

The Annual report of the Committees



July 1, 2019 – June 30, 2020



Lancaster, Pennsylvania

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

Senior Pastor

After a wonderfully, refreshing 3-month sabbatical, funded by a full grant from the Lilly Foundation, I returned to Highland on the anniversary of my 10th year as Senior Pastor, August 1, 2019. It didn't take long for the daily pattern to reach full-throttle. But it was a joy to share a summary of my renewal activities with the congregation on a post-worship, re-entry lunch and visual presentation on August 18th.

September and October were filled with organization, preparation, and preaching support for our short campaign for Worship & Mission Enhancements. Seeking a goal of \$400,000, Session presented the congregation with a plan. Under worship, there were three areas of focus: Renovation of the Lounge to the McClintock Chapel; relocation and upgrade of our sanctuary Audio-Visual equipment; and a new piano for the sanctuary. Under mission, we divided our support with the Juan Calvino School in El Salvador and our own Lancaster Habitat for Humanity. With pledges and monies from church leadership, the members, and redesignated church funds, we attained our goal and began the enhancements that Fall.

In September & October, I shared a six-part sermon series on Simon Peter: Flawed but Faithful Disciple that was the basis of our dozen small groups, with over 100 people, that met weekly to discuss the sermon and topic for the week.

Also directly benefitting from my sabbatical travels, I was asked by our Senior Life Institute to share a presentation on November 14th titled: Creativity of Leonardo Da Vinci & the Last Supper. November was filled with supporting our Stewardship Committee as we promoted, publicized and preached on the 2019 theme: Let Your Light Shine. Once again, our members proved that many are radical in their generosity and we continue to end each year in the black, even though we painstakingly increase our operating budget 3-4% per year.

Advent and Christmas were as busy as usual with so many wonderful musicals and programs and small fellowship gatherings. I focused my preaching for four Sundays of Advent with a sermon series on: The Faces of Christmas, focusing on the life of Mary.

2020 started normally. Again, benefiting from my sabbatical travels, I shared a 5-week winter sermon series in January and February: In the Footsteps of John. Having just visited the seven churches listed in Revelation 2 & 3, I shared my experiences both visually and with scriptural interpretation.

Then Covid-19 coronavirus hit! Our last worship in the sanctuary was March 8th, Confirmation Sunday. I was in the middle of my Lenten/Easter series: In the Footsteps of Paul, which was also the basis of our springtime small group study. We abruptly made the decision to cancel indoor worship and to pre-record our worship service each week. During this unprecedented pandemic, our staff rose to the challenge and outdid themselves in quality and dedication. Although we had to cancel many, many activities, including all our mission trips, we added a socially-safe outside worship experience on July 5th, which we've continued through October 25th, before returning to a social distance, Covid-19 policy indoor sanctuary worship on Sunday mornings.

The highlight of the summer was our McClintock Chapel dedication on Sunday, August 30th. Over 200 members attended the celebration as we also honored Rev. Ross McClintock (1977-1992) as our Pastor Emeritus. We opened the church for tours of the new sanctuary audio-visual center, refurbished narthex, and newly renovated, original sanctuary site, as our new Chapel.

We have begun the Fall with a new small group/sermon series on Unshakable Hope with over 100 people participating in nine groups. We also have over 25 church leaders gathering once a month to discuss a strategic planning initiative based on the book Canoeing the Mountains and led by neighboring pastor Dr. Don Hackett.

It's a busy time trying to discern how to be church and to do mission in a pandemic world. However, Highland continues to be blessed by dedicated staff and strong lay leadership. As I am now in my 12th year as Senior Pastor, it continues to be my privilege to serve you in this capacity, especially as we prayerfully seek God's Spirit to guide us through these challenging and unprecedented times. To God be the glory!

Rev. Dr. Roger Rabey

Associate Pastor, Congregational Care

From June 1, 2019 thru May 31, 2020 my work and responsibilities accomplished 3 priorities: 1) Connect members to Christ and the our Community through tangible and measurable ministries and actions; 2) Provide care and nurture to the congregation by equipping volunteer teams who offered prayer, visitation, active listening, phone calls and pastoral care contacts and ministries for older adults; 3) Respond in new and creative ways to reach out to Highland's congregation during the Covid 19 quarantined shut down from March 16 thru June 28, 2020. In addition, I served in worship, provided pastoral care to homebound, hospitalized, Hospice and care facilities, and coordinated all Memorial Services and interments. While Dr. Rabey was away on Sabbatical from May 1 thru July 31th, I served as the lead minister working directly with the Session and guest ministers.

I served as staff liaison and/or resourced the following groups, leadership team and committees during 2019-2020: Presbyterian Women, Quilters, Memorial Garden Team, Stewardship, Connecting More Effectively, Nurturing Spiritual Growth, Home Communion Team, Communion Guild, and the Board of Deacons.

I was involved in the following new initiatives and on-going ministries and events. During the period between March 16, 2020 and the reopening of services at Highland on July 1, 2020, I helped establish 15 different ways to connect and support Highland's congregation living in continuing care communities, nursing and rehab centers and people living in their own homes. This list was shared with all the churches in Donegal Presbytery to enable other congregations to remain connected with their congregants during the Covid 19 Quarantine. I also wrote a weekly Resource Bulletin that was emailed weekly to Highland members as part of the Sunday morning worship link. This bulletin contained daily devotionals and readings, information on local grocery shopping hours and access locations for meals for school children and hungry families.

I'm extremely grateful to the more than 50 members at Highland who made telephone calls to connect with each person at Highland during April, May and June. As a special "thank you," Connie Hoelscher and I sewed masks for volunteers who desired them. **A very special Thank You to Trustee Johnny Wood who provided the call lists and collated the data collected from each conversation to update Highland's contact information and data for entry into its data base.**

It was my high privilege to serve Donegal Presbytery on the "Connecting Our Ministries" Council, meeting monthly and to be elected as Minister Commissioner to attend the June 224th General Assembly which met virtually on Zoom for the first time ever. My specific responsibilities also covered the following ministry areas.

Post-Career Ministries (supports congregants aged 65 and older):

JOY (Just Older Youth) formerly called Third Friday Gathering, is led by former "Highlander" team leaders AND new members with energy and enthusiasm to accomplish new things and to expand participation.

Picnic & Photo Memories (6/14/19) 40 participants

Then Sings My Soul" Musical (10/6/19) – Local musicians offered musical history and sang 30 beloved hymns with goodwill offering going to benefit the Lancaster Food Hub after covering concert expenses – 393 attendees from across Lancaster County with \$ 878.75 donated to the Food Hub.

Annual Christmas Party (12/6/19) – Dr. Rabey, Bill Rhoads and Dr. Osborne led Christmas celebration & carol singing with 75 attendees.

“Beware of Scams and Cons” (planned for March,2020) was cancelled due to the Covid 19 shutdown.

The Planning Team ceased meeting in March 16, 2020 because of the Covid 19 quarantine.

Parish Visitation Team began in June 2018 with 14 active team members, growing to 23 in 2020. Each received 2 care assignments to support congregants with gifts of active listening, care, prayer and Christian faith support. Team members participated in the church wide phone connection ministry in April and May of 2020, each calling 35 members to offer support and conversation.

Health and Hope (Project Goal) offers a congregational-led substance abuse prevention and addiction recovery support team completed its first year of startup and goal achievement for families dealing with the effects of a family member with an addiction by offering a January 19, 2020 awareness training, locating educational resources and brochures in the narthex, and creating a confidential and appropriate meeting space for a “closed AA group to meet at Highland. The team also offers support and networks with resource providers in Lancaster county.

