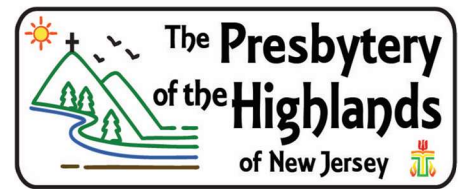


ANNUAL REPORTS 2023



390 Route 10 West
Randolph, New Jersey 07969
(973) 361-0084
office@highlandspresbyterynj.org
www.highlandspresbyterynj.org

Presbytery of the Highlands Annual Reports

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Presbytery of the Highlands of NJ

Presbytery Leader – Rev. Jeanne Radak

2023 Annual Report

Most of us wanted to enter 2023 with the Pandemic and all that chaos that it created behind us. Unfortunately, the Pandemic season continued to hang on like a sinus headache, as we entered the New Year. It hung around for a while in 2023.

Yet as the year progressed 2023 finally felt like we were moving forward without being pulled back into the Pandemic environment. We were truly moving into the Post Pandemic season.



For the Presbytery that meant we were meeting face to face, at least in small groups for support, meetings, retreats and other sorts of gatherings. The Presbytery met twice as a hybrid meeting. As we celebrated our second anniversary we started to move forward as a faith community through conversations, sharing in worship celebrations and other activities.

It would be great to report that we emerged from the Pandemic whole and renewed. Not all experienced the Pandemic and Post Pandemic seasons the same. Many congregations thrived through Pandemic and emerged ready for a new season. Other congregations found their path out of the Pandemic rocky and difficult and are just now developing their new narrative and finding their new path. Some congregations are still searching for that new direction. A couple congregations didn't make it through the pandemic.

As a presbytery, the staff, committees and teams were challenged to resource all congregations and leadership in whatever season they found themselves throughout 2023.

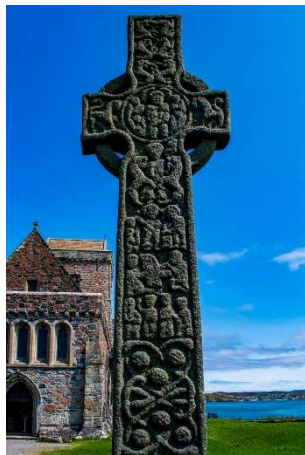
Throughout the year we offered resources and support in areas that pastors, elders and other



church leaders were suggesting or offering as a concern. Many of the workshops and webinars were recorded and are posted on the presbytery webpage.



Mid-year the Presbytery Discernment Team introduced to us the discernment journey of asking and engaging in conversation the question "Where is God calling us in mission and ministry, as a community in this time and place?" This conversation continues into 2024.



On of the highlights for me was finally being able to take a much-needed Sabbatical Part 1 - Six weeks of reflection, rest and recreation. Bronc and I made a pilgrimage to Iona, Scotland. We spent two and half weeks travelling Scotland and enjoying all the sights and stories. I spent a deeply spiritual weekend with my beloved Church parents and my home pastor in Indiana, PA, remembering my baptism and my preparation season for ministry. Many hours were spent digging in my gardens and watching things grow.

I am very grateful for the time away and am looking forward to Sabbatical part 2 this year.

Another amazing highlight was the birth of our first grandson. He decided he was coming early. It is remarkable how fast I could get to Florida to be with my daughter in this exciting and scary moment. Rhys Bartholomew Kelly was born on September 24 one month early. He is doing well and is a joy and delight to his grandparents.



For 2024 we continue to ask the question "Where is God calling us in this time and place?". We continue to provide support, resources and opportunities for our congregations and leadership to thrive and be the church in their community. I am thankful to have the opportunity to be on this journey with this growing, emerging, and passionate community of the Presbytery of the Highlands.

Presbytery of the Highlands of NJ Resource Staff/Stated Clerk 2023 Annual Report

It's hard to believe that I've now eclipsed two years in the Presbytery of the Highlands. I remain grateful for the colleagues and fellow laborers in the vineyard with whom I work, and for the ministries in which we take part. Some things are easier and more enjoyable than others to be sure, but even the hard times are easier when you have companions on the way.

The lion's share of my time as Resource Staff comes out of the committees I staff, each of whom will give you their highlights of our work together. For me, they are the launch point for any review of the year.

For a brief period in 2023, this meant working with committees that ordinarily I would not have addressed, including an Administrative Commission and Committee on Ministry matters. This was because Presbytery Leader Jeanne Radak divided her sabbatical over a two-year period, meaning I will have the same to look forward to in 2024.

The Administration and Coordinating Team and its Executive Team have undertaken some very important and timely matters on behalf of the Presbytery, some quite unexpectedly, and I'm glad to have been able to contribute where I could. A new Presbytery Worship Planning Team was established, allowing me to exercise the worship planning muscles that I often miss using mid council ministry .

But I do get to use those muscles occasionally, and I am grateful for the times I've been able to help lead worship throughout the Presbytