



2023
Annual Report

February 11, 2024

Highlands Presbyterian Church

1902 West 59th Street
LaGrange, Illinois 60525

Founded June 15, 1949

Growing Disciples Through Radical Kinship in Christ

Highlands Presbyterian Church Staff

Rev. Paul Gaug
Amanda Schemenauer, Children/Youth Ministry Coordinator
DeeAnn Dillon, Administrative Associate
Maria Rohloff, Director of Music
W. Perry Johnson, Accompanist
Donald Rotrekl, Custodian

Session 2023

Julia Baker (Class 2025)
Amanda Buchanan (Class 2024)
Elizabeth Finlayson (Class 2024)
Sean Gordon (Class 2025)
Mark Scheppler (Class 2023)
Sharon Speziale (Class 2024)

Board of Deacons 2023

Kathy Bloom (Class 2024)
Susan Gianesin (Class 2025)
Deanna Gordon (Class 2025)
Nancy Heinzelman (Class 2024)
Tom Kohrs (Class 2024)
Maria Rohloff (Class 2025)

Treasurer – Elsa Dames
Financial Secretary – DeeAnn Dillon
Comptroller – Mark Scheppler

Our Congregation Belongs To:

The Presbytery of Chicago
The Synod of Lincoln Trails

ANNUAL MEETING OF THE CONGREGATION
HIGHLANDS PRESBYTERIAN CHURCH
LAGRANGE, IL 60525
Sunday, February 12, 2023

Moderator: Rev. Mark A. Zimmerly
Clerk of Session: Elder Elizabeth Finlayson

Opening prayer

Recognition of quorum

Presentation of the 2023 Annual Budget: Elder Mark Scheppler

Vote on Pastoral Terms of Call: APPROVED

- Salary: \$25,520
- Housing allowance: \$40,000
- Total Effective Salary: \$65,520
- SECA Supplement: \$5,013
- Professional Expenses: \$500
- Continuing Education: \$1,000
- Full BOP Pension/Medical
- Four weeks of paid vacation
- Two weeks of paid study leave

Session Presentation: Celebrations

- Session Elders shared highlights from the Finance Committee, Worship Committee, Outreach & Hospitality Committee and Christian Education Committee

Closing Prayer

Respectfully submitted:

Elizabeth Finlayson, Clerk of Session

Rev. Mark Zimmerly, Moderator

CALLED MEETING OF THE CONGREGATION
HIGHLANDS PRESBYTERIAN CHURCH
LAGRANGE, ILLINOIS 60525
Sunday, March 27, 2023

Moderator: Dr. Craig Howard
Clerk of Session: Elder Elizabeth Finlayson

Opening prayer

Dr. Craig Howard

Recognition of quorum

Elizabeth Finlayson

Presentation of motion

Elizabeth Finlayson

- Dissolution of pastoral relationship between Rev. Mark Zimmerly and Highlands LaGrange Church, including the following severance agreement:
 - 4 months salary continuation
 - 4 months board of pension (plus 1 month from Board of Pensions = 5 months)

Rationale

Elizabeth Finlayson

- Friction with staff and Session
- Brought in an outside mediator, who was agreed upon by all parties and who was an HR professional, in order to mediate and find common ground.
- Couldn't reach reconciliation.
- Decided it's best for Rev. Mark not to continue serving here.

Conclusion of Rationale

Dr. Craig Howard

Dr. Howard and the COM have been involved with what has been going on from early on. Once the relationship became irreconcilable, the best way forward for the presbytery, Highlands, and Rev. Mark is to accept his resignation.

Questions & Discussion

Dr. Craig Howard

Dr. Howard answered the questions and concerns of the congregation. Many expressed surprise or dismay that the Pastoral relationship was going to be dissolved and that they were not aware of the ongoing conflict. Dr. Howard restated the need for confidentiality to protect the Pastor as well as the many steps taken to resolve the conflict before coming to this step.