Small Nurture Groups for People Living Alone – The group meeting at Brethren Village continues to meet on the 2nd Friday of each month with the number of people attending averaging 8-10 per meeting. Prior to the March 16, 2020 quarantine, Zit Busby facilitated a *Senior First Thursday Morning Breakfast Gathering* at Oregon Dairy. This has not yet been restarted.

Senior Life Institute – During the 2019 and 2020 planning and implementation, Dr. Osborne served as the team’s Session Liaison and provided ideas, and resources for the team on an as needed basis. She attended the Fall 2019 event. The spring 2020 event was rescheduled to November 2020.

Care and Compassion Ministries

Pastoral Care - The pastoral staff offers pastoral care in nursing homes, hospitals, hospice centers and retirement communities each week. The Ministers and the Parish Associate continue to support the congregation’s needs for Memorial and graveside services. Dr. Osborne conducts death ministries and grief support for individuals and families of deceased members. She also coordinates requests for Memorial Services and Interment Services.

Resource Support for Grief needs of the congregation is ongoing for congregants experiencing loss and grief due to illness, residential relocation, family issues, divorce and death of loved ones. Dr. Osborne continues to provide support and training materials, devotionals, and grief support materials to individuals and families needing this support. Resources are ordered annually to replenish what has been during the year.

Two Grief Support Small Groups provided options for individuals dealing with grief and loss. The Advent 2019 group of 7 people used resources, “Blue Christmas” and “How to Survive the Loss of a Love” to journey through the grief of the holiday season. A Zoom based “Widow and Widowers Grief Support Group” supported 8 widows and widowers each Friday during May 2020 providing conversation, grief training and resources to aid participants with fellowship, faith development, stress reduction, mindfulness, relaxation, and grief support. Nurse Practitioner, Donna Kiser co-facilitated the two-hour meeting with Dr. Osborne.

Highland Health and Equipment Ministry – The Board of Deacons cataloged, tagged, maintained and had oversight of the medical equipment through March 16, 2020. This ministry was transferred to Highland’s staff upon the Covid19 Quarantine. The monthly care of the two AEDs and the six first aid kits is now maintained by Donna Kiser with equipment check-out remaining with Donna Stettler at the front desk.

Hospital Visitation Team – Dr. Osborne works directly with the Hospital Visitation Team who visited members in local hospitals along with the Ministers during 2019 through March 16, 2020. Hospitals are closed to outside visitors, including Highland’s ministers because of the pandemic.

Prayer Teams – The Highland Prayer chain, the Heartbeat Prayer list and the Healing Prayer Ministry continue to support individuals requesting prayers for wholeness and healing. Elder Connie Towers coordinates the Highland Prayer Chain and Dr. Osborne has oversight for the Heartbeat Prayer List and the Healing Prayer Ministry.

Highland Board of Deacons – Dr. Osborne serves as the Minister Liaison to the Board of Deacons, providing leadership support, training and recommendations for individuals who need to receive Deacon Visits, Memorial Flower Deliveries and Chancel flower deliveries. Moderator Kathleen Shuman, Vice-Moderator Jane Hartin and Secretary Linda Ginn helped the Board navigate an extremely unusual year for the Deacons’ ministry. The Deacons ceased visits, flower deliveries and Memorial flower deliveries on March 16, 2020 because of the Covid 19 quarantine. The Board of Deacons participated in the churchwide phone connection ministry in April and May, each contacting 35 members by telephone. They also send postcards and notes to homebound members.

Nurturing Spiritual Growth Small Group Ministries

2019 Fall Sermon-led Small Group Series "Simon Peter: Flawed but Faithful Disciple" involved 10 small groups each with a facilitator or co-facilitators. Each group averaged between 8 and 14 participants each week. The congregation appreciated the photos and personal stories from Dr. Rabey’s 2019 sabbatical trip which enabled the congregation to better identify with the life of Simon Peter.

2020 Spring Sermon-led Small Group Series “The Call: The Life and Message of the Apostle Paul” initially involved 12 small groups each with a facilitator or co-facilitators. Each group averaged 10-14 participants each week, until Week Three when the Covid 19 quarantine shut down 9 of the in-person groups. Three of the groups continued through the entire series using a Zoom based format. The congregation appreciated the photos and personal stories from Dr. Rabey’s 2019 sabbatical trip which enabled the congregation to better visualize the places that Paul traveled founding the early church congregations in Asia Minor.

Dr. Osborne provided staff support and implementation to promote the groups, identify and support facilitators and facilitated Friday morning small groups in the fall and the spring.

Other small group opportunities included a “Mindfulness Retreat” sponsored by the Presbyterian Women and Nurturing Spiritual Growth on February 29, 2020, and the December 11, 2019 Advent “Dinner and a Movie.”

Rev. Dr. Ann Osborne

Associate Pastor, Mission Partnerships and Family Ministries

As I write this report, I am realizing that this is my last annual report. I shared with the session and the congregation on the email blast that my last Sunday at Highland will be May 30, 2021. I have accepted a new call as the director of Intercultural Studies in Ayacucho Peru with the Non-profit Puriyninchik (www.puriyninchik.org).

Highland has been a wonderful teaching congregation where I learned how to engage in the community for social change. I have learned how to share the faith of Jesus in an ecumenical way. I have learned how to develop a strategic plan to canoe the new mountains of ministries.

My prayer and hope is that Laurie and I have planted seeds of new possibilities as we serve the community here. In our time here, we have developed a successful after school program, 10,000 meals, trunk or treat, family ministry bowling, family mission trip to Morgantown West Virginia. We have done community movie nights, trunk or treat, Easter Egg hunt for special needs children. We have developed strong leaders for Upward basketball, pick-up soccer, community concerts. In addition to our mission trips to El Salvador, we have also taken two teams to Peru. One in 2017 and another in 2019. Welcoming new members have been also blessing. Hearing the excitement and enthusiasm of new people is very inspiring. Of course, our Sunday worship services, baptisms, weddings and funerals have been amazing memories that I take it with me for life. Every Tuesday morning, I have breakfast with a wonderful group of friends at Highland where we laugh and cry together studying the word of God. In my time here I have seen your commitment to serve the Lord and your generosity to help the *'least of these brothers and sisters of Jesus'* (Matthew 25:40). I have seen how diverse theologically this congregation is, yet we are united by the centrality of Jesus Christ as our Lord and Savior.

The pandemic has certainly challenged us in so many ways, but also has given us opportunities to serve the community in ways that we have never imagine before. For the remaining of my time here I would like to give my best to equip and learn together ways to reach out the community in person safely and online.

Let us pray that these difficult times we live in may also be opportunities to do ministry in new ways. Let us trust that God is guiding us in these time of wilderness with his cloud of glory strengthening us all the way.

Rev. Dr. Noe Juarez

Assimilation Team

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

Coronavirus pandemic

Our activities have been significantly altered by the change of church routine set into place in response to the coronavirus pandemic. However, we still have been able to address each of the above three areas of responsibility.

To welcome visitors....

For inside worship services, through March 8, Larry Ewing scheduled greeters for the traditional service while Peggy Ehrhart and Kim Buzzard scheduled greeters for the contemporary service. Greeters for the traditional service greeted at all four doors from 9:00 until 9:30, and greeters for the contemporary service greeted at Door 4 from 10:45 until 11:15. During the preceding week, e-mail reminders were sent to those who were scheduled for that Sunday. Calls were made to those who had no e-mail address. New members were always contacted and invited to become greeters. For the year, a total of 133 adult greeters participated. In numerous cases, children joined their parents in the greeting activity.

Rev. Noe Juarez sent a letter to first-time visitors each week.

Larry and Anita Ewing contacted first-time Sunday visitors each Monday or Tuesday with a friendly call.

