as well.

The basketball games are very competitive and camaraderie within the group is fantastic. New faces are always welcomed, however, on nights where more than 15 men come it does disrupt the flow of the evening since there is only one court to share. In December 2016, Highland purchased two new indoor basketballs for the group and hosted a Christmas Pizza Party. Everyone was very appreciative.

Submitted by **Pete Rothacker**

Highland Fund

The Highland Fund Committee, created in 1991, promotes gifts to the endowment funds, manages the fund received and considers requests for funds from the spending policy as applied to the endowment and Memorial funds. Fund requests are approved by the committee and sent to Session for approval.

2017 Grants

- General Fund monies available for Distribution (\$45,076.35) have been appropriated by Session for use as seed money for new initiatives and programs as part of Highland's Bringing Jesus to life program.
- The Memorial Fund had an available spending balance of \$6,657.49. Of this amount, it was recommended that \$6,100 be spent for an electric drum set, and computer and projection equipment for the sanctuary.

2016 Distributions from Designated Funds

- \$1,898.00 from Deacon's Fund for general use by Deacons
- \$13,000.00 from the Capital Improvement Fund for use by the Trustees
- \$3,500.00 from the Memorial Garden for use in the Memorial Garden
- \$3,400.00 from the Scholarship Fund for scholarships

Committee members received quarterly reports on the various Fund balances and the transactions within each fund. The Fund administrator calculated the spending amounts per the Fund policy each year. The funds invested at the Presbyterian Foundation are monitored throughout the year.

Highland Fund Members: Jackie Diffenderffer, Chair and Trustee Rep; Sam Smith, Deacon Rep; John Shetromph, Session Rep; At Large Members: July Eyster, Bruce Hirte, Linda Kay Pressley, Gail Robinson **Ex-Officio Members:** Dr. Roger Rabey, Senior Pastor, Nancy Holtzapple, HFC Administrator, John Herr, Mission Council Chair

Memorial Garden

Committee Members: 2017- Linda and Rick Brackbill, Carolyn McGuigan, Linda Matthews; 2018 - Fran Stefany, Robert Kornman; 2019- Linda Pressley, Lois Snyder, Nancy Mudloff, Anita Ewing (Trustee)

There have been 260 committals in the Highland Memorial Garden since its inception in 1986, with six during the past year. Each interment is represented by a plaque on the wall of names in the narthex. Fran Stefany, our current Historian, is updating records for a complete electronic database; we are also looking for ways to improve maps now in use. There have been nine new applications to the Memorial Garden this year.

In order to better maintain the Garden, the Committee has retained the services of a gardener, Linda Day, whose duties have included weeding, planting, and pruning; we also hired Rick Hiesley as the Garden Landscape Contractor. Pruning of large oak and other shrubs were the work of Tominson & Bomberger. Two new teak benches, one funded by friends of George Bookman, were added and placed across from the Ossuary table which was refinished last year. Plans are being drawn up to reposition the bench facing the Long Community; all furniture in the Garden will be allowed to weather naturally. New perennial plantings have been added to the Garden entrance.

Efforts continue to revise and update policies and procedures for the Memorial Garden thanks to Secretary and Co-Chair, Linda Matthews.

Articles in THE HEARTBEAT are meant to keep the congregation aware of special events like the fall Garden Gathering, All Saints Day Memorials, and flying the American flag. We invite the congregation to enjoy a visit in the Garden after Sunday services or any day that you are in the area. It is lovely in any season.

Mission Council

Global Outreach

Mission Trips

In November 2016, 13 members of Highland traveled to South Carolina to help with the flood recovery efforts in Columbia from the October 2015 flood. The team was split into two groups, with each team helping rebuild a home. The group was hosted by Lake Murray Presbyterian Church in Chapin, SC.

In June 2017, 17 members of Highland traveled to Peru. After a day of sight-seeing in Lima, which included a memorable visit with Noe's family and parents, the team traveled to the city of Moyobamba, in the north central part of the country. There the group, which included 7 youth members of Highland, primarily worked at Annie Soper Christian School. Several Vacation Bible School classes were held at Annie Soper and in surrounding communities. The team also worked helping to improve the primary athletic court used by the 321 students at the school. Exploring the culture of Moyobamba was also an important part of the trip, as the group had the opportunity to visit the central market, a coffee farm, and join in the celebration of the Festival of St. John being held in Moyobamba at the time of the visit. Many Highlanders extended their journey to Peru after the conclusion of the mission trip with a visit to Cusco and Macchu Picchu, led in part by PCUSA mission partner Dennis Smith.

