HIGHLAND PRESBYTERIAN CHURCH
Pastor: J. S. Randolph Harris
Associate Pastor: Debbie Layman
Associate Pastor: Courtney Stevens
Pastor Emeritus: Steve McCutchan
Associate Pastor Emeritus: Dr. James H. Banbury
Director of Christian Education: Darryl Ray
Director of Music: Dr. Nate Zullinger

(336) 724-6303
www.highlandpres.org
2380 Cloverdale Avenue
Winston-Salem, NC 27103-2012
Christian Education Committee

Our Mission - The Christian Education Committee strives to provide a dynamic program of faith formation for Highland members, our children and visitors, growing disciples through a variety of church school classes, special offerings and other educational events.

During 2016, the CE Committee and its wonderful team of Children's Ministry volunteers continued to provide the following vibrant offerings:

- Highland’s faith.net Sunday School program for our children in grades kindergarten through fifth-grade. faith.net teaches about the Bible by having our children rotate through different workshops (drama, art, cinema, cooking, music, and reflection) during each multi-week term, learning about and then reinforcing the same Bible stories through multiple experiences, in a manner intended to successfully address a variety of learning styles.

- Each Sunday, 12-15 warm, kind, and nurturing adults and youth care for our large and growing group of infants, toddlers and preschool children during Church School, Children & Worship, and at other times as well.

- Vacation Church School again provided an enriching and adventurous three days for our children and offered hospitality to a good number of visitors and children from the surrounding neighborhood, as well.

The CE Committee, relying upon the gifts and talents and the interests and needs of our members, provided the following diverse educational opportunities:

- Rich adult Christian Education choices during the church school hour such as elective classes plus The Present Word, The Lectionary Cafe, and a newly formed group, The Agape Class.

- On Wednesday evenings after Fling, a video series titled “Turning Points in the Middle East” was presented with discussion following. The series focused on the history of the Middle East from the time of the prophet Muhammad to World War I.

- An on-going Thursday morning Bible study led by Darryl Ray.

- Small group studies during the Lenten Season were offered for a second year in more than a dozen locations, at varying times. Each small group had about 10 participants and met weekly for four weeks. They read assigned texts and had discussions using materials prepared by Randy Harris to facilitate the study.

The CE Committee also coordinated and hosted all-church special events:

- The annual Easter Potluck, held between services on Easter Sunday.
• In June, artists of all ages gathered to share their talents and to learn together at our fifth annual *ArtRageous!* classes. Many Highland members taught classes in music, cooking, dance, horticulture and art. *ArtRageous!* continues to be a vibrant, dynamic part of our summer.

• Rally Day, held in September to kick-off the new fall Christian Education offerings.

During 2016, over 60 Highland members were approved by the session to teach all ages of Highland’s Christian Education program. The number of participants served was many times that. We are blessed to have such a large, talented and giving group of people. Thanks to all who shared their talents with us.

It is our hope that during 2017 the Committee can again call upon our members to help create and implement educational opportunities for our members, children and visitors, equipping adults for discipleship and preparing our children in a Christian life. Each of you is invited, welcomed and challenged to play a role in Christian Education at Highland, whether as a ministry team member, a project leader, a teacher, a volunteer, or as a participant, because each of these roles serves our goal of growing disciples by providing faith formation for all ages.

Finally, the Committee Elders want to thank Darryl Ray, Highland’s Director of Christian Education, for her unwavering dedication, service and excellence, and our other staff members for their ongoing support and enthusiasm. Through Christian education we seek to walk our journeys of faith together, along paths of discipleship, so that we might honestly wrestle with our doubts, grow in our faith, and build community spirit to be sent out to live as Christ’s disciples in the world.

Respectfully submitted, Carrie Bullock (chair), and Garry Russ (second-year elder), Lola Culler (first-year elder)

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**Community Service**

Reflecting the mission of Highland Presbyterian Church, our members reached out enthusiastically with love and care to the members of our community during 2016. The Community Service Committee organized quite a few volunteer opportunities, donation drives and celebrations to share God’s grace and good gifts.