Jean Harris and Anita Ewing filled Highland mugs with HPC information and Wilbur Buds to be distributed to visitors at the welcome center. A few visitors received the information without taking a mug.

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, and other special events.

Marlin and Trudy Hess continued to maintain the friendship pads on a weekly basis while indoor services were being held.

Beginning March 15, although the church recorded numerous visitors for its on-line services, we no longer had the capacity to identify and communicate with those visitors.

Assist with new member classes...

Traditional new member classes were held on Saturday, September 14 and Saturday, February 1. A third class was held, via Zoom, on Tuesday, May 5.

For the first two, prospective new members were provided an opportunity to introduce each other, meet the staff, learn about Highland programs, and tour the church. They also were informed about Highlands’s Strategic Plan and current church initiatives. Presenters, in addition to our three pastors, included Laurie Juarez, Josh Witmer, Paul Thorlakson, Will Massey, Linda Brackbill, Jerry Rothacker, and Jack Sapper. Though more limited in nature, the third class also gave prospective new members an opportunity to introduce each other and learn about Highland programs.

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 and identify other church members who seemed particularly suited for this important role. Church members who served as shepherds during the year included Matt and Karen Allen, Margaret Cook, Barbara Denlinger, David and Marion Drain, Jennifer Funck, Coleman and Jean Harris, Brian and Samantha McNally, Jim Provins, Hank and DorrisLee Savard, Bruce and Judy Schmoyer, Art and Vivian Westman, and Josh Witmer.

Shepherds attended the Saturday classes. They called the new members during the preceding week. 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 representatives of church committees.

New members were received into the church on September 22 (seven members), November 24 (one member), February 9 (eight members), and May 17 (six members). The new members on the first three Sundays 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 members in a receiving line following the service. The new members on May 17 were introduced during the on-line service, where their pictures were accompanied by voiceovers giving some information about themselves.

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,

Lois Snyder 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...

During the year, Larry and Anita Ewing continued to assume A-team leadership on an interim basis.

We were saddened by the death on May 1 of our long-time member George Knapp.

Other A-team members included Kim Buzzard, Marge Carpenter, Barb Droz, Peggy Ehrhart, Jean Harris, Marlin and Trudy Hess, Fred Kiemle, Donna Koleda, Lois Snyder, Cathy Sorg, and Noe Juarez (staff). Fred joined the A-Team during the year.

The A-Team provided hospitality in the church narthex after the worship services during the month of August. Small booklets on church beliefs and sacraments continue to be purchased for use near the Welcome Center. These are displayed on a rack and available free of charge to anyone. 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.

Larry and Anita Ewing, Chair

Children's Ministry

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

This past fall 2019 we kicked off in September with inflatables, SS, our children's ministry meetings and TNT! We added monthly Open Gym/Date Nights, Afterschool, Bible Sunday, and Gym Jam a few weeks later – with great participation! We also started a NEW program called Gone Servin' where we went into the community on Sunday morning, prayed and served!

For the first time ever, we celebrated worldwide Children's Sabbath in October, and the children's Sunday School classes helped lead worship. It was wonderful to see the kids up there! Also in October, we had a fantastic Trunk or Treat where we saw over 500 people!

We closed the fall season with our traditional Advent kick off – the 27th annual advent wreath making! During the Christmas season, the children enjoyed shopping in the Christmas store again for their loved ones and our TNT kids had a fun Elf themed Christmas party!

Our music director, Abby, helped the kids and youth put on a wonderful Christmas musical at our 4pm family Christmas Eve service.

Over the summer of 2019 we started an "open gym" program where parents could drop off their children for a date night. We continued it in the fall with good success and in the winter it really picked up steam. We got on average 20+ children each time and we broke even by charging the parents a small fee to pay our childcare workers and buy pizza. We had our annual movie night at Penn Cinema with a double header – and almost sold

out both! Right before COVID hit our children were getting ready to perform their spring musical “The not so terrible parable”. We are hoping to see this come about in 2021! We also started a new way to have Sunday school right before the shut down – it worked wonderfully for the few weeks we did it!

When COVID hit, we had to be creative and think of new ways to reach our families. Our goal from March to August was to stay connected with all of our families. This is how we did it...

At home Bible work packets for elementary and pre-k
Zoom TNT games and meetings
Zoom Storytime with preschoolers
Zoom Bingo!
Virtual Neighborhood Easter Egg Hunts
Putting together summer goodie bags and doing home visits
Virtual children’s sermons with kids’ participation
Mini-VBS with 10 kids per group outside
Visiting all the prek kids over the summer with a special goodie bag
Back to school home visits with school supply goodies!
Steven Courtney outdoor concert!
Back to school outdoor Bingo
Outdoor monthly movies
Activity packets at outdoor services

We will continue to connect with our families in 2020-21 in whatever way we can to help meet their needs and build our relationships!

Laurie Juarez, Director of Christian Education

Artifacts and Fine Art Conservation Committee

Purpose: To serve as a conservatorship for art and artifacts belonging to Highland Presbyterian Church (and to educate about existing pieces and recommend the inclusion of future artwork.)

Responsibilities:

- Determine the placement, use and display of art/artifacts at HPC as they meet the guidelines for appropriateness, policies, historical significance, and congregational support.
- Preservation planning for care and maintenance of art/artifacts.
- Documentation including origin, artist, past use within the church, acquisition year, and description/information regarding focus for the piece.
- Recommendations to HPC for insurance requirements.
- Implementation of proper liturgical use where needed.
- Establishment of a policy for selection/focus for future acquisitions.
- (Education of congregation on information regarding artwork displayed.)

History of Art Committee:

Summer 2009 (Received approval from Session/Trustees for establishment of committee: Session 6/17/09, Trustees July 2009)

Initiated by Mary Kay Hymes, session member, the committee was recruited and began documentation over the next several years. Acquisition of artifacts was secondary to establishing guidelines for donations/purchases with the committee cognizant of strong congregational feelings pro and con regarding the type of art needed.

Some examples of questions to resolve were the offer of donating personal portraits, various fabric art works, and those items displaying Catholic vs Protestant viewpoints.

The committee has been meeting quarterly since 2015 to update process and determine the outstanding information needed on certain pieces within the church.

Averril Good

Mary Kay Hymes, retired

Nancy Mudloff

Pat Rankin

Judy W. Smith

Phyllis Thompson

Activities:

The committee archived all artifacts within the building and created a self-guided walking tour for the HPC 60th Anniversary Celebration in 2018. Additional copies of the artifacts in the tour can be found in the brochure display at the main office or digitally upon request from the committee.

The committee has decided to meet on an as need basis in the future. Our notebook of artifacts is currently housed with the committee and will be placed at a central location in the future.

Averril Good, Chair

Communion Guild

History: The Communion Guild was formed in June, 2011, for the preparation of the elements for the –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 composed of approximately ten to fifteen volunteers who help monthly as they are able on a rotating basis. Bread is prepared on Friday, which takes about 1-1/2 hours by one person; the others commit to about 1 to 1-1/2 hours on Saturday and another hour on Sunday morning for both preparation and clean-up tasks.

Process: These people meet the first Saturday of the month from 9:00 to 10:30 in the church kitchen to set-out the 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, bread is also cut for Home Communion. The guild coordinators purchase breads, juice, and other supplies as needed. These expenses are covered by the Worship & Music Council Board's budget.

Currently, 19 juice trays and 19 bread trays are prepared for the traditional service, four goblets of juice and four baskets of bread for the contemporary service, and a separate small tray for the persons in the sound booth. Gluten-free bread is cut-up and supplied for both services. Also, an Elder/Deacon has been serving communion in the Narthex to those who set there and then serving the teachers in the classrooms as well.