Highland Events

Highland once again hosted a Mission Bazaar in November 2016, raising a total of just over \$7,000 for local and international mission organizations.

A Rise Against Hunger, formerly Stop Hunger Now, meal-packaging event was held at Highland in July 2017. A total of 86 people attended the event, packaging over 10,000 meals in just over an hour. These meals were shipped to Madagascar to help feed children in schools in that country. This event was covered by WGAL TV, and was broadcast in two of their news shows that day.

Mission and Missionary Support

Committee members published the Alternative Gift Catalog for the 2016 holiday season. The catalog raised \$7,075 for Highland-supported global and local outreach organizations.

The 2017 committee budget included the extension of financial support for Juan Calvino School in El Salvador as well as for PCUSA and non-PCUSA missionary partners, such as Dennis and Maribel Smith in Argentina, Heather and Habtom Kebede in Ethiopia, Erin Padgett in Mexico, Ryan and Krista Ginn in Cameroon, Caroline Kurtz, and Anne and John Wheeler-Waddell. PCUSA mission partners Doug and Elaine Baker retired at the end of 2016 in Northern Ireland. Highland was a faithful supporter of their work for many years in that country.

Global Outreach committee members for the past year have included: Margaret Cook, Dick Entz, Juanita Fowler, John Herr (session representative), Johnson Kamau, Phil Smith, Ian Turner (chair), and Gale Whitworth. The committee expresses their thanks to Pastor Noe Juarez for his leadership and counsel during our busy and exciting year.

**Respectfully submitted,
Ian Turner**

Nominating Committee

The role of the Nominating Committee of HPC is to propose the slate of Elders, Deacons and Trustees to serve a term, to propose the at-large congregational representatives for the nominating committee for the following year, and to select candidates for pastoral search committees if called to do so by Session.

The Nominating Committee consisted of:

At-Large members, elected by the congregation – Dr. Ben Chikes, Judy Eyster, John Holtzapple, Howard Livingston and Dana Meade

Representing Deacons – Kathleen Shuman

Representing Trustees - Anita Ewing

Representing Session and serving as Chair - Elder Dr. Gerald Rothacker

Reverend Dr. Roger Rabey sitting Ex Officio

The committee began meeting in August of 2016. We strove to follow the Book of Order's instruction that "the nomination and election of ruling elders and deacons shall express the rich diversity of the congregation's membership and shall guarantee participation and inclusiveness".

On two consecutive Sundays in September the congregation was given the opportunity to suggest themselves or others for service. Armed with those names, the names of members who had previously been considered for leadership and those currently in leadership and eligible to serve a second term, the committee began contacting members to determine interest and suitability. The process went on through the autumn and by the end of 2016 a slate was finalized for presentation to the congregation.

Elders, Class of 2020 - Peggy Apgar, Barb Denlinger, Larry Fowler, J Allen Stambaugh and Nancy Schlegel

Deacons, Class of 2020 – Shirley Burns, Leah Card-Sevastaro, Linda Ginn, Marge Herman, Connie Livingston, Kathleen Shuman (agreeing to serve a second term).

Deb Peterson completing 2 year term

Lois Snyder completing 1 year term

Trustees, Class of 2020 – Linda Brackbill (agreeing to serve a second term), Nick Eby, John Gooding, Rick Harrison and Mark Steger

Nominating Committee At-Large 2017-2018 – Judy Eyster, Barb Mobley, Helen Moe, Linda Neuman and Allen Tate

At the Congregational meeting on January 29, 2017, the slate was unanimously approved.

Submitted with gratitude to a very hard working committee and to an outstanding slate of leaders for Highland Presbyterian Church,

Elder Dr. Gerald Rothacker, Chair

Personnel Committee

The personnel committee in 2017 has an annual budget of \$894,900 and represents over 80% of the “flexible” portion of the annual budget of \$1,225,000. As of mid-year the personnel budget is on track. However, there may be some significant late year challenges of finding and hiring some key positions.

The committee only meets as required except for mandatory meetings in May to review employee evaluations’, October to review and approve the annual budget and February to review the annual programs and challenges. Except for those three months, the chairman will reach out to all members each month to see if there are issues that require a meeting.

The new hires in 2016 are working out as planned and official employee evaluations will be had in the third quarter for all employees full time and part time. The Session did a very thorough evaluation of Roger Rabey in April 2017 and produced over seven pages of supportive and constructive comments.

The committee is recruiting three new members with human relations and business/organization leadership experience.

The committee has been very involved in the Strategic Planning process and the Organizational Effectiveness efforts. The success of the Strategic plans are very much dependent on a very effective team working together and using counselling and close communications, insuring the over a 100 small groups are effective and active and the whole organization, staff and volunteers are accountable for the role they have been assigned or volunteered to do.

Submitted by Allen Deaver, Chair

Presbyterian Women

Presbyterian Women (PW) held three successful events during this year. The first event was a Fall Fellowship Dinner on Monday, September 12. Connie and Howard Livingston shared their Trip to the Holy Lands. On December 15, we held our annual Christmas Tea with entertainment by a The Veritas Preschool at Highland. Finally, we had a Spring luncheon on April 21 and Dr. Patti Koelsch Stoudt spoke about Remembering Laura Ingalls Wilder. These events attracted from 40 to 60 attendees. We attempted to have a Retreat using Christie Fenners and a spiritual gifts workshop. This drew no interest and was canceled.

The PW coordinating team chose to recommend using the PCUSA Horizons Bible Study entitled “Who is Jesus?” by Judy Yates Siker. Two groups did this study. Another group continues to use the Present Word. Three other Bible Study groups followed their choice of curriculum. The Bible Studies are encouraged to collect the Fellowship of the Least Coin. This year, the monies raised from the Least Coin went to the school in Peru (\$25.70).

Mission work continues to be a focus of PW. We collected 289 Campbell’s Soup Labels for Martin Luther King Elementary School as well as \$73.00 in Box Tops for Education. We donated 544 pairs of socks and underwear to the Lancaster County Council of Churches with our Bare Necessities program. We filled 76 gift bags for residents at Elderwood Senior Living at Christmas. We purchased each person a small Christmas decoration to enhance the gift bag. We contributed \$1,979.00 to the PCUSA Thank Offering and \$876.00 to the Blanket Offering (through envelopes in pews/bulletin). PW also enables a monthly Book Club, which meets the fourth Monday of the month and the Highland Quilters.

We continued to support of the Highland Mission Bazaar. PW coordinated a table of handmade items as well as a table of baked goods and house plants (which funded the Bare Necessities mission work).

Officers of the PW coordinating team include Barb Droz, Moderator, Nancy Mudloff, Secretary, and Pat Rankin, Treasurer. Members at large include Jean Francis, Linda Ginn, Sheila Gardner, Marge Herrmann, Karen Hirte, Peggy Koelsch and Judy Mitchell. Rev. Dr. Ann Osborne is our staff liaison.

Submitted by Barb Droz, Moderator

Reach Out and Serve

The Reach Out and Serve Committee is one of the committees formed to develop and execute a strategic plan for Highland Presbyterian Church. The focus of the efforts is to develop strategies which will attract new members with an emphasis on younger families as identified by the Holy Cow Vital Signs Survey of the congregation which was conducted last year.

The committee identified four driver's for Highland's growth:

- 1) Develop connections and ways to engage with others by meeting them where they are – in life, in faith, at church, out in the community.
- 2) Welcome and nurture relationships with those who are new or returning to Highland.
- 3) Design events and programs that appeal to young families.
- 4) Develop new mission opportunities that will attract new members.

Working with the other three strategic planning committees a list of twenty tasks was developed which included the following highest priority items:

- 1) Improve our communications including an upgraded website and visitor information pamphlets.
- 2) Respond to each visitor with a follow-up by a minister.
- 3) Upgrade the Narthex to display the programs, activities and mission activities of Highland.
- 4) Develop discussion groups for families with children which meet at convenient times and which discuss items such as education, marriage issues, family finances, and other real life situations.
- 5) Develop small groups with similar interests that are open to non-Highland members.

The Reach Out and Serve Committee was involved in the past summer with running events that were aimed at engaging and attracting young families to Highland, These activities which were implemented with the assistance of the Global Outreach, Local Outreach, and Social Justice Committees included the 10,000 Meal Packaging Event in July and the Brett Myers Magic Show and International Day in August. These events were designed to involve young families and to contribute to Highland's mission activities.