We started our year by welcoming the Forsyth Backpack Program to the list of agencies that Highland supports with our time and talents. Throughout the year, members of our committee connected with these agencies, visiting their Executive Directors and other administrators to continue our personal relationships with them and to understand where we can best serve the people on whom they are focused. Our members also continued with our monthly delivery of pasta sauce to Crisis Control Ministry, filling their trunks and passenger seats with the donations that are so generously given during worship at the beginning of each month. During the weeks leading up to the NCAA men’s basketball championship, pasta sauce was delivered daily in honor of our friendly March Madness competition. 246 cans of sauce were collected,
with North Carolina State University winning bragging rights for the most generous fans. Every other month, dinner was delivered to the volunteers at the Community Care Center, which was coordinated by our committee.

We continued our annual diaper drive, sponsored by the Diaper Bank of North Carolina – Greater Triad. This ran from Mother’s Day to Father’s Day. The committee also brought back an old favorite, Samaritan Inn overnights on the fourth Saturday of each month, starting in September. This will pick up again after the Overflow Shelter season ends in March. Another agency opportunity, near and dear to Highland’s heart, came about with a new Unity Build by Habitat for Humanity. We joined congregations around town to raise money for and help build a new house. Children collected coins in their ‘Nickels for Nails’ boxes and participated in a ‘House Hunt for Blessings’ scavenger hunt. This allowed participants to give while reflecting on their own homes and possessions. Enough money was raised to fully fund this year’s house, with money left to put towards a 2018 house.

Seeing an immediate need in Highland’s neighborhood, a member of the Community Service committee began an English as a second language group once a week. This group has served refugees and other non-English speakers who have made Winston-Salem their home.

We hosted our impressive collection of agencies at our Mission Fair. Representatives from each group made presentations and provided literature highlighting their role in the community and how we can best support them as groups and individuals. Helping Hands gave our members the opportunity to blast Winston-Salem with love and care as families and individuals spread out to meet the needs of many of these agencies. Lots of volunteer hours, paint cans, vegetables, diapers, cookies and more were handled on this late summer Saturday.

Ending the year on several high notes: we hosted a Christmas dinner and evening of entertainment for low-income seniors through a program of The Shepherd’s Center. More than 100 seniors came to eat and listen to the very talented community band and left with overflowing goodie bags. We then turned our sights to our homeless community, volunteering at the Overflow Shelter. The shelter season runs from December 1 – March 31st. During the 2015-2016 season, 58 members of Highland’s congregation gave their time and service to the shelter in some way. We also collected an enormous amount of toiletries and other essential items during our Christmas Eve collection.

I thank God for giving me the opportunity to serve him while holding hands with Sue Kent, Sue Sevin, Jim Boone, Pam Kahl, Steve Zorn, Jim Gallaher, Kit Broadhurst, Jim Womble, Emelda Lawing, Kelly Greene, Margaret Sehon, and Debbie Layman

In service to him and others, Katherine Campbell
Congregational Care Committee

In 2016 the Congregational Care Committee continued its mission of providing care and support to the congregation of Highland Presbyterian Church in a myriad of ways. Members of the committee have delivered flowers to homebound or ill members on the 1st, 3rd and 5th Sundays of the month. We also delivered poinsettias at Christmas time and Easter lilies at Easter. Birthday cards were sent out to members each month, along with cards to those who were ill, having surgery or having some other need. We celebrated the arrival of newborn members with a yellow rose, a board book and organized meals for the new family. We coordinated meals for those who were ill or homebound. We have coordinated transportation for members who would like to attend church but are unable to drive on a routine or ‘as needed’ basis. We supported the Prayer Shawl ministry by delivering prayer shawls to those who were undergoing a bereavement or illness. Our Casserole Cavalry enjoyed cooking and freezing meals to be delivered to those in need (post-surgery, death in family, etc.).

In the summer months, we hosted a well-attended documentary series, Seeking Wholeness, which involved a panel of speakers who shared their experience after the group watched the documentary. These events not only drew Highlanders but also many from our community.

In August, we had the annual 80+ birthday party to celebrate members who have turned 80 or over. In addition, we celebrated with members who turned 100 by bringing a small party to them. We celebrated Advent with members by hosting a caroling and hot chocolate party and delivered homemade treats and crafts to homebound members.