The above are our usual procedures which have certainly changed with the advent of the coronavirus; partaking of Communion during the outdoor services, and probably continuing after we move indoors, individual, prepackaged cups with wafers have been used to avoid passing trays.

Goals:

1. Attract new members. We can always use more due to vacations, etc., of the current members.
2. Be a set of helping hands for Highland by preparing the elements.
3. Develop a deeper personal experience of the monthly Sacrament of Holy Communion.

Leah Card-Savastano, Linda Ginn, and Lee Heisey
Communion Guild Coordinators

Connect More Effectively

Session Chair: Jeff Doane

Pastor Representative: Dr. Rev. Roger Rabey

Committee Members: Carolyn Benedict, Richard Brackbill, Jeff Brown, Barb Droz, Cassidy Godber, Jonathan Lefever, Sue Savage.

The Connect More Effectively Committee is responsible for promoting Highland's many programs and events. Many of these promotions are key parts of our strategic objective to grow our church in that they inform people about Highland. We accomplish this through promotional tools.

This may include the Heartbeat, Website posts, Facebook and Social Media, Newspaper ads, Press Releases, Mailings, Magic Box Displays (screens in the narthex), Videos, Banners, Brochures, 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 has focused on delivering new capabilities and to improve the communications process.

Some new tools include:

- An online Church directory continues to be used and is being populated with photos of our members.
- A new use for a tool called "SignupGenius" is to assess how many people plan to attend face to face meetings during the pandemic.
- A new tool for videoconferencing called Zoom was added to allow people to continue to connect with each other during the pandemic shutdown.
- Directional and label signage was added in the narthex to help visitors find their way.
- 16 High-top tables and 48 chairs were added to several areas of the narthex to promote fellowship.
- A wall mural will be added in the Narthex highlighting aspects of Highland that we want visitors to know about.
- A website refresh project is being completed in 2020.
- The committee provided promotional support for the annual stewardship campaign, the Financial Peace University program, the Christmas and Easter programs, and the Dorothy Rose Smith concert series.

Jeff Doane, Chair

Elevate Basketball Programs

You may not know that the Elevate Basketball Program at Highland has evolved into two different formats.

Tuesday Evening Outreach

This program has existed for over four years. This past fiscal year roughly 60 different men were exposed to the word of God! Every Tuesday night anywhere from 4 to 27 men come together for a brief devotional

message followed by basketball. We start at 7:30pm and play until 9:00pm. This program generally attracts a diverse group of young men in their 20's and early 30's from Lancaster City. Almost every night there is a new face or two. The games are run pick-up style and can be pretty competitive. We have a covenant or code of conduct that everyone must read and sign annually to ensure it's a safe and fun environment for all participants and that our facility is properly maintained. The week before Christmas we have a post-game pizza party in the gym lobby which all the guys enjoy.

A big "Thank you" to John Prevost and Brett Sheaffer for responding to the call for help last year. Their efforts to help staff this program allowed it to continue. The program is, unfortunately, suspended during the pandemic. But for others who want to get involved once we resume please know that we plan to have multiple volunteers that run the evening about once per month. Volunteers simply have to show up on time, be friendly, ensure the covenant is signed, share a brief message (we usually use men's devotionals from Gather Ministries' The Wire series), start up the games, and ensure everything ends at 9:00pm. It's easy and fun. Volunteers don't even need to play! Please contact Pete Rothacker if you're interested or need more information (prothacker@gmail.com or 717-940-0993).

Friday Morning Men's Group

Almost every Tuesday and Friday morning a group of men in their 30's and 40's meet at 5:45am to get some basketball games in before work. We always exit the church by 7:30am, before the Veritas preschool day starts. About 6 to 10 consistent guys have been attending. Tuesdays were added this past year once we got in better shape! Over this time some great relationships have been formed and this time of basketball has become some what of a small group. That said, it is a very welcoming group and if any Highland members or guests wish to play please contact Pete Rothacker or just show up. If you need to shower before heading to work, no problem. There's a shower in the gym restroom. This program was also suspended during the pandemic did reopen in October 2020.

Pete Rothacker, Coordinator

Family Ministry

The Family Ministry committee is made up of the following individuals:

Allison Brown, Laura Rothacker, Amy Kane, Laurie Juarez and Rev. Noe Juarez.

2019 goals -

1. Parenting conferences
2. Provide updated information for the website regarding children and youth ministry.
3. Continue to build up the Fourthnite event
4. Service project for families - on a Saturday so working parents can attend and it's not in competition with evening activities.
5. Women's and Men's retreat

We supported Children's and Youth Ministry throughout the year from June 2019-May 2020. With the changes in 2020, many programs were taken online to provide opportunities for people to still be engaged in the church through TNT, Youth Group and Sunday school programs.

Once we were able to gather in small groups during the summer of 2020, movie nights and small camps were provided to keep families and children connected to Highland.

Elder Allison Brown, Chair

Hospitality

Responsibilities for events may include: Plan/shop/set up/prepare/cleanup

Events:

Funeral 4

New Member dinner Aug.

International Sunday Roger return prep, lunch cleanup

Coffee for LBC retreat Sept

New Member class Sept.

After church reception Sept. Ryan and Krysta Ginn

After school 5 sessions

Carson Lecture weekend September

Schubertiade Sept. 29

Senior Life Institute coffee 3 sessions Oct.

Youth luncheon Oct

Fall senior fellowship dinner Oct.

Presbytery women meeting, coffee, snacks, lunch Oct. 19

Global mission luncheon Oct

Trunk or treat Oct. 27

After church reception Dedication Sunday

Ingathering reception Nov.

Narthex reception Will & Yana Dec 1

Advent wreath lunch Dec 1

All staff luncheon Welcome Will

Senior Christmas party Dec 6

Youth dinner Dec. 8

Advent dinner prep.

PW Christmas tea Dec 19

Cookie collection St. Anne's church Dec. 22

Sunday after Christmas reception Dec 29

Youth dinner Jan 12

Dinner w/ Light house church

Officer training dinner Jan 29, Feb 5, Feb 12, Feb 19

New Member reception breakfast Feb 1

Youth dinner Feb 2

All staff luncheon Feb 4

Ladies luncheon Feb 20

PW retreat w/lunch Feb 29

Presbytery leadership (afternoon snacks) Mar. 1

Youth dinner Mar 1

Linda Brackbill, Hospitality Coordinator

MEMORIAL GARDEN

Committee members 2019-2020: Fran Stefany, Chair, Diana Bock, Mike Eyster, Mary Lou Hershey, Bob Johnstone, Robert Kornman, Beth Terry and Carolyn Benedict (Trustee Rep).

There are 297 interred in the Garden as May 2020.

Our gardener, Linda Day, passed during the year. She requested to be interred in the Garden, a place she took care of for 2 years. Pastor Ann granted her wish. A new gardener, Jodi Reinhart, was hired in August 2019. She is a Master Gardener and has her own business.

A new cross was installed at the same site as the other, wooden cross. The material used is Corten Steel which is a material that will rust naturally to a rich brown color. Dedication of the new cross was held on September 15, 2019.

Benches throughout the garden and ossuary table were cleaned.

Major projects to be completed by end of 2020:

1. Easement of Memorial Garden Project. Caroline Hoffer, attorney with Barley Snyder will advise us and prepare necessary legal documents. The intent of the easement is to protect the garden as a burial site in the event the church no longer exists or another entity purchases the property.
2. Area around cross will be planted with new shrubs.
3. New pavers will be installed in ossuary area to provide for additional bench seating.
4. The name plaques currently in the hallway of the church have been taken down and will be relocated to the Garden using brick pavers that will have the name of deceased with birth and death dates.
5. Sidewalk will be constructed from Door #12 to connect to Memorial Garden walkway.