Vote on Dissolution of Pastoral Relationship between Rev. Mark Zimmerly and Highlands Presbyterian Church APPROVED

Official Count: Yes- 25, No- 5

Positive Testimonials of Ministry

- Elder Elizabeth Finlayson shared a positive testimonial of ministry
- Elder Laura Reihsmann shared a positive testimonial of ministry

Closing Prayer

Respectfully submitted:

Elizabeth Finlayson, Clerk of Session

Dr. Craig Howard, Moderator

SEMIANNUAL MEETING OF THE CONGREGATION
HIGHLANDS PRESBYTERIAN CHURCH
LAGRANGE HIGHLANDS, ILLINOIS
CHURCH SANCTUARY
FOLLOWING MORNING SERVICE
Sunday, September 17, 2023

Moderator: Rev. Jess Scholten and Rev. Glauber Ribeiro
Clerk of the Congregation: Elder Elizabeth Finlayson

PURPOSE: This is the semiannual meeting called by session as mandated by our Church Bylaws to elect deacons and elders.

CALL TO ORDER: The meeting was called to order by the moderators following the morning worship service and was opened with prayer.

DECLARATION OF QUORUM: The Clerk declared a quorum of the membership was present.

NOMINATION OF ELDERS-ELECT: The Church Nominating Committee recommended the election of Julia Baker and Sean Gordon to serve as elders on session in the Class of 2025. Nominations were invited from the floor, but none were given. **Julia and Sean were recommended by the congregation to the session for approval to serve on session in the Class of 2025.**

The Church Nominating Committee also recommended the election of Susan Ganesin and Deanna Gordon to serve on the Board of Deacons in the Class of 2025. Nominations were invited from the floor, but none were offered. **Susan and Deanna were recommended by the congregation to the session for approval to serve on the Board of Deacons in the Class of 2025.**

PRAYER AND ADJOURNMENT: It was moved and approved that the meeting be adjourned. A closing prayer was offered.

Respectfully submitted,

Elder Elizabeth Finlayson, Clerk of the Congregation

Rev. Jess Scholten, Moderator of the Congregation

Membership Statistical Report
Annual Report 2023

Active membership, January 1, 2023	62
Reactivate during 2023	0
New members during 2023	0
Removals during 2023	
Deaths	1
Remove	1
Active Membership December 31, 2023	60
Baptisms	1
Marriages	0

Deacons

Deacons: Kathy Bloom, Susan Gianesin, Deanna Gordon, Nancy Heinzelman, Tom Kohrs, and Maria Rohloff

Maria Rohloff is Moderator of the Board of Deacons.

Kathy Bloom is the Secretary and records the minutes of Deacon meetings and emails them to the Deacons by Monday following the meeting.

Deacon Duties:

The first Sunday of each month Deacons take turns providing the communion bread and juice, both setting up and cleaning up. During the summer months when we have been in Fellowship Hall, communion is taken by intinction. When we are in the sanctuary, communion is served to the congregation. We serve both regular bread and gluten free bread.

In September for World Wide Communion Sunday, a variety of breads were served to represent other cultures that were united for this day.

We have arranged the Communion trays so that 4 trays are placed on the Communion table for the Pastor to pass to the servers.

The telephone tree is activated when the congregation needs to be notified of the passing of our members or close family member. Deacons will be notified by text and they will contact their flock.

In 2023, many cards were sent as we have had more than usual need for remembering our members and friends of the church with a card.

In January 2024, the Deacons and Session met with Pastor Paul for a retreat afternoon. Prayers, worship, and Bible study were part of a wonderful and meaningful afternoon. Each Deacon serves on one or more committees and reports back to the Deacon body.

Christian Ed.	open
Finance	open
Hospitality and Outreach	Deanna Gordon
Property	Kathy Bloom /Tom Kohrs
Mission	Kathy Bloom
Worship	Susan Gianesin/Nancy Heinzelman, Maria Rohloff

Respectfully submitted,
Maria Rohloff

Christian Education

As we conclude another impactful year at Highlands Presbyterian Church, the Christian Education Committee is pleased to present the end-of-year report summarizing our activities and achievements. Throughout the year, we have navigated changes, engaged in community initiatives, and fostered a spirit of unity within our congregation.

One significant development this year was the decision to streamline our staffing structure. We transitioned from having two part-time staff members to consolidating the responsibilities into one dedicated staff member. This restructuring aimed to enhance efficiency, maximize resources, and provide a more focused approach to Christian education within our church community.

Our commitment to engaging with the wider community was exemplified through the successful addition to the annual Block Party. This outreach effort brought together members of our congregation and neighbors from the community for a day of fellowship, fun, and connection. The Block Party not only strengthened existing relationships but also created opportunities for new connections to be formed.