Of course this committee could not do all that it does without Highland’s generous support. We would like to thank all those who have provided care, love and support to their fellow Highland members by providing the services detailed above. In addition, we would like to thank the transportation teams who have provided transportation or scheduling on a routine basis. Our church community is stronger because of all of your efforts.

Our committee this year consisted of: Kelly Laws (Chair), Melissa Fish (Vice Chair), Melissa Carroll (first year Deacon), Patsy Currin, Heather Greene, Kelly Greene, Lucy Lancaster, Emelda Lawing, Sue Sevin, and Pam Carter. Debbie Layman was the Staff Liaison.

Fellowship and Communications Committee

The Fellowship & Communications Committee is charged with bringing members of all ages of Highland together in fellowship, through a wide variety of activities and events. Responsibilities of the F&C Committee consist of coordinating fellowship gatherings, communication of various events, and seeing them creatively through fruition. F&C events include the Maundy Thursday Meal; All Church, Men’s, and Women’s Retreats; Wednesday night Fling Meals, and related Prep and Clean-up Teams; Lemonade in the Shade after Sunday
services; trip to the Dash ballgame; Men of the Church; Presbyterian Women; XYZers; ABCers; Hightimers, and other events, some of which are self-led. Congregational communications under F&C tutelage include the Church Directory; Website; Bulletin boards and Gallery Hall exhibits.

2016 F&C Committee Members included: Debbie Layman, Associate Pastor; Barbara Whitley, Chair, Katina Barksdale, Vice Chair, Ethie Edwards, first year Elder, Ralph Burroughs, Wendy Hoge and Alice Michalove.

HIGHLIGHTS OF 2016

• **Weekly Fling Meal:** This is our second largest regular gathering as a congregation. Many thanks to Katina Barksdale and Ethie Edwards for coordinating the Cooking and Clean-up teams.

• **Lemonade in the Shade** – this continues to be a popular activity after summer services and provides a wonderful time of fellowship for members of all ages. Many thanks to Summer Riley for coordinating this activity again this year.

• **All-Church Picnic** – the picnic was relocated this year in hopes that the proximity to the church would encourage higher attendance. However, the attendance remained approximately the same as in years past – 175.

• **Church Retreats** – the Men’s, Women’s and All-Church retreats were again held at Montreat this year. All who participated appreciated the programs and the beautiful surroundings.

Fellowship & Communications is a very active committee. The F&C Committee extends humble appreciation to the many HPC members who make F&C the success that it is for all at Highland. Many thanks to all who served as Committee members, volunteers, or those simply participating behind the scenes on their own.

Respectfully submitted, Barbara Whitley, 2016 Fellowship & Communication Chair

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**Finance Committee**

During 2016, the Highland Presbyterian Church Finance Committee was responsible for the ongoing review and oversight of the annual budget and expenditures, as well as the preparation and presentation of the 2017 Asking Budget at the October 2016 meetings of the Diaconate and Session.

In recent weeks, the committee has worked hard to monitor 2016 giving in conjunction with the 2016 budget, as well as the progress toward pledges received for the 2017 asking budget. The congregation continues to be generous and we are blessed that our 2016 actual amounts received exceeded the pledged amount by 3.67% for total giving of $1,020,520. Our actual total expenditures for the year are $984,009, which is $3,500 over the budgeted amount. Even with excess expenditures, there is an amount of $36,510 to apply to our 2017 budget.
The 2017 asking budget was adopted earlier this month as the final budget, with an overall increase from the 2016 budget of 5.94%. During 2017, the committee will continue to oversee the annual budget and meet monthly to provide financial oversight for the church.

My sincere thanks to each one of the committee members for their service and to our entire congregation for their generous and continued support of our programs and ministry here at Highland.

The 2016 committee members were Cathy Shaffner (Chair), Pat Blythe (Vice Chair), Robin Spainhour (1st Year Deacon), Bill Kay, Debbie Patton, Fred Price, Patrick Simpson, Brain Wells, Miles Abernethy (Treasurer), Randy Harris (Staff Liaison), and Joy Hamilton (Business Manager).

Submitted by Cathy Shaffner

Global Service Committee

It is a pleasure to give the annual report for the Global Service Committee (formally Witness). We had a robust slate of service opportunities offered to our congregation that kept us involved locally and globally.