Session

Moderator: Rev. Dr. Roger Rabey

Associate Pastors: Rev. Dr. Ann Osborne and Rev. Dr. Noe Juarez

Elders:

Class 2017	Class 2018	Class 2019
Peggy Apgar	Allen Deaver	Richard Brackbill
George Koelsch*	Jeff Doane	Mary Beth Eberle
Eric Peterson	Barb Droz	Annabelle Hargraves
Connie Towers	Ben Pember	John Herr
	Gerry Rothacker	Vickie Kutz
	Sandra Orndorff	John Shetromph

* Passed away while in office

A **Congregational Meeting** was held on January 29, 2017 where we presented minutes of 2016 Congregational meetings, called for a vote on changing the number of elders per class from six to five, presented the statistical report, reported on the Highland Fund, gave a Stewardship update, presented the 2016 Financial Report and the 2017 Operating Budget, received nominations for Elders for 2020, Deacons for Class of 2018, 2019 and 2020 and Nominating Committee and voted on the changes in terms of call for pastors.

Pastoral Staff led Session to develop a strategic plan through creating new committees that included the key priorities of Engage Young Families, Reach Out and Serve, Nurture Spiritual Growth, and Connect More Effectively. The Nurture Spiritual Growth team organized the Prayer focus through February. More events have been planned for the upcoming 2017 summer months.

Worship services continued as the previous year with the Traditional Service at 9:30 am in the sanctuary, fellowship at 10:30 in the narthex and the Contemporary Service at 11:00 am in the Fellowship Hall. At various times, we held one combined service at 10:00 am in the sanctuary.

The 2017 proposed **budget** was approved by session in the amount of \$1,250,000. Year end 2016 **finances** resulted in a surplus of approximately \$29,000. We kept expenses down and were not fully staffed.

From a **personnel** perspective, Session hired Kevin Estes as director of Music Ministries. Session also hired Youth Director Jennifer Kutzner. Rev. Dr. Roger Rabey took a two month sabbatical in May and June. Rev. Dr. Bob Burns helped out during Roger's time away. Rev. Juarez received his Doctor of Ministry.

We received five **new members** on October 2, four on December 11, one on January 23, seven on February 26, and eighteen on May 14. We had ten youth join Highland on April 9 through the Confirmation Class.

Submitted by Barb Droz, Clerk

Spiritual Nurture Team

The Spiritual Nurture Team was begun as one of four goals attained through the Strategic Planning for Highland Presbyterian Church. The original team was comprised of elders Barb Droz, Ben Pember, Peggy Apgar, Alysha Royer, Connie Towers (secretary) and Dr. Ann Osborne. We first met June 23, 2016 and then added members Mary Kay Hymes, and for a time, Jennifer Shutt, Grant Schonour, and Fin Livingston.

We decided the key goal of strategic planning was to attract young members. But our team would move forward with Christian Education and spiritual growth for all ages. Our first meetings involved a lot of good brainstorming, lots of questions, and always began and ended with prayer. We wanted to “nurture wholeness of the mind, body and spirit, “ as Ann put it. We were interested in establishing new or renewed programs in areas of Christian Education, spiritual gifts and prayer to enhance our experiences beyond worship.

In September Allen Stambaugh joined our team. He invited Rev. Don Hackett, pastor at First Presbyterian Lancaster, to come and speak with us. Don suggested we shift from pastors being the experts to have them being coaches. Each person has a call from God, and gifts provided by Him. It is the job of the church to equip those in the congregation to use their gifts from God, and answer God’s call to serve.

In November Allen became our chair and Dr. Roger Rabey joined our team. He had us chose 4 of our ideas, from our brainstorming, to present to Session. Connie presented those we decided upon... 1. To learn our Spiritual gifts 2. Prayer 3. Small groups to experience and act out our faith 4. To be a people of the Word – as a community of faith reading sections of the Bible, understanding, and living it.