Fran Stefany, Chair

Nominating Committee

The role of the Nominating Committee is the following: 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 2019 Nominating Committee consisted of:

At-Large members, elected by the congregation – Mindy Witmer, Fin Livingston, Bill Ebel, Deb Peterson, and Jennifer Funck

Representing Deacons – Kathleen Shuman

Representing Trustees - Marlin Hess

Representing Session - Elder Dr. Leigh Shuman

Representing Session and serving as Chair - Elder Allison Brown

Reverend Dr. Roger Rabey sitting Ex Officio

The committee began meeting in September 2019 and met throughout the fall. 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 names for leadership. The work of the committee consisted of contacting the names of those currently in leadership who were eligible to serve a second term, contacting the names suggested by the congregation, as well as contacting names brought by committee members. The process went on through the fall, and by the end of 2019 a slate was finalized for presentation to the congregation.

Elders, Class of 2023 - C. Coleman Harris, Betty Price, Linda Keener, Donna Benson

Deacons, Class of 2023 – Jack Snyder, Leslie Aikens, Pam Gress, Sharon Thorlakson, Chris King, Marion Drain (2 year term), Peggy Ehrhart (1 year term)

Trustees, Class of 2023 – Tom Whitworth, Rick Harrison, Scott Orndorff, Mark Steger, Greg Will, Hank Walker (2 year term)

Nominating Committee At-Large 2020 – Mindy Witmer, Bill Ebel, Betsy Schonour, Sally Doane, Sue Savage

At the Congregational meeting on January 26, 2020, the slate of Elders, Deacons and the Nominating Committee was unanimously approved. The Trustee slate was approved unanimously at their meeting in February 2020.

Elder Allison Brown, Chair

Nurture Spiritual Growth

Purpose:

- Engage all of Highland's ages in Christian Education/Faith Formation.
- Enable children, youth, and adults of all ages to have a meaningful relationship with God and others.
- Empower and support Sunday Morning Sunday School and small groups with all members participating.
- Emphasize ministries of education, prayer, spiritual gifts and contemplative retreats and worship experiences.

2019 Fall Sermon-led Small Group Series: "Simon Peter: Flawed but Faithful Disciple" involved 10 small groups each with a facilitator or co-facilitators. Each group averaged between 8 and 14 participants each week. The congregation appreciated the photos and personal stories from Dr. Rabey's 2019 sabbatical trip which enabled the congregation to better identify with the life of Simon Peter.

2020 Spring Sermon-led Small Group Series: "The Call: The Life and Message of the Apostle Paul" initially involved 12 small groups each with a facilitator or co-facilitators. Each group averaged 10-14 participants each week, until Week Three when the Covid 19 quarantine shut down 9 of the in-person groups. Three of the groups continued through the entire series using a Zoom based format. The congregation appreciated the photos and personal stories from Dr. Rabey's 2019 sabbatical trip which enabled the congregation to better visualize the places that Paul traveled founding the early church congregations in Asia Minor. Dr. Osborne provided staff support and implementation to identify and support facilitators.

Two Grief Support Small Groups: provided options for individuals dealing with grief and loss. The Advent 2019 group of 7 people used resources, "Blue Christmas" and "How to Survive the Loss of a Love" to journey through the grief of the holiday season. A Zoom based "Widow and Widowers Grief Support Group" supported 8 widows and widowers each Friday during May, 2020 providing conversation, grief training and resources to aid participants with fellowship, faith development, stress reduction, mindfulness, relaxation and grief support. Nurse Practitioner, Donna Kiser co-facilitated the two hour meeting with Dr. Osborne.

Advent Dinner and a Movie- Approximately 80 people for the evening and in the afternoon. This was a previous tradition we brought back this year. It was a meaningful time of fellowship and reflection during Advent season.

Mindfulness Retreat with MaryGrace Lomboy and PW - Feb. 29- 40 participants. We didn't realize how important this retreat would be right before COVID-19. This was a relevant event and women wanted more of it and offered to more people.

Beth Moore led by Bard Droz:

Summer 2019 Beth Moore was Fruits of the Spirit-20 women

Winter 2020- The Patriarchs: 15 women

Parent Group: Participated in both Fall and Lenten Studies. Met weekly on Sunday mornings except over the summer. March-June met every Sunday on Zoom as support for each other by sharing "Help, Thanks, Wow" prayers by Anne Lamott. Average 10 people per Sunday on Zoom and several socially distanced small gatherings.

Children/Youth Ministry:

NSG worked with the Children's Ministry on offering Sunday School classes during both services which got started right before we went online. There was a decline in children attending and confusion with the 10am Sunday School hour in between services. Children ages K- Middle School will now first worship together with their church family and then be led out for SS in BOTH services. Children's Choir at 10:30-10:55. Ms. Parker- 3 & 4th graders- first service only, similar to confirmation class. Parent SS Class- 9:30-10:30 Sunday Mornings and Lent Small Group for 6 weeks Sunday evenings from 5:30-7:30 with dinner.

Laura Rothacker

Parish Associate

As a Parish Associate of Highland Presbyterian Church, my work includes helping Dr. Roger Rabey, Dr. Ann Osborne, Dr. 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 Dr. Ann Osborne. When asked by the Senior Minister of the Church, I take part in the worship services on Sunday, particularly when ministers are on vacation, sabbaticals, or continuing education.

There are times when I conduct a wedding, officiate at 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 the Senior Life Institute activities and other functions that concern older adults. I attend the weekly Staff meetings on Tuesday afternoons. I have attended the Men's Breakfast Group that meets on Thursday mornings. I have written an article for the Advent Devotional Booklet. During the coronavirus pandemic this year I was asked to telephone members of Highland Church.

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

Rev. Dr. Bob Burns

Personnel Committee

2019 and 2020 have been busy time for the committee with several personnel changes or contemplated changes. 2020 budget is \$1,022,488 and draft 2021 \$1,055,481 up 3.2 % of which accounts for close to 80% of the total church budget.

Custodial staff has gone from one full time and two part time to two full time. Hired a new youth director. Noe and Laurie Juarez were planning to leave and go to Peru and the pandemic has delayed their plans. We have been on again off again plans for their replacements. The final date they have established is May 2021. We have also hired a part time minister to work on a special project who may be a potential candidate for Noe's position. We have an interim replacement for Laurie in the DCE position.

The pandemic has made the whole personnel situation activity difficult for all involved.

Allen Deaver, Chair

Presbyterian Women

Presbyterian Women (PW) held three events during this year. The first event was a Fall Fellowship Luncheon on Friday, October 21st. Caroline Kurtz presented a talk on her mission work in Ethiopia. On December 19, we held our annual Christmas Tea with carols and piano entertainment by Daniel and Emma Danae Droz. Our winter retreat was held in partnership with the Nurture Spiritual Growth committee. The presenter was Marygrace Lomboy. The topic was Mindfulness from a Christian perspective. We had scheduled a Spring luncheon on April 23, but with the COVID-19 pandemic, this event was canceled. These events attracted from 25 to 60 attendees.

The PW coordinating team chose to recommend using the PCUSA Horizons Bible Study entitled "Love Carved in Stone" by Eugena Anne Gamble. Two groups did this study. Two 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 will be held for future distribution. Also, two Beth Moore studies were offered. Summer was the Fruit of the Spirit DVD study, and winter was The Patriarchs Study. About 25 women took advantage of this Bible study opportunity.

Highland's PW hosted the Donegal Presbytery's Presbyterian Women's Fall resource day on October 19.