- Special Offerings: One Great Hour of Sharing, Pentecost (our local portion was to the Forsyth Backpack program), Children’s, Hispanic, Peace and Global Witness, and Christmas Joy offerings.
- Stop Hunger Now- We had a great response as we gathered to assemble 20,000+ meals to fight worldwide hunger. We were notified that our inventory of packaged meals were delivered to Haiti in October for vulnerable children.
- CROP- In October we offered an opportunity to participate to fight hunger locally and globally. Members and others were involved in the walk to support the mission. Our enthusiasm of neighborly love resulted in an anonymous congregational member donor matching our monetary efforts resulting in a total donation of $27,704.
- Alternative Gift/Blankets- This year again we supported the Shallow Wells project to provide well systems that provide clean water to areas in Malawi, Africa. We raised money for 15 wells and met our goal. Members also donated money for blankets for Church World Service.
- We were able to make a donation with miscellaneous funds to support Syrian refugees, and support flooding recovery in Malawi, Africa and in our own country.

Sue Simpson, Chair
The 2016 Long Range Planning Committee consisted of the following members: David Norman (Acting Chair), Steve Cavanaugh (3rd Year Elder) Jim Lancaster (1st year Elder), Randy Shields, Elaine Patterson, John Garrou, Les Preston, Mark Whitley, Alice Milam and Randy Harris (staff liaison).

As a result of Steve Cavanaugh’s travels associated with business, David Norman, incoming Vice-Chair, agreed to act as the committee chair for 2016. David will continue as Committee Chair during 2017. Jim Lancaster will become the Vice-chair.

In January and February, the committee devised and implemented a plan to engage members of staff and the congregation to become “facility monitors”, on a volunteer basis, to oversee the routine maintenance, repair and operation of the church facilities. In close cooperation with the Property Committee and Joy Hamilton, many basic operational needs are being attended to on a more intentional basis by the volunteers who are serving in this capacity. As is customary with the larger, more expensive building infrastructure and systems, the Property Committee continues to manage those.

Throughout 2016, the Committee continued following developments related to the announced plan to demolish the Cloverdale and Ardmore Terrace Apartments for the purpose of developing the 63 acre property with a large residential, retail and commercial mixed use village. While there has been little activity since early in the year, due to the potential impact on the life of Highland, we remain actively engaged with various constituents involved in this development.

Responding to accelerating trends in the assimilation of social media technology into the life of the Church presented by the staff during the Officer’s Retreat in January, our committee called and empowered a technology Task Force consisting of members in the congregation who are advanced users of social media to assist Highland in our efforts to support the developing types of incarnational ministry emerging across most denominations. The Task Force has focused initially on ways to enhance the reach and usage of the church’s website by both Highland members and those outside the church who might be interested in our mission and ministries. We expect to receive some recommendations for ways to modernize our social media presence through closer integration with the website. This effort will continue in 2017.

In an initiative related to the one above, the committee began an investigation into the possibilities of preparing the sanctuary, and potentially other spaces, for the future implementation of live-streaming of worship services via a closed internet network. We researched the practices of several local churches and also heard a report from leaders from Calvary Moravian Church who recently completed this implementation. In October, the committee submitted a budget request for funding to contract a professional assessment of our needs should we elect to proceed. We will be discussing this engagement early in 2017.

Respectfully submitted, David Norman, acting Chair
Membership Committee

2016 was another exciting and joyful year for the Membership Committee of Highland! This large and active committee consisted this year of Judy Bass, Chair; Kathy Black, Vice Chair; Esther Preston, Secretary; Debbie Layman, Staff Liaison; John Downs; Peggy Dunlap; Carol Healy; Lyn Hux; Emelda Lawing; Alice Milam; Jo Ann Mintz; Katie Paterson; and Cathy Seaver.

One of our committee’s duties is to make visitors feel welcome. To this end, we had a Visitor Greeter stationed in the Narthex before 11 am worship each Sunday morning and for special services. We also kept a Visitors table in the Narthex stocked with information about Highland, including campus maps and copies of Highlights. Each week, a member of the committee got in touch with all visitors who left contact information to thank them for coming and to offer more information. The congregation as a whole did the biggest part of this important job of hospitality, however, making sure to speak to visitors seated nearby and offering warm greetings!