The Christian Education Committee took an active role in organizing community dinners throughout the year, fostering a sense of togetherness and gratitude. Notably, our Thanksgiving dinner was a heartwarming event that brought members of our congregation and community together to celebrate the spirit of gratitude and unity. These dinners have become integral in promoting fellowship and building a sense of community within and beyond our church walls.

As we reflect on the year gone by, we also look ahead with anticipation and commitment. The Christian Education Committee is dedicated to continuing our efforts in providing meaningful Christian education, fostering community engagement, and promoting a sense of belonging within our church family.

We express our heartfelt gratitude to all committee members, volunteers, and the entire congregation for their support and active participation throughout the year. Together, we have made a positive impact, and we look forward to the continued growth and success of our Christian education initiatives in the coming year.

Successful programs in 2023:

- Women's Bible Study (1st Fridays)
- Theology Night (Jan, Feb, March)
- Book study Wed Night (Jan, Feb)
- Community Dinner Nights:
 - Spring and Summer occurred on the second Wednesday.
 - Fall occurred on the second Saturday.
- Parents Night Out:
 - Spring || Saturday February 18th
 - 8 in attendance.
 - All ages
 - Fall || Saturday October 28th
 - Halloween themed; 12 in attendance.
 - 1st-8th grade.
- Community Game Night:
 - June 17th, October 14th

- Block Party, Saturday, September 23rd:
Bingo Booth
Children and Youth Craft Table
- New Curriculum for Sunday School
Started in the Fall Semester.
- Children and Youth Community Service
Cards for La Rabida Children; shout out from She 100.3
- Children and Youth Garden Enrichment
- Children and Youth Group events.
- Children and Youth Music during Sunday School.
- Summer Sunday School.
- Youth Sunday (May 11th)
- Music Sunday (June 4th)
- Community Youth Group Leader Luncheons and Outreach.
- CE and church community involvement in preparation of the Christmas Pageant.

Unsuccessful programs in 2023:

- Christmas Pageant
Due to Covid Outbreak the week of Christmas Eve
- Youth Group Collaboration Events
Due to lack of enrollment

Respectfully submitted,
Amanda Buchanan – Christian Education Chair

Finance Committee

Thanks to our Treasurer Elsa Dames for all of her work on payroll and the paying out of all our other various bills. Thanks also to DeeAnn Dillon for all of her support throughout the year.

Our financial accounts decreased by a net of \$35,731.33 in 2023. Considering we spent \$63,594 on a new roof, these are not bad results.

Our bank checking account balance increased from \$32,510.16 at the start of the year to \$42,269.22 at the end of the year. This was largely due to incoming transfers of \$91,568.33 from other accounts.

In 2023 our Investment Account balance decreased from \$424,415.13 at the start of the year, to \$410,491.76 at year's end. We transferred \$60,000 from our investment account into our checking account to facilitate payments made on the new roof.

We still had \$452,760.98 in our various accounts at year-end.

Please review the 2023 finance reports and 2024 budget reports and let me know if you have any questions or concerns.

Respectfully submitted,
Mark Scheppler

Mission Committee

The following people comprised the Missions Committee this year: Kathy Bloom, Tom Kohrs, Laura Reihsmann (Mendenhall Ministries Team representative), Mark Scheppler (in person Jan.-May, virtually June-Oct.), Betty Tompkin, Bruce Tompkin, Bob Weaver, and Mary Zdenek. We appreciate the special assistance of Larry Bloom for weekly deliveries to Meals on Wheels and Linda Armbruster for her Church World Service CROP Walk leadership.

The budgeted goal of \$18,550 for 2023 set by our Session was a special challenge this year given a lowered value of our investment income and savings and the increased expense of new roofing. Through careful monitoring by Mark S. and judicious timing of our outlays, we did meet the goal. We gave financial support to six local non-profits and our national body, Presbyterian Church (USA), as well as Marian Medical Missions, all with the intent to meet our commitment as a Mathew 25 congregation.

Our support of Marian Medical Missions for well-building in Africa is an interesting story. Through Bruce's efforts in the Community Garden Project, produce from three gardens and bees was negotiated into cash donated by our congregation and community members who pass through our church. In addition to financing two wells through his donation of honey, pickles, apple butter, and apple sauce, Bruce also challenged the congregation to match an amount for four more wells. Through the success of that matching challenge, this year we financed the building of six wells in Malawi, Zambia, and Tanzania, a record number since the beginning of this support in 2017.