Mission work continues to be a focus of PW. We donated 378 pairs of socks and underwear to the Lancaster County Council of Churches (LCCC) with our Bare Necessities program. We filled 75 gift bags for residents at Elderwood Senior Living at Christmas. We purchased each person a non-slip sock to enhance the gift bag. We contributed \$1,986 to the PCUSA Thank Offering and \$1,077 to the CWS 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.

Officers of the PW coordinating team include Barb Droz, Moderator, Nancy Mudloff, Secretary, and Pat Rankin, Treasurer. Members at large include Judy Eyster, Jean Francis, Sheila Gardner, Marge Herrmann and Cathy Sorg. Rev. Dr. Ann Osborne is our staff liaison.

Barb Droz, Moderator

Quilters

The Highland Quilters meet under the umbrella of Highland's Presbyterian Women. They are a group of women who meet every Wednesday morning. Their purpose is to use their skills to benefit missions with an emphasis on women in need. Their schedule each Wednesday from 9- noon includes machine sewing, fellowship, speakers and workshops. The quilting group is open to all who are interested. Sewing level can be beginner and/or skilled. If interested, contact Juanita Fowler 717-333-4643 juanita.l.fowler@gmail.com.

Throughout the year baby quilts are given at each baptism. Donations of fabric are frequently received. They are washed, sorted and if not all-cotton are passed on to another group.

Workshops were led by Donna Lucidi. Speakers included Mary Snyder of GAIN; Donna Keiser, First Aid; Johnny Wood, safety and Security at Highland.

In **July** quilts were sent with a mission team to Morgantown, W.VA In October quilts were sent with the mission team to Puerto Rico.

September – a group of quilters joined for a retreat at the beach house of Mary Kay Hymes, former member of Highland and founder of the Highland Quilters.

In **November** the Quilters participated in the Holiday Fair at the Church of the Apostles. On two Sundays in December, quilting items were sold before the Sunday services. From these two fund raisers, money was sent to the following

\$500. to each of the following.

1. Teen Hope at the Samaritan Center
2. Highland's After School Program
3. Presbyterian Disaster Assistance (PDA)
4. Education in El Salvador
5. Ethiopia, Caroline Kurtz' Maji Solar panel project
6. Uganda, Virginia Njenga, women and girls

December – Christmas Gathering – donated underwear for Food Hub

January – new flooring was installed in the quilting room.

Other projects have included making tunics for the Last Supper Tableau and quilted “bird” items for the Senior Life Institute.

March - the quarantine for the Covid 19 began and so did mask making. Fran Stefany organized our talents to make masks. The masks were donated to non-profit groups and sold to individuals and Lancaster businesses. All donations were made to the Lancaster Food Hub. Giving totaled over \$4,000.

Juanita Fowler

Reach Out and Serve

Local Outreach:

The Local Outreach Committee is made up of the following individuals:

Chair: Lisa Murray

John Hershey, Beverly Campbell, John Herr, Linda Neumann, Nancy Holtzapple, Larry and Anita Fowler, Diana Ludwig

Agency Activities – The Local Outreach Committee continued to provide volunteers for activities at the following agencies – Arch Street Center, Domestic Violence Services, First Reformed Meals, Lancaster County Food Hub, Milagro House, Power Packs, Vantage House and Water Street Ministries.

Financial support from the Highland Budget was awarded to Arch Street Center, Crispus Attucks, Domestic Violence Services, Habitat for Humanity, Lancaster County Food Hub, Mental Health America, Milagro House, Mom's House, Transitional Living Center, Vantage House and Water Street Ministries.

Market Share - Market Share coupons to local grocery stores continued to be offered to the congregation. This program raises funds for the purchase of food at local agencies and food banks and for international programs which are involved with food distribution.

Special Activities - Parenting Workshop– A parenting workshop featuring a Highland member and physician, Dr. Pia Fenimore, was held at Highland to raise awareness around relevant parenting topics. Members of the congregation attended, along with community members. The workshop was designed to attract individuals not affiliated with Highland and to introduce them to the church.

Active Volunteer Involvement

Arch Street Center: Volunteers have provided take-out lunches to those in need of a meal in Lancaster City. 21 different Highland families have volunteered. Over 750 sandwiches have been distributed to those in need.

\$50 gift cards were presented to 8 Milagro House residents who successfully completed their G.E.D. training during the year. All of these young women are advancing their education or participating in full-time employment. A picnic to celebrate the graduates was sponsored during the summer at Buchanan Park.

Highland members participated in the clean-up of an urban lot in Lancaster which will be the site of future Habitat for Humanity housing.

Highland members participated in the restoration of a dwelling on Christian Street which now is home to a deserving family which met Habitat for Humanity qualifications and spent many hours of their own working on the restoration.

25 families served meals at First Reformed Church in downtown Lancaster, to our county's residents. Over 650 meatball subs were distributed over 12 months.

Volunteers provided several fun game/craft nights to the children and women at Domestic Violence Services of Lancaster and Vantage House.

Second Sundays Minute for Mission - Pre-pandemic, we had in -person guests who came to share about their community organizations. During the pandemic, we had video presentations. Representative from the Food Hub, Domestic Violence & Milagro House participated.

Giving Tree - In 2019, Highland members generously donated gifts for individuals at various organizations in our community. Many Highland members volunteered to organize and distribute these gifts. Highland members responded very positively to a new online version of the giving tree in late 2020. This was due to COVID restrictions.

Global Outreach

“Wins”

Mission Trip to Puerto Rico

Nine Highland members and Pastor Noe Juarez travelled to Añasco, Puerto Rico for a week-long mission trip in late October/early November 2019 to help residents recover from Hurricanes Irma and Maria in September 2017. Hurricane Irma grazed northern Puerto Rico with tropical storm-force winds on September 6, causing four fatalities and \$760 million in damages. Two weeks later, on September 20, as the island was still recovering from Irma, Hurricane Maria made a direct hit on Puerto Rico as a high-end Category 4 hurricane with winds of 155 mph. Maria left all 3.4 million residents without electricity and polluted more than 50% of the tap water available on the island. The official death toll on Puerto Rico attributed to Maria is 2,975 with a total damage estimate at \$90 billion.

The Highland team worked in coordination with Presbyterian Disaster Assistance and was hosted by the First Presbyterian Church in town. During the course of the week, our volunteers repaired ten roofs in the Añasco area that required resealing before FEMA would approve repairs to the interior of the homes. Añasco is a town of about 5,000 residents, located a few miles inland from the west-central coast. During Maria the town experienced 10-15 inches of rain and a significant storm surge up the Añasco River from the sea to the western outskirts of town.

All volunteer operations in Puerto Rico have been suspended through December 31, 2020 due to Covid-19.

Alternative Gift Catalog and Christmas Joy Offering

Distributed in time for the 2019 Advent season, the annual Alternative Gift Catalog raised \$7,222 for a variety of local and global mission partners.

The Christmas Joy Offering raised a total of \$4,895 to help support Presbyterian church workers in need and provide leadership development for minority communities.

Africa Fundraising Dinner in Partnership with Lighthouse Imani Church

A dinner and presentation was given in Fellowship Hall on Sunday, January 19 to help build a new Presbyterian Church in Kigoro, Kenya. The event brought together almost 100 Highlanders and members of Lighthouse Imani Church together for an afternoon of African food and music. Just over \$3,200 was raised for the church construction in Kigoro.

Mission Partner Videos

During the pandemic, our PCUSA mission partner Dennis Smith in Argentina and the leadership of IRCES and Juan Calvino School in El Salvador have submitted videos that have been presented as part of two online services. The primary purpose of each video was to keep Highlanders informed about the effects of Covid-19 in areas we provide support.