In December this team was assigned February as a month to focus on “Bringing Jesus to Life” We added “Through Prayer. “ Through the four weeks of February we had sermons on prayer. Three boxes in the narthex to collect questions folks had on prayer, and later prayer requests. These requests were read by some elders after each service, and prayed for. Each week there was “Coffee and Conversation with the pastor” following the service to discuss the sermon and a class on prayer was run by Dr. Ann Osborne and Rev Bob Burns. There were a couple video testimonials, books on prayer available to sign out in the narthex, banners, Dr. Ann’s prayer flags on display. One week there was a showing of Nicky Gumbels Alpha video “Why and How do we pray?”. Another week there was an opportunity to come to the lounge to receive prayer.

In the fall Mary Kay proposed and developed an online course “Bible Journaling through the Psalms” which began January 2017 and continued through the spring. For the summer series we were assigned July 30, and returned again to the focus on prayer. The sermon focused on the A-C-T-S of prayer. There were candles to light in prayer, and legos crosses to form, sticky notes to form a wall of prayers, opportunity to turn to a partner in the pew to pray and after the service, an opportunity to go to teams of two to receive prayer.

We still have lots of questions, lots of ideas, lots of desire to help each member grow deeper in their relationship with God, individually and corporately. And new members are welcome to the team.

Respectfully, Connie Towers

Trustees

The Board of Trustees continues to remain active and busy caring for the church facility. The board is made up of 12 members who dedicate their time to caring for the facility and assuring that it serves the congregational and other user needs, both presently and in the future. The board for 2015/2016 period includes: (class of 2017) Jim Pressley, Ron Savage, John Robinson, Linda Brackbill, Jim Towers; (Class of 2018) Jim Kleppinger, Anita Ewing, Chris Kull, Don Wardwell and Hank Walker; (Class of 2019) Jackie Diffenderffer, Bob Kutz, Jim Hymes, Lynn Milliron and Greg Will. Trustees are directly responsible for building maintenance (interior and exterior), building mechanical and electrical systems, facility security, equipment, church vehicles, and the church grounds, including the Memorial Garden. Trustee representatives also sit on the Finance, Nominating, Stewardship, Personnel, and the Highland Fund committees. We also have liaisons with Boy Scout Troop 99, the Samaritan Counseling Center, and the pre-school to improve lines of communication with these groups that are so intertwined with the life of Highland.

While this year had no large projects we addressed numerous smaller maintenance, repairs and Security issues. They included but are not limited to:

- Continued attention to the maintenance of the ground cover on the Oregon Pike bank planted in 2013.
- Successful fall and spring cleanups supported primarily by some HPC member volunteers and Boy Scout Troop #99.
- Continued the work of the Safety and Emergency Plan.
- Repaired a damaged light post base.
- Constructed and installed 7 more music storage cabinets.
- Repaired the main parking lot catch basin outside the kitchen door.
- Installed a Sanctuary humidification system to maintain humidity in the dry winter months.
- Installed some new lighting fixtures and began to utilize energy efficient LED lights in places.
- Evaluated and presented a plan to Session to up-grade the lounge to a more appealing and functional space.
- Worked with the worship committee to evaluate and install the new choir risers.
- Trustees rely on volunteers for many tasks around the church, including mowing, spring and fall outside clean-ups, and numerous smaller repair tasks to avoid the expense of hiring outside contractors. Recruiting volunteers is becoming increasingly difficult. The Trustees are always looking for willing hands, so please let us know if you are interested and willing to help.

Respectfully submitted by Jim Towers, 2017 Trustee President

Worship & Music Council

Working closely with the staff, the Worship Council oversees the number, character, and schedule of worship services providing the necessary support and environment to achieve Highland's and the Council's vision. The Council serves as the umbrella for the many committees and groups that work to create the most meaningful worship experience. The council membership consists of:

Clergy – Rev. Dr. Roger Rabey
Session – Elder Dr. Gerald Rothacker

Deacons – Lee Heisey

Director of Music – Dr. Kevin Estes – Kevin took over the duties initially as the interim Director of Music in July and in October accepted the permanent appointment while continuing as the organist. He put together a “Carols by Candlelight” concert which included choir, orchestra, readings and congregational singing. This was a great success on December 3, 2016. The Christmas cantata was the Mozart Missa Solemnis and the Lenten cantata was the Beethoven Hallelujah.

Throughout the year, in addition to the Chancel Choir there was frequent use of the Highland Bells (under the new direction of Dr. Daniel Droz), Highland Brass, Children and Youth Choirs (directed by Kelly Knouse) and frequent guest musicians.