We welcomed 28 new members over the course of the year. Each of those was matched with a Fellowship Friend to help him/her get acclimated to and involved in our faith community. Each who submitted a Time and Talent sheet was put in touch with the chairs of their areas of interest. A New Member Luncheon was held in February ’16 to celebrate new members who joined in 2015, and plans are underway for a similar event to honor those who joined in 2016.

Encouraging current members to stay engaged and involved in the life of the church is another aspect of Membership’s responsibilities. We offered name tags at both worship services on the first Sunday of each month and at Fling the first Wednesday of each month, recognizing that we all feel more connected to one another when we know each other’s names. Also, special opportunities were offered at Fling to encourage attendees to branch out and make new friends of members old and new. At the fun “Fling Birthday Bash” in January, everyone was seated according to birth month at tables decorated seasonally, and birthday cake was enjoyed by all for dessert. In November, “Fall Fling Fiesta” offered a time before dinner to enjoy appetizers and mingle with the crowd.

It is a joy to interact with the members and visitors of Highland, and to welcome new friends into our church family!

Respectfully submitted, Judy Bass, Membership Committee Chair, 2016

Nominating Committee

The Nominating Committee is charged with nominating church members for election as Ruling Elders and Deacons by the congregation. The committee also nominates persons to serve on pastoral search committees, elected by the congregation as needed. It is the only church committee that is mandated by the Book of Order and whose membership is clearly outlined. The number of congregational members is always greater than the number of active officers on the
committee. At Highland, the committee is composed of three active Elders, one active Deacon, and five congregational members. These congregational members serve staggered three-year terms and are elected at the annual meeting of the congregation. The Pastor serves as an ex-officio member.

At the beginning of 2016, the Nominating Committee met to review its responsibilities. It developed guidelines and a timetable to assist the committee as it carried out its duties. It was important to the committee that the discernment of individuals to recommend for leadership in the church be done with prayerful consideration, thoughtful recognition of the gifts and faith each had to share, and the needs and diversity of the congregation.

Four Deacons resigned their office early in the year due to ill health or moving from the community. The Nominating Committee recommended the persons listed below to fill these un-expired terms. Their names were placed in nomination at two congregational meetings called by the Session. The congregation subsequently elected all nominees.

- Ralph Burroughs, Class of 2018, nominated and elected on February 28, 2016.
- Debbie Patton, Class of 2017, nominated and elected on May 29, 2016.
- John Woodmansee, Class of 2017, nominated and elected on May 29, 2016

The committee began its deliberations in early spring to select eight Ruling Elder and eight Deacon nominees to serve three-year terms in the Class of 2019. The earlier timeframe was chosen in order to facilitate an enhanced approach to officer training in the fall. To fulfill this responsibility, the committee:

- Solicited and received suggested names from the congregation for church officers.
- Compiled a slate of candidates willing to be placed in nomination.
- Developed an informational brochure about the candidates for the congregation that was available through church mailings and the website.
- Nominated the persons listed below to serve as church officers at a congregational meeting called by the Session on August 21, 2016, and assisted in the congregational meeting called by the Session on August 28, 2016 where the congregation elected the nominees.

<table>
<thead>
<tr>
<th>Deacons, Class of 2019</th>
<th>Elders, Class of 2019</th>
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<tbody>
<tr>
<td>Carolyn Albright</td>
<td>Mark Doughton</td>
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<tr>
<td>Megan Bryant</td>
<td>Grover Gore</td>
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<tr>
<td>Debbie Cesta</td>
<td>Gordon Jenkins</td>
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<tr>
<td>Jim Gallaher</td>
<td>Tony Kummer</td>
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<tr>
<td>Nicole Gottfried</td>
<td>Mark Queen</td>
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<tr>
<td>Alice Michalove</td>
<td>Randy Shields</td>
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<tr>
<td>Scott Miller</td>
<td>Mac Smyth</td>
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<tr>
<td>Steve Zorn</td>
<td>Scott Templeton</td>
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Personnel Committee

As a committee of the Session, the Personnel Committee works closely with our Pastor and Head of Staff to establish and implement the personnel policies of Highland Presbyterian Church. In doing so, the Committee endeavors to provide support and encouragement to each of our staff members and to assist them in serving the ministries of Highland. In 2016, the Personnel Committee’s activities included:

- Reviewing and approving job descriptions for each staff position;
- Reviewing salary surveys and compensation studies to enable comparisons with Highland’s compensation structure for its pastors;
- Analyzing salary information for our non-ordained staff in order to make appropriate recommendations; and
- Working with our Pastor, Finance Committee and Session to develop the annual personnel budget.