“Losses”

Argentina Mission Trip

The week-long mission trip to Argentina in March was cancelled as a result of potential travel restrictions returning to the United States after the trip as well as the first reported cases of Covid-19 in Argentina just days before the trip was to begin. A group of five were scheduled to go on the trip to visit PCUSA missionary Dennis Smith and to learn about the urban ministries he has been involved with in Buenos Aires, Argentina and rural ministries in Uruguay. Despite not being able to make the trip, Highland contributed \$2,000 to support Dennis and the ministries he works with to help those organizations provide Covid-19 assistance in both Argentina and Uruguay.

El Salvador Mission Trip

Highland was prepared to send a small mission team to El Salvador in June 2020 to learn about the first year's impact of the "Angels in Inclusion" project at Juan Calvino School for students, families, and the community served by the school. As a result of funds raised by the Worship and Mission Enhancement Campaign in 2019, Highland has committed a total of \$25,000 to provide a dedicated classroom space and counseling services for students with learning and emotional disabilities through 2029.

Rise Against Hunger Event

The popular Rise Against Hunger meal-packaging event scheduled for July 12 was cancelled. This event typically provides a hands-on mission experience for 100 Highland members of all ages. On two occasions the event has been reported on during newscasts of WGAL-TV, giving Highland publicity about our commitment to mission around the region.

Connect More Effectively, El Salvador

Just before the state-mandated lockdown went into effect in March, the Global Outreach Committee had started exploring the idea of putting together a written history of our mission partnership with IRCES in El Salvador—how the partnership started and has evolved over almost twenty years. This document would serve as a model to help Highland tell our full mission story for current and potentially new members in the hope that they would be inspired to participate in mission. We were just beginning to consider how to raise funds for the outsourcing for the writing that would go into such a document. We had also started accumulating parts of that history and reached out to a few contractors who might be interested in taking on such a project. The church in El Salvador has provided their own material so "their side" of the story of our partnership can be included as well.

"Plans"

2021 Committee Budget

Allow our El Salvador partners to determine how they can best meet the needs of their community with the budgeted funds from Highland. Typically, we have given \$6,000 for scholarships to Juan Calvino School. Schools in El Salvador have not met since the start of the pandemic and are unlikely to reopen soon. Perhaps food security, medicine, and internet accessibility for Juan Calvino students are greater needs that Highland can still help provide.

Remaining 2020 Budget Resources

The Global Outreach Committee has \$3,900 in funds left from the 2020 budget that can be directed to a few organizations to help with disaster recovery, food security, and Covid-19 mitigation.

2020 Alternative Gift Catalog

A new Alternative Gift Catalog to go out in late October/early November as an email blast to Highland

members. Unlike past catalogs, this edition would focus on just four or five areas where people can contribute directly to a Covid-19 response, such as the Lancaster County Food Bank, Power Packs, Presbyterian Disaster Assistance, etc.... Members could print out the order form and mail in their contribution.

2021 Mission Trips

Although we can't predict what the status of the pandemic will be in regard to mission travel in 6 months, a year, or even longer; we can still look to make some contingency plans regarding the committee's priorities in "the new normal".

Local Outreach Chair – Lisa Murray

Global Outreach Chair – Ian Turner

Session Representative – John Herr

Session

Moderator: Rev. Dr. Roger Rabey

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

Clerk of Session: Barb Droz

Elders:

Class 2020	Class 2021	Class 2022
Peggy Apgar	Allison Brown	Chris Kaufmann
Barbara Denlinger	Allen Deaver	Laura Rothacker
Larry Fowler	Jeff Doane	Leigh Shuman
Nancy Schlegel	Jerry Rothacker	Jim Towers
Allen Stambaugh		

A **Congregational Meeting** was held on January 26, 2020 where we presented minutes of 2019 Congregational meeting, presented the statistical report, reported on the Highland Fund, gave a Stewardship update, presented the 2019 Financial Report and the 2020 Operating Budget, received nominations for Elders for 2023, Deacons for Class of 2021 and 2023 and Nominating Committee and voted on the changes in terms of call for pastors.

Pastoral Staff led Session to continue programs in line with the strategic plan committees that focused on the key priorities of Attract Young Families, Reach Out and Serve, and Nurture Spiritual Growth. The Nurture Spiritual Growth team organized two small group opportunities running in conjunction with sermon series: The Call, by Adam Hamilton and Simon Peter by Adam Hamilton. Reach Out and Serve sponsored the 10,000 meals program and family education speakers.

For **security** of our members and guests, session approved a revision to the Safety and Emergency Plan to include an armed security guard on church grounds during the Sunday morning services.

Session developed and completed the **Worship and Mission Enhancement program**, a \$460,000 fund raising effort to support four areas. First, purchase a new piano for the sanctuary. Second, relocate and replace the AV equipment in the sanctuary. Third, renovate the lounge (original sanctuary) into a chapel, and finally, support global and local missions through scholarships to the Juan Calvino School in El Salvador and Habitat for Humanity

Session honored the Rev. Ross McClintock as **Minister Emeritus** of Highland Presbyterian Church and named the newly renovated chapel the McClintock Chapel.

Session received the report of the **Veritas Preschool at Highland** and renewed their lease for the upcoming year.

The **Highland Fund Committee** was disbanded, and their duties were incorporated into the Finance Committee and to the Church Administrator. The funds were realigned, and purpose clarified. The principal remains endowed for the funds, and the income use was defined.

The 2020 proposed **budget** was approved by session in the amount of \$1,388,187. Year end 2019 **finances** resulted in a surplus of \$70,537.34.

From a **personnel** perspective, Session hired Will Massey as Youth Director. The Rev. Dr. Noe Juarez and his wife Laurie Juarez shared their new call to do mission work in Ayacucho, Peru, leaving in August. However, with the Covid-19 pandemic, both stayed on in their positions during the crisis.

We received seven **new members** on September 29, one on November 24, and eight on February 9. We had eight youth join Highland on March 8 through the Confirmation Class.

On March 15, session gathered virtually to close the building to on-site worship, funerals, and meetings due to the **Covid-19 pandemic**. Video recorded services were provided via YouTube.

In late June, the **Strategic Planning Committee** kicked off a six-month study using the book *Canoeing the Mountains* with Rev. Don Hackett as facilitator.

Barb Droz, Clerk

Worship & Music Council Worship and Music Council

The Worship and Music Council works closely with the senior pastor, Rev. Dr. Roger Rabey to oversee the number, character, and schedule of worship services and to provide the necessary support and environment to achieve the best possible worship experience at Highland Presbyterian Church. In addition, the Council oversees the numerous music programs at Highland. The Pastors and Director of Music will report their activities separately; this committee has supported and offered advice to them as needed.

The Council serves as the umbrella for the many committees and groups that work to create meaningful worship. The council membership consists of:

Clergy – Rev. Dr. Roger Rabey, in his absence Rev. Dr. Ann Osborne or Rev. Dr. Noe Juarez.

Session representatives – Donna Benson, Dr. Gerald Rothacker (also Contemporary Worship Committee), Dr. Leigh Shuman

Deacons representative – Lee Heisey

Director of Music – Dr. Paul Thorlakson

Director of Contemporary Music-Josh Witmer

Additional Members- Barb Denlinger (Choir and Bell Choir), Larry and Anita Ewing (Greeters and New Members), Annabelle Hargreaves, John Holtzapple (AV and McClintock Chapel renovations), Ginny Miller, Carla Rothacker (Home Communion), Linda Shugarts (DRS concerts), and Johnny Wood (Ushers)

Leadership of the Council changed in January 2020, with Elder Leigh Shuman replacing Elder Jerry Rothacker.