We also gave support of material goods enabled by donations from members of our congregation for COVID-era food bags for homeless clients of BEDS sheltered separately in hotels. Our congregation supported with hygiene supplies a back-to-school event sponsored by the LeaderShop. Additional support of material goods was enabled by donations from Jewel/Osco and the Great American Bagel store for "re-gifting" or negotiating into cash for local agencies and Ukraine. Additionally, through our Community Garden Project, we have supported with fresh produce the Second Baptist Food Pantry of LaGrange.

In January a team of eight participated in a Trivia Night fundraiser for Living Water sponsored by the First Presbyterian Church of LaGrange. In February, three representatives attended a Building Inclusive Community Workshop held at Lyons Township High School.

February 15-19 and August 9-13 the Mendenhall Ministries Team, composed of Laura and Mike Reihsmann, Jerry Jones, Margaret and John Rhine (and Millie Webster in August), traveled to Simpson County, Mississippi, to again focus work on the Mendenhall Ministries Volunteer Center. The change from home rehabbing to the Volunteer Center was recommended by the Mendenhall Ministries administration. Our successful Super Bowl sub-sandwich sale sponsored by the Mendenhall team helps fund this mission.

As a result of a Missions Committee matching challenge presented by Mark S. to our congregation, the One Great Hour of Sharing special offering swelled to \$1150.

In April, Tom and Betty attended a Celebration of Hope event sponsored by the refugee relief organization Exodus, a follow-up of our congregation's support of the Exodus resettlement in Aurora of a family from Ukraine.

At our HPC Block Party in September, the Mendenhall Team sponsored a hot dog stand for the benefit of attendees and to help fund and publicize their work in Mississippi. During the year, the Team also volunteered to work-for-pay to raise funds for their mission.

In October, our congregation supported the virtual LaGrange/Western Springs/Brookfield hunger walk sponsored by Church World Service.

We pray always for discretion in making our donations. We pray that through our discipleship, they help in some way to sustain a healthy earth, justice, and peace and to meet human need.

DISTRIBUTION OF 2023 MISSIONS MONEY

Companions Journeying Together Inc.	\$ 500
CWS CROP Walk	590
Faith In Place (Environmental Non-Profit)	250
Interfaith Community Partners	1200
The LeaderShop – Party 4 Youth Sponsorship	500
The LeaderShop – BICC Sponsorship	100
Living Waters (FPCLG Fundraiser)	240
Marion Medical Mission (6 wells)	2700
Meals On Wheels Foundation of Northern Illinois	1200
Mendenhall Ministries Team	3295
PCUSA Christmas Joy Offering	250
PCUSA Missions/Presbytery of Chicago	3849
PCUSA One Great Hour of Sharing	1150
PCUSA Peace & Global Witness	270
PCUSA Pentecost	250
PCUSA Presbyterian World Mission	1000
PCUSA Ukrainian Relief Effort	600
The Second Baptist Church of LaGrange (Food Pantry)	500
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TOTAL	\$18,444

Respectfully submitted,
Betty Tompkin, Moderator

Outreach and Hospitality Committee

Committee Members: Julia Baker, Elizabeth Finlayson, Betty Tompkin, and Deanna Gordon.

We were honored to assist in helping publicize Parents Evening Out, church services, monthly Community Dinners, etc. Elizabeth Finlayson worked on pushing localized and targeted websites and Facebook distribution. If there are events your committees are planning, please reach out to any of us!

The Block Party was held again on the same day as the Fire Protection Day at our local Fire Station. We were truly blessed with more members of the congregation assisting us! We had more members of the community and families join us this year. It was a great success.

We thank God for all of you!

Respectfully submitted,
Julia Baker

Personnel Committee

The Personnel Committee, chaired by Susan Miniutti and consisting of Sue Sinnard, Bruce Tompkin, and Elizabeth Finlayson, added Julia Baker at the beginning of 2023. All of the Highlands Presbyterian Church employees, with the exception of Pastor Paul, had their annual reviews for 2023. Pastor Paul was exempt as he is a new employee. All the reviews were positive.

Respectfully submitted,
Susan Miniutti

Property Committee

The Property Committee is responsible for the repair and upkeep of the church building and grounds.