Because of the new arrangement of director/organist, visibility with the choir became an issue. After much discussion between Kevin, Trustees and members of the Choir and Worship and Music Council, additional risers were added to further elevate the choir and improve visibility. This was done with a combination of purchased risers and custom constructed risers and steps that have been completed but not yet finally finished. The Council is grateful to an anonymous donor who financed the project.

Kevin’s medical school graduation was recognized on June 11 along with the recognition of the 150 musicians who participate in Highland’s music program throughout the year.

Ushers – Johnny Wood continues to serve as Head Usher and with her volunteers skillfully shepherd us throughout the traditional service and many of the evening functions keeping us comfortable and safe.

Communion Guild – Lee Heisey, along with Linda Ginn and Kathy Yoder took over the Communion Guild from long serving Averil Good. The guild prepares the elements of Communion and the service vessels used in the service. All of the summer services were done by Intinction as was the New Year’s day Communion. As the year progressed the team tried several varieties of gluten-free and nut free bread and arrived at a brand that seems to have substance and reasonable taste. It was decided to use all gluten-free, nut free bread to avoid confusion and make preparation easier. Volunteers are always needed to join the Guild.

Although not specifically represented on the council, the four Traditional Service Communion Serving Teams continue to be captained by Mike Gibeault, Fred Engle, Gale Whitworth and Ginny Kleppinger. The behind the scenes organization of this effort is more than would be imagined. The process was further refined this past year. The Captains and the many volunteers are thanked for their service in making the process of serving the elements a personal Christian experience each time.

Barb Mobley single handedly directs the servers during the contemporary service which is by Intinction.

Home Communion – Carla Rothacker and Donna Kinsey have taken over the Home Communion process from long serving Helen Moe and Joy Walker. They will lead the group of volunteers who, in teams, serve Communion quarterly to 30 - 35 Highland members who are homebound. Thanks to Helen and Joy for their many years of dedicated service.

Chancel Choir – Barb Denlinger, Choir President, provides communication between the Council and choir members and represents their views to the Council. Barb also represents the Highland Bells.

Dorothy Rose Smith Concert Series Committee – The 2016 / 2017 Season included five concerts serving a total audience of 1667 people from all over Lancaster County. The Series is supported with free will offerings taken at each concert and through the generous support of our eighty-one patrons. The Rev. Dr. Roger Rabey

introduced four of the concerts and The Rev. Dr. Ann Osborne introduced the final concert. The concerts are normally followed with a meet and greet reception with cookies and punch provided by Jo Hall and her Team. Johnny Wood and members of the congregation help greet and guide our audiences.

The Series got off to a successful start with Highland's organist, Kevin Estes to introduce him to Lancaster audiences in his first concert in the area. Eighty singers with "Philadelphia Singing City" helped to herald in the Christmas Season with their selection of favorite Christmas music. We welcomed back "The Auscultation Brass", who presented a program of classics from Bach to Sousa, from Rossini to Ragtime. Offering some diversity in the programming, the "Lancaster Marimba Ensemble" featured the traditional styles of Andean, African and Mexican peoples and closed with arrangements of classical European repertoire. The Season ended with the "A Concert Celebration of Life" honoring Johannes Brahms. The program started with the "Carnival Overture, op. 92" by Antonin Dvorak and the "Academic Festival Overture, op.80" by Johannes Brahms. The program concluded with "A German Requiem" presented by a fifty-one voice choir consisting of The Highland Chancel Choir plus nineteen singers from the Lancaster Community and two soloists from New York and accompanied by a forty-seven-piece orchestra with representation from the Highland Orchestra and local musicians from the Community.

Audio-Visual – John Holtzapple represented the dedicated group that not only brings us the audio and visual functions during worship but also make the CDs of the service that are available to those who can't attend. They also maintain the various AV carts used for classes and meetings throughout the week. This year the rear facing projector in the sanctuary was replaced using a grant from the Highland Memorial Fund. John's expertise in the AV department as well as his long history on the Council is much appreciated.

Josh Witmer, Contemporary Music Director – Josh continues to provide the Council with updates on the Contemporary Service and his expanding group of musicians for the praise band. The Contemporary set was changed this year.