In addition to the above activities, the Personnel Committee sponsored the following celebratory events in 2016:

- Administrative Staff Appreciation Day (April 2016)
- Pastor/Program Staff Appreciation Month (October 2016)
- Milestones in Ministry recognition for Randy Harris and Debbie Layman (20+ years of service since ordination for Randy and 20 for Debbie)
- Holiday Staff Appreciation Luncheon (December 2016)

The Personnel Committee continues to be grateful for our dedicated and talented Highland staff and for all they do and for all they mean to Highland.

Respectfully submitted,
Bob Lawing, Chair; Linda Thorup, Les Preston, Cathy Shaffner, Sharon Payne, Bill Currin, Ed Robins

Permanent Fund Committee

Committee Members:

<table>
<thead>
<tr>
<th>Anita Bain</th>
<th>Roberts Bass</th>
<th>Pat Blythe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Randy Harris</td>
<td>John Loftis</td>
<td>Carol Simes (Chair)</td>
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The Permanent Fund Committee met quarterly in 2016 to review fund performance and investment allocations. A summary of current holdings as of December 31, 2016, is shown below.
<table>
<thead>
<tr>
<th>Fund</th>
<th>12/31/2015</th>
<th>12/31/2016</th>
<th>Investment Return</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent Fund</td>
<td>$857,073</td>
<td>$760,344</td>
<td>+4%</td>
</tr>
<tr>
<td>Global Mission Fund</td>
<td>$69,246</td>
<td>$73,139</td>
<td>+5.6%</td>
</tr>
<tr>
<td>Bus Fund</td>
<td>$52,671</td>
<td>$55,899</td>
<td>+6.1%</td>
</tr>
<tr>
<td>Eleanor Weeks Fund</td>
<td>$19,684</td>
<td>$20,801</td>
<td>+6.9%</td>
</tr>
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The Permanent Fund had donations of $300 during the year and withdrawals of $131,724. Investment growth was $34,995. The amount for distribution as of 12/31/2016 is $173,324. Distributions from the Fund in 2016 covered the cost of the replacement of the AC system for Highland’s Sanctuary; in 2017, the Fund will provide monies needed to replace the copper flashing in the valleys of the slate roof of the Sanctuary and Education buildings.

In 2017, the PFC will continue to meet quarterly and receive requests as directed from Session.

**Property Committee**

Members: Steve Barton and Tom Mardis (Co-Chairs), along with Craig Bethel, Ralph Burroughs, Kevin Davie, Joy Hamilton, Bill Kay, Dave McCall, Les Preston, Skip Pickett, Gary Simes, Jim Swing, Royce Thompson, Darlene Williamson, John Woodmansee, and Randy Harris (Staff Liaison).

We are blessed with a talented and engaged congregation who generously shared their time and talents throughout the year. While some of this was accomplished through groups such as the ‘Garden Committee’ and the newly formed ‘Friends of the Property Committee’, there were also hundreds of individual efforts which combined to get the necessary jobs done. (Shameless plug – If you haven’t yet considered joining the ‘Friends of the Property Committee’, I strongly encourage you to contact Darlene Williamson. The tasks are organized into smaller, more manageable items that keep your commitment at a reasonable level. And there are jobs available no matter what your skill level might be.) It’s been said that it takes a village to raise a child. It also takes a congregation, no matter how small the contribution, to keep a church and grounds in good order.

There were many activities and accomplishments in 2016. Some of the more significant were:

- HVAC Replacement Project – This major initiative involves replacement of the HVAC unit in the Education Building attic. Planning and organizing this effort continued throughout 2016 and installation is currently underway with completion anticipated in early 2017.