Our group sadly bid farewell to Sue and Mark Scheppler when they moved to Florida, and is missing Tom Kohrs as he tends to his own health, but we are full of gratitude for all of their combined years of faithfulness and hard work in the upkeep and improvements of our building. The remaining members of our committee are Kathy Bloom, John Rhine, and Mike Reihsmann, to whom we are all greatly indebted.

Beyond our committee members are other church members who spent time and money to complete projects or address needs. This year we owe a special thanks to Scott and Max Garon who worked as a father-and-son team to prepare and paint outdoor railings as part of Max's Boy Scout service. Thank you all for making HPC a welcoming space for our members, guests, and neighbors.

The following projects were completed during 2023:

- Repainting and redecorating of the church office.
- Renovation of lower level men's room. LL women's room renovation is already in progress.
- Church work days were held on 5/13/23 and 9/10/23.
- Outdated fire alarm control panel batteries and fire control power supply batteries were replaced along with 10 outdated heat detectors throughout the building.
- Electric service upgraded to the kitchen to allow for the purchase and installation of a dishwasher to replace the old dish sanitizer.
- Complete tear-off and replacement of roof over the entire facility. LaGrange Crane graciously donated use of their crane to remove our steeple for this to happen.
- Replacement of electric pull boxes by the air conditioning unit outside the kitchen to address bare wires.
- Cleaned and re-touched paint in pastor's office following its vacancy.
- Replaced a number of ceiling tiles in church office following roof leaks.
- Changed bulbs in the café to obtain softer lighting.
- Cleaned Fellowship Hall and office carpets.
- Reinstalled shelves that had fallen in church office and stairwell behind office.
- Sealed tile flooring in LL men's restroom and area outside women's restroom.

- Outdoor hand railings scraped and painted along with area around the exterior of café door.
- Removed north side lawn sign and crumbling base. Rebuilt base which is pending reinstallation of sign in 2024.
- Replaced belt on Education wing ventilation fan.
- Renegotiated parking lot contract with Highlands School for a 7% increase.
- Removed old chest freezer in kitchen furnace room after it stopped working.

The list never seems to get any smaller and there are always unexpected issues, just as there are at home. Please bring items you may notice to our attention and we will endeavor to maintain our facility in the best possible condition.

Respectfully submitted,
 Laura Reihsmann, Moderator

Worship Committee

During 2023, the Worship Committee (the Committee) remained dedicated to their traditional responsibilities of identifying church holidays and corresponding services including the seasons of Lent, Easter and Christmas.

Holy Week activities included Palm Sunday with palm fronds contributing to the Sunday service celebration. It was wonderful to have our youth serve as acolytes during worship. Our Annual Easter Breakfast was once again led by Sean Gordon, our youth enjoyed an Easter Egg Hunt on the lawn, and we celebrated Easter as we worshipped together in the sanctuary with special guest preacher, Dr. Craig Howard, Executive Presbyterian of Chicago.

On Pentecost Sunday (May 28, also Memorial Day weekend), the choir presented Memorial Day themed music and hymns. On June 4th, the choir presented a wonderful Music Sunday program. During summer worship in Fellowship Hall, several weeks featured “coffeehouse” style set-up.

In September, the Committee supported the Outreach and Hospitality Committee with their annual Block Party by spreading the word, bringing friends and family members, and volunteering for various activities. It was a great success, and you can read more about it in the Outreach and Hospitality report.

On Sunday, November 19th, we had the blessed occasion to baptize Susan and Dan Gianesin’s grandson, Oliver, during worship. A reception in Fellowship Hall followed and was provided by the Gianesin family.

Our tradition of sharing a Thanksgiving Dinner together was brought back by Laura Reihsmann this year, and was held on Saturday evening, November 18th. The Committee helped with set up and preparations. We had a full house with members and friends we hadn’t seen for a while, to college students who were home for the holidays, and wonderful attendance from our steadfast “regular” congregants. It was a joyous evening for all complete with a fascinating and delicious variety of culinary selections. Following dinner, Judy Buehl led a Christmas ornament-making workshop for those interested. Thanksgiving celebrations were quickly followed by the annual Hanging of the Christmas Greens on Sunday, November 26th, following worship.