Contemporary Worship Service Committee – This committee, chaired by Jerry, is now comprised of Barb Mobley, Josh Witmer, Peggy Ehrhart, Mary Beth Eberle, Director of Youth Ministry, Jenny Kutzner and Rev. Rabey. It meets independently of the Council most months to evaluate and improve all aspects of the Contemporary Worship Service and reports to the Council. This group continues to work on including Joys and Concerns in the Prayer of the People and the availability of prayerful intercession after the service with Jenny. Be on the lookout for a new Contemporary Service Bulletin and a "Contemporary Service" banner hanging in front of Fellowship Hall.

Greeters – Larry Ewing represents the "greeters" and the Assimilation Committee.

Advent Devotional - Johnny Woods once again managed the solicitation of devotionals, the preparation and distribution of the daily Advent Devotional that was written by Highland's Clergy and individual members of the congregation. Four hundred and sixty were distributed!

Advent Candle lighting – Annabelle Hargreaves led this effort, lining up families to light the candles and read the stories of each candle during the Sunday's in Advent.

Decorating Committee - The Decorating Committee worked all Saturday morning to decorate the church for Christmas. This group included: Barb Denlinger, Lee Heisey, Kevin Estes and his family, Kip Van Blarcom, Johnny Wood, Joy Arnold, Bev Campbell, Rick and Sharon Heisley, Allen and Nancy Tate, Jerry Rothacker and Steve and Amanda Smith who set up the trees and got all of the decorations into the Lounge. A special thank you goes to Eileen Flick who took charge of the candles for the Christmas Eve service.

At-large Members - Kip van Blarcom and Annabelle Hargreaves serve as at-large members.

Other Issues Addressed - Placement of the white rose (recognizing a death in the congregation) and the red rose (recognizing a birth in the congregation) was discussed. This issue also involved the Deacons and it was ultimately decided to use an artificial rose and place it under the cross where it would be visible to all but not interfere with other activities in the Chancel.

Timing for the Christmas Eve services was changed to better accommodate the flow of the congregation and the time of the participants in the service. This will likely be modified again this year.

Elder Dr. Gerald Rothacker, Chair

Youth Ministry

Youth@Highland is a place where teens can come to gain a better understanding of their faith and how to live as a Christian in this world, but also to let out some energy and have a lot of fun! Throughout the school year a variety of trips are offered as well as opportunities for our students to both grow in relationship with each other but also in their relationship with God. This includes respective retreats for our middle school and high school students, a combined all-youth retreat (the 180 weekend), a paintball trip, Galentines Day, movie nights, cook outs, and more. The goal was to offer activities that allowed students to serve, learn, play, and grow with the intention of offering a diverse but encompassing youth program.

None of the fun, meaningful, timely activities with the youth would be possible without our energetic and passionate team of volunteers. We had folks volunteering in our Sunday morning programs including Sunday school and Confirmation and our Volunteer Youth Leader team of about 7 people who consistently served our students at Sunday Night Youth Group and on all of our trips and activities. We also cannot forget the number of volunteers who provided dinners on Sunday nights, drove us to events, organized the yard sale, and those who served in any way that they were asked. They say it takes a village to raise a child. It takes a bigger village to raise a youth group. Thank you for being a part of our loving, messy, ever developing village!

The last six months have been a time of transition for all of those involved with the youth ministry. I as the youth director, the youth themselves, the leaders, the parents, and the staff at the church have all had to be open to change, suggestions, teaching, new ideas, and full of a lot of grace. As we enter into a new school year I am excited to continue to build relationships with the youth and dive further into our faith. As a way of making this year start off with a bang I have done a little bit of rebranding and came up with a mission for the group. **Belong, Believe, Become.** Youth group should be a place where everyone feels welcome and that they **BELONG**. Once they feel comfortable and a part of the group, the hope is that they listen and learn and start to **BELIEVE** the teachings of the Bible and what it looks like to have the faith of a Christian. As we all work together to make others feel welcome, and have an understanding of Jesus, we all will **BECOME** more like Christ.

There will be new events and opportunities this year and lots of fun to be had. There will be moments for vulnerability and honesty, times to be broken down and built back up, areas where we can encourage each other and spark challenges, and deeper growth in all aspects of relationship. Prayer over the volunteers, the youth and myself is appreciated and welcomed as we look forward and take steps to be the light of this world.

Jenny Kutzner, Youth Director