- EB Attic Valley / Roof Repair Project – Another major initiative which involves repairs to the aging slate roof on the Sanctuary and Education Building. This began in 2016 and is expected to be completed in 2017.
• Both the Spring and Fall Clean-Up Days were very well attended. (I fondly remember looking out a Sanctuary window during the Spring Clean-Up Day and seeing what appeared to be an army of our Highland family with wheelbarrows, shovels and mulch. What a truly inspirational blessing that was!)

• Friends of the Property Committee – Based on a suggestion from a member, this idea was developed to provide a more structured means for people who wanted to help with various small jobs without becoming a member of the Property Committee. Response from the congregation has been very promising.

• Attic Clean-Up – The need for this was identified when we considered the space needed for the HVAC Replacement Project. Approximately 10 to 15 Highland associates took on this extremely dirty task. Items accumulated over many years were removed and sorted before either disposal, or in the case of those items with either sentimental value or potential future use, stored or repurposed.

• Magnolia St. Handicap Street Signage and Painting – Working with the City of Winston-Salem, this was accomplished in the 4th quarter of 2016.

• In addition to the above high profile projects, there were many smaller jobs necessary in the ongoing maintenance of our church. Snow and ice was removed, landscaping work done, leaks repaired, trees removed or pruned, various bathroom fixtures repaired, gutters cleaned, light sensors repaired, bats removed from the attic, plumbing and electrical issues addressed, AB chairs and tables repaired, brick and slate steps repaired, jammed doors returned to working order, stair railing installed, and on and on.

   It has been an honor to serve Highland through my involvement with the Property Committee. I sincerely thank not only all who served along with me, but also those who contributed in any capacity to take care of our beloved space.

   Respectfully submitted: Steve Barton - 2016 Highland Presbyterian Church - Property Committee Co-Chair

Stewardship Committee

*Sowing Seeds* was the challenge offered by the 2016 stewardship campaign theme. It reminds us that much of our life together is shaped by the ways that we share now for acts of ministry that will come to fruition months, or even years, later. Through the year, Highland members and representatives from community agencies we support shared their appreciation for the broad range of church activities that are possible through our financial.
support and the other means by which we serve as stewards of God’s gifts. These words of appreciation and encouragement were communicated through articles published in *Highlights* and via Moments for Mission in worship. We celebrated Stewardship Dedication Sunday on November 13 as members and friends shared their pledge cards and Time and Talent forms during worship.

As we begin 2017, we have $812,401.00 in pledges from 207 individuals or households. We have also received nearly 145 Time and Talent forms. We encourage members who have not submitted either a pledge card or a Time and Talent form to contact Joy Hamilton, our office Business Manager, to share their giving plans for 2017. Highland’s Ruling Elders and Deacons use this pledge information to plan for our ministry for the year. Please be aware that all gifts are handled with confidentiality and each decision of participation is treated with respect and dignity.

Thank you to all members and visitors who share their times, talents, gifts, and service for the good of the church and our wider community. Our appreciation goes as well to our staff and all whose work and prayers serve to support these efforts.

Our committee this year consisted of: Sara Triffo (Chair, through May), Meghan Parsons (Chair from June–December), Jennifer Wells (first-year Deacon), Scott Walker, and Randy Harris (Staff Liaison).

**Worship Committee**

The Worship Committee of Highland Presbyterian Church is responsible for many seen and unseen portions of our corporate worship. We oversee the Acolytes, Advent and Christmas sanctuary decorations, baptismal arrangements, binding of bulletins and Highlights each year, the Chapel, Communion, Sanctuary flowers, the music program, the nurseries, sanctuary clean-up, the sound system and recordings of worship, ushers, and all special services including Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday, and Christmas Eve.

Communion was served at least once per month with the aid of many volunteers who prepare the elements, set up for the 8:30 and 11:00 service, serve the elements, and clean up afterwards. Other volunteers regularly polish the Communion silver to keep it beautiful. In the summer months and on Youth Sunday we served communion by Intinction. Under the direction of the staff and committee, elders and deacons also take communion to our homebound members. World Communion Sunday was celebrated with colorful fabrics and gorgeous breads from other parts of the world decorating the Retable.