For 2023, the Committee decided on an Advent theme of “traditions”. As in past years, we engaged couples, families, and friends for lighting the Advent candles each Sunday during the Advent season. The ornaments created after the Thanksgiving dinner were scattered about the building, adding a lovely holiday touch to our beautiful Christmas trees. A “Traditions Board” was placed at the back of the church for people to share their Christmas Traditions by writing on an ornament-shaped card and hanging it from golden ribbons.

Choral music and hymns also centered around the Traditions theme. The choir performed two anthems each Sunday of Christmas favorites, along with special performances from our youth. Traditional Christmas hymns and carols were chosen for the service, and Perry beautifully introduced each service by playing preludes of traditional Christmas songs.

As Christmas Eve fell on a Sunday this year, we decided to have just one Christmas Eve service in the morning at our usual 10:00 worship hour. Hot cider and goodies were provided in the Narthex, and we had a healthy attendance and a joyous worship experience.

In 2024, the Worship Committee will continue to look for more ways to bring children into the worship experience, incorporate guest preachers, develop a more inclusive dialogue for announcements and worship for guests, and find more opportunities for use of the open space at the front of the Sanctuary.

In closing, we extend our appreciation and gratitude to DeeAnn Dillon who so very willingly assists us in ordering supplies, communicating special dates, and helping us achieve our goals and visions for each and every year.

Respectfully submitted,
Sharon Speziale

Committee Chair: Sean Gordon

Committee Members: Susan Giancesin, Maria Rohloff, Nancy Heinzelman, Nadine Schweitzer,
and Sharon Speziale

Note from the Pastor

Once again I find myself to be the newbie. I am in that place that life often brings us in which I have to start all over again to meet new people, establish new relationships, and get to know the way life works in this LaGrange Highlands neighborhood. Including my seminary days, this is my seventh pastoral transition. I have learned so much during times like these that has deepened my trust in God.

When God says, “I make all things new” (Revelation 21:5), it is not an exaggerated claim. Newness is a part of God’s way of doing things. Pastor Mark Zimmerly mentioned this in his report to the congregation a year ago. Highlands Presbyterian Church continues in its decades-long trajectory of transition. I hope that God will continue to give us courage and willingness to embrace what the Holy Spirit is doing among us. It is no small thing to be a congregation of believers.

I want to thank you for the welcome that you have given me and my family. I am very grateful to be with you. I enjoy getting to know you. In the coming year we will again open conversations about faith, this congregation, and the future. As author Eugene Peterson has pointed out, with God every step is an arrival. And there is wonder and goodness in all the discomfort and challenge of coming to terms with who we are and what God is doing among us.

I look forward to this coming year. We will share several opportunities to talk, pray, laugh, gain patience, worship, look at God’s Word with new eyes, express gratitude for all that God has done in this church over the years, plan, and gain new perspectives.