The defining event of this year's report was the COVID-19 pandemic, which struck in March 2020. All indoor activities at Highland ceased in early March 2020 and did not resume during the rest of the time covered by this report. A major part of the activity of the committee during the end of the term of this report was to find alternative ways to worship and share music. Every facet of the church's programs and activities were severely impacted. By the end of June 2020, there was limited access to the church building itself and all worship and music activities had moved online. Plans for outdoor worship, guided by documents from the Reopening Task Force, were underway to begin in July 2020.

Sanctuary Worship- Efforts were begun to repair defective pew racks and update all materials in the pews for purposed of safety, stewardship, prayer requests, and church information. These efforts stopped with the pandemic, and the pew racks were emptied of papers and hymnals to minimize spread of infection. Efforts to improve communications in the sanctuary will resume once it is safe to do so. During this year, a new Steinway piano was added to the sanctuary, and was a great success in improving the quality of our music.

Virtual Worship-With the onset of COVID-19 in March, the Council worked with the AV team and staff, particularly Josh Witmer and Jon Lefever to create a virtual worship experience. This transition occurred withing just a few weeks, and the virtual services have been very well received, and reached an audience beyond those that usual attend worship at Highland. These services were pre-recorded on Wednesdays and Thursdays, edited on Friday, and posted to YouTube by Saturday afternoon. In addition, 2 weekly devotionals have been produced.

Outdoor Worship- Planning is underway to begin worshipping in the parking lot outside the administrative wing in early July. This effort is headed by Rev. Dr. Noe Juarez. It is hoped this will allow those members who desire some in-person worship experience to have their needs met.

McClintock Chapel- Fundraising for a complete renovation of the former Lounge into a small worship space was successful, and during the year, John Holtzapple and Jim Towers helped shepherd this project to fruition. The old space was gutted and the former balcony, which had been used for storage, was removed. A new worship space with seating for 80-90 was designed and constructed. It was decided to name this in honor of Former Pastor Ross McClintock, and to further honor his legacy by posthumously granting him the title of Pastor Emeritus. The space was essentially completed during the term of this report, and plans were underway to dedicate the chapel on August 30, 2020, at a special service.

AV Upgrade- fundraising for the move of the AV booth to the sanctuary floor was successfully completed, and under the guidance of John Holtzapple, a new AV facility was built in the sanctuary, necessitating the removal of about 20 seats. A considerable amount of hardware was added to permit creation of both pre-recorded and livestreamed services and concerts. The new booth can manage up to 4 HDMI feeds, including 3 cameras and a computer for graphics. It will be put to use once we return to indoor worship.

Choir and Bell Choir-Both groups functioned normally until the arrival of the pandemic, after which time neither group could meet to rehearse or perform. The music program transitioned to online performances by Paul and Jonathan Lefever, we pre-recorded soloists. In addition, there were virtual small choir performances.

Contemporary Worship- The CW Committee met regularly and was working to hire a Director of Worship Arts to replace Josh Witmer in his leadership role. This was underway when COVID hit and CW was suspended. An effort has been maintained to create blended worship online, making use of the Praise Band. Post-COVID, a search for new music and worship leadership for the contemporary service will continue.

Ushers- Johnny Wood continues to organize the ushers and has kept a fairly stable group of ushers to serve on Sundays. They have also led in the integration of the security officer into the Narthex. After the church closed, no ushers were needed for the duration of this report. There are major concerns that many of the ushers will not feel comfortable returning to indoor worship due to age and medical conditions.

Greeters- Larry and Anita Ewing have managed the greeters and the Welcome Center. A large and reliable group of volunteers continued to perform these duties. Both duties ceased to function during the pandemic. Until indoor worship resumes, their activities will be on hold.

Communion Guild- Lee Heisey and Linda Ginn have managed this work each month with additional volunteers. With the onset of COVID, there was no communion served. They ended the year identifying a pre-packaged communion kit that may meet our needs for the foreseeable future.

Home Communion- 30-35 members were being served Home Communion on a quarterly basis. This ended with COVID as all care facilities have been shut down to outside visitors. This ministry will continue when it is possible.

Dorothy Rose Smith Concerts- This committee was led by Linda Shugarts. The Fall Concert series was successful and well-attended. The planned Spring series was cancelled due to the pandemic. At present, there are plans to resume the concert series in the Spring of 2021, and a program of 4 concerts beginning on March 3, 2021 have been scheduled and can hopefully take place.

Advent activities- Two Christmas Eve services (4pm and 8 pm) were well attended, with small drops since the previous year. The single Sunday morning service in Fellowship Hall was full. Decorations were successful. Plans for in-church activities at church for 2020 were currently pending given the pandemic. Advent Devotionals under Johnny Wood will be completed and mailed to the congregation in November.

Easter 2020- This was done as a virtual service and had over 1200 unique views on YouTube. Palm Sunday was also viewed by nearly 1500 devices.

Attendance- Johnny Wood has compiled the weekly numbers and transitioned to YouTube hits once services became virtual. In-person attendance for the second half of 2019 and the first 10 weeks of 2020 were down very slightly from the rolling 4-year average. Virtual services were extremely popular early on, in part because the included Palm Sunday and Easter. By summer 2020, average views were in the 400-500 range each Sunday.

Financials – The Council was approximately \$1500 under budget for 2019. It appears we will be well under budget in 2020, as many of the usual expenses are not going to be needed in the absence of in-person worship.

Elder Dr. Leigh S. Shuman, Chair

Youth Ministries

We kicked off the school year without a youth director, but with lots of parental help! First activity – fishing and a cook-out at the “Living-Horsts”! We also had an end of summer lock-in with a bonfire at the Rabey’s.

Black Light bowling and the Oregon Dairy corn maze and ice cream started off the school year for us. Meanwhile, at the end of September, we had a 2nd interview with a potential new Youth Director candidate...who we took to Oregon Dairy, where he ate ice cream and milked a cow!

Our middle-schoolers had an amazing time at the Breakaway Retreat in November. The fun included zip-lining and nine-square! The rest of October/November included “Gone Servin’”, Trunk or Treat/Halloween Party, “Grog”, an Escape Room, and our “Twisted Mystery Thanksgiving Dinner”.

Will officially accepted the Youth Director position and the youth prepared for his first day – Dec. 1- by “sticky-ing” his whole office! He was initiated into the Youth Group with Black Light dodge ball (he held his own). We closed the year with a Christmas party and a get-to-know-your-youth-director-Jeopardy!

In January, Will set out on a mission to visit each family in the youth group. Eventually the mission continued over Zoom. We also enjoyed a Highland Movie Night at Penn Cinema in January, an exclusive screening of Star Wars!

In March, we had to cancel our Spring Retreat and transition to virtual youth group, but they still showed up! We started playing games on Wednesday too, because we knew that youth were not seeing their friends at school all week.

On April 26, the Youth Group led worship through prayer, music, and Word for the recorded service. 17 youth participated altogether. In worship, the Youth Group praised God for creation, and the youth gave their perspectives on the Church’s responsibility to care for the Earth.

Some other things we did this Spring while sheltering at home:

- Sent postcards and letters to older Highland members who were especially isolated.
- Talked about the impact of coronavirus on our families and communities.
- Asked questions and tried to learn from the uprisings for racial justice around the world.

Over the Summer, we created some opportunities for youth to be outside and enjoy each other’s company. We watched some movies on the lawn, and we went for a hike.

In July, over 30 youth and parents took care of their community and the Earth by volunteering with Trout Unlimited. They potted and planted trees, cleared trails, and learned how stream health affects wildlife and people in the area. Youth are also involved in the effort to make Highland an “Earth Care Congregation!”

The Youth Room Makeover kicked off in August! We removed the carpets and some cabinets, then painted everything. We will soon have new lighting, a new floor and some new furniture. So many youth, parents, staff and Highland members made this project possible.

Will Massey, Youth Director