A variety of special music was offered throughout the year. A Youth choir for grades 6-12 and a chime choir for grades 4-7 were both started in 2016. The Chancel Choir presented the Duruflé Requiem jointly with the UNCSA Cantata Singers in April. Highland’s first “Bluegrass Sunday”
was held in September with special music by the Alan Conrad Trio. In addition to the Chancel Choir and newly formed choirs, there were regular appearances throughout the year by the Covenant Choir, the Gloria Choir, and the Bell Choir. Guest instrumentalists provided special music as well.

Changes made in 2016 include the addition of Offering Cards to the sanctuary pews for members who fulfill their pledges electronically, changes in wording to the Wedding Brochure and Policy to reflect more gender-neutral language, the purchase of floor stands for signage, music to conclude our greeting time, and new weather-resistant luminaries.

The Worship Committee is assisted throughout the year by a robust group of volunteers who take on such tasks as ushering, organizing flower dedications, operating the sound and lighting systems, assisting families at memorial services, preparing the Sanctuary for worship and cleaning up, supervising acolytes, coordinating the Prayers of the People, decorating for holidays, preparing and serving communion, and coordinating weddings. We deeply appreciate their assistance and are always looking for new volunteers.

The worship of God is our primary focus as Christians. The Worship Committee continues to strive to provide avenues of worship that nurture all members of and visitors to Highland Presbyterian Church.

With appreciation, Miriam Davie, Chair; Randy Harris, Pastor (staff representative); Nate Zullinger, Director of Music (staff representative)

Youth and Young Adult Ministry Committee (Y&YAMC)

Committee members this year included Bobby Yurkutat, Chair, Cheryl Walker, Vice-chair, and Martha Neely, 1st year elder. At-large members were Joyce Griner, Kelly Templeton, Sarah Mixon, and Leslie Greene.

The committee’s purpose is to support Courtney Stevens, Associate Pastor for Youth and Young Adults, in her work to sustain vibrant and active youth and young adult programs. The committee met as needed throughout the year and served as advisors and participants in various programs throughout the year. This ministry serves youth & young adults at a critical point in their faith journeys and provides valuable community to them. In turn, our youth & young adults serve Highland by doing God’s work in the community and the world and by preparing the next generation of church leaders. Our youth have transformational experiences through this ministry. Here are a few highlights from the past year:

Youth (Middle School and High School)
For their regular meetings, Middle School and High School youth meet most Sunday evenings during the school year.

- In January, senior high youth embarked on their annual winter trip. This year, Courtney and four adult advisors took 21 youth (both buses!) to Walt Disney World. This trip served to facilitate relationship building that was foundational to the remainder of the year.
- In February, the groups participated in the Souper Bowl of Caring, raising over $1,000 to fight local hunger and poverty.
- In March, the committee sponsored a breakfast for Youth Sunday participants.
- In May, the committee hosted the Confirmation dinner for Confirmands, their families, and the Session and helped to organize the Senior Sunday recognition and reception.
- Summer brought several opportunities for both service and fellowship, including:
  - Middle school conference at Massanetta Springs
  - Senior high Youth Conference at Montreat
  - Middle School Service Week
  - Senior high mission trip to Mobile, Alabama
- In August, participants from summer trips hosted an after worship gathering where they shared some of their experiences.
- In September, the committee hosted the “kick-off” dinner for the upcoming program year, with approximately 60 youth and their families in attendance.

The Sunday youth fellowship meetings sustained an average attendance of 25 youth.

**Young Adults (College and beyond)**

For their regular meetings, young adults meet Thursday nights at a local restaurant averaging 10 individuals both members and regular visitors.

- In March and October, the committee organized the “Be An Angel” ministry for college age young adults (approximately 40 students).
- In August, Young Adults participated in Helping Hands Day and enjoyed fellowship with a Young Adult cookout.
- This January we went 3 college students to attend the College Conference at Montreat for the first time.

Two areas of continuing focus for the committee are the recruitment and training of Youth Advisors and ensuring a sufficient pool of substitute teachers for Middle and High School Sunday School. The committee is grateful for the opportunity to participate in the work of Highland Presbyterian Church through Youth and Young Adult ministries.

Respectfully submitted, Bobby Yurkutat, Chair Y&YAMC