God bless us all!
Pastor Paul

Line	Ledger #	2024 Budget	2024 Budget	2023 Budget	2022 Budget	2021 Budget	2023 Actual	2022 Actual	2021 Actual	Notes
		Income								
1		Pledges	98,000	108,000	98,000	104,000	105,246	127,780	102,247	
2		Anticipated non-pledged income	13,200	10,000	24,000	24,000	16,954	8,050	34,000	
3		Investment Income (and/or savings draw)	30,000	33,000	40,000	38,400	46,388	-85,013	49,988	
4		Rental Income Educational Wing/Facility	1,000	1,000	2,000	1,800	26	669	2,235	
5		Rental Income Parking	400	4,600	4,600	4,600	5,570	5,020	9,057	
6		Rental Income Exercise	6,000	5,000	3,000	3,100	6,251	6,946	5,020	
7		Rental Income Other	1,500	3,400	400	400	1,475	3,830	600	
8		Loose Collections	1,800	2,000	1,800	600	1,745	2,343	3,121	
9		Per Capita Income	440	400	400	700	548	396	432	
10		Special Offerings--PCUSA, UNICEF, CWS, etc	1,200	1,600	1,200	1,200	720	905	1,260	
11		Fundraising income--Mississippi, Garden, etc	9,800	10,000	5,600	1,600	8,889	4,563	8,504	
12		Uncategorized income (memrls, special gifts)	4,660	6,000	4,000	4,000	2,555	12,575	3,185	
13		Presbytery Grant	0	35,000	35,000	35,000	35,000	35,000	35,000	
14		TOTAL Income	168,000	220,000	220,000	219,400	231,366	123,062	254,650	
15										
16		Mission Giving								
17	410	PCUSA Special Offerings (Joy, Pentecost,	0	0	0	1,500	0	0	0	
18	422	Reach Grow Send Missions:	0	0	0	3,200	0	0	1,180	
19	411	Mission trip expenses (includes	0	0	0	1,300	0	0	4,309	
20	420	Benevolences & other uncategorized giving	11,000	18,500	22,000	10,000	17,854	13,247	15,270	
21		TOTAL Mission Giving	11,000	18,500	22,000	16,000	17,854	13,247	20,758	
22										
23		Personnel								
24	111	Pastor Salary (includes housing)	48,892	65,520	63,000	59,800	43,417	63,000	59,800	Housing Allowance \$42K
25	115	Pension/Medical	7,822	25,553	23,310	22,126	12,167	23,310	22,126	-39%
26	119	SECA	3,892	5,013	4,820	4,575	7,744	4,575	0	7.65%
27	116	Auto Allowance	1,000	0	0	0	713	0	0	
28	117	Continuing Education	1,000	1,000	1,000	1,000	355	646	772	
29	118	Professional Expenses	500	500	500	500	955	197	170	
30	190	Pulpit Supply	1,200	600	500	500	8,744	1,204	150	
31		TOTAL PASTOR	64,306	98,186	93,130	88,501	74,094	92,932	83,018	
32										
33	130	Administrative Associate	23,580	22,848	21,960	20,808	22,848	18,302	17,338	approx 3.2% raise
34	120	Custodian	5,412	5,244	5,040	4,800	5,244	3,618	2,155	
35	140	Director of Music	11,592	11,232	10,800	10,260	11,232	9,436	8,967	
36	141	Accompanist	11,492	11,128	10,660	10,036	11,128	9,315	8,602	
37	190	Children's Ministry Coordinator	0	11,352	10,920	10,400	4,730	8,151	8,712	
38	191	Nursery Attendant	0	0	2,184	0	0	111	593	
39	192	Youth Ministry Coordinator	11,076	8,652	8,320	0	9,863	7,271	0	
40	199	Payroll Taxes	5,329	6,240	6,000	5,495	4,750	13,703	11,773	
41		Total STAFF	68,481	76,696	75,884	61,799	69,795	69,907	58,140	
42		TOTAL PERSONNEL (Pastor + Staff)	132,787	174,882	169,014	150,300	143,889	162,839	141,157	
43										
44		Property								
45	210	Repairs	15,000	15,091	11,994	11,100	65,986	13,977	22,486	
46	211	Lawn Service	0	0	0	0	0	0	0	
47	215	Fire Alarm System	2,017	1,200	1,500	1,500	2,012	934	963	
48	221	Heating/Gas	9,000	10,000	8,500	8,500	8,581	10,682	6,980	
49	222	Electricity	4,500	4,600	4,500	4,500	4,015	4,434	4,172	
50	223	Water & Sewer	700	700	700	700	608	635	572	
51	224	Scavenger Service	1,320	1,200	2,230	2,000	2,766	1,879	2,028	
52	225	Snow Removal	0	0	0	0	0	0	960	
53	310	Insurance	6,600	6,600	6,000	6,000	7,272	6,902	5,760	
54	320	Housekeeping Supplies	200	200	200	200	180	117	55	
55	430	Per Capita	2,263	2,409	2,376	3,500	2,409	2,376	3,456	\$36.5 for '24 (62 mbrs)
56		TOTAL PROPERTY	41,600	42,000	38,000	38,000	93,829	41,935	47,432	

57									
58									
59		Office Administration							
60	320	Office Supplies	640	500	500	500	848	591	325
61	321	Copier	905	800	750	750	994	847	762
62	322	Accounting Software	930	860	755	755	915	860	755
63	330	Internet & Phone	1,825	1,610	1,560	1,500	1,890	1,674	1,553
64	331	Telephone	0	0	0	1,000	0	0	0
65	340	Postage	500	600	595	595	203	537	651
66	350	Stewardship & Finance	200	230	300	300	13	33	274
67		TOTAL Office	5,000	4,600	4,460	5,400	4,863	4,542	4,320
68									
69		Program							
70	520	Other programs	50	50	50	50	103	1,913	0
71	510	Outreach & Hospitality & Fellowship	2,240	2,200	2,240	1,300	1,962	553	2,390
72	560	Reach Grow Send programs and missions	150	150	150	150	0	69	127
73	570	Signage and advertizing	500	600	2,000	2,000	95	331	800
74	610	Children and Youth Ministry	3,200	3,200	3,200	3,200	3,055	2,691	969
75	600	Adult Education	500	500	1,000	1,000	87	88	0
76	710	Music, Hymnals, and Copyright licences	500	750	250	250	308	756	446
77	720	Session & Admin Expenses	250	250	250	250	207	162	323
78	721	Worship Supplies and Equipment	1,270	1,500	1,800	1,800	846	741	1,421
79		TOTAL non-office Program	8,660	9,200	10,940	10,000	6,662	7,304	6,475
80									
81		TOTAL Office + Program	13,660	13,800	15,400	15,400	11,525	11,846	10,795
82									
83		TOTAL EXPENSES	199,047	249,182	244,414	219,700	267,097	229,867	220,142
84		NET (income-expenses)	-31,047	-29,182	-24,414	-300	-35,731	-106,805	34,507

63,594 2023 roof expenses

27,863 2023 Net increase excluding Roof

HPC 2023 Summary Results

	Amount	Accrual	Total	Amount	Notes and Explanations
Total Income	\$231,365.88	\$0.00	\$231,365.88		
Expenses					
Staff & Pastor	\$143,888.88	\$0.00	\$143,888.88	\$42,269.22	12/31/2023 Checking
Property	\$93,829.35	\$0.00	\$93,829.35	\$32,510.16	1/1/2023 Checking
Administration	\$4,863.38	\$0.00	\$4,863.38	\$9,759.06	Net 2023 YTD Checking change
Mission	\$17,853.86	\$0.00	\$17,853.86	\$0.00	Accruals
Program	\$6,661.74	\$0.00	\$6,661.74	\$0.00	Accruals
Total Expenses	\$267,097.21	\$0.00	\$267,097.21	\$9,759.06	Final Checking Change
				\$1.31	Money Market Interest
				-\$91,568.33	Transfer from LPL&MM to PNC
				\$46,076.63	Investment Income
Net	-\$35,731.33	\$0.00	-\$35,731.33	-\$35,731.33	YTD 2023 Decrease

Checking Account	Checking 1/1/23	\$32,510.16
	Accrual	\$0.00
	Adj Checking 1/1/22	\$32,510.16
	Checking 12/31/23	\$42,269.22
	Increase	\$9,759.06

PNC Total 2022	Money Mkt Account	Balance 1/1/23	\$31,567.02	PNC Total 2023
\$64,077.18		Balance 12/31/23	\$0.00	\$42,269.22
		Decrease	-\$31,567.02	

LPL 2022	Brokerage Account	Brokerage 1/1/23	\$424,415.13	LPL 2023
\$424,415.13		Brokerage 12/31/23	\$410,491.76	\$410,491.76
		Decrease	-\$13,923.37	

Investment Change			-\$13,923.37	
\$488,492.31	Total		-\$35,731.33	\$452,760.98
Total 2022	minus accruals		\$0.00	Total 2023
	YTD 2023 decrease		-\$35,731.33	

\$63,594.00 Roof Expenses/Large Capital
\$27,862.67 Net Excluding Roof

Summary Budget	2023	2023	2024			
	Actual	Budget	Budget	Change	Change %	Percent
Pledges	105,246	108,000	98,000			
Non-Pledge	16,954	10,000	13,200			
Grants	35,000	35,000	0			
Investment & Saving	46,388	33,000	30,000			
Rents	13,322	14,000	8,900			
Fundraising & Other	14,456	20,000	17,900			
Total Income	231,366	220,000	168,000	-52,000	-23.64%	
				Change	Change %	Percent
Personnel	143,889	169,014	132,460	-36,554	-21.63%	66.66%
Property	93,829	38,000	41,600	3,600	9.47%	20.93%
Program & Admin	11,525	15,400	13,660	-1,740	-11.30%	6.87%
Missions	17,854	22,000	11,000	-11,000	-50.00%	5.54%
Total Expenses	267,097	244,414	198,720	-45,694	-18.70%	100.00%
Net	-35,731	-24,414	-30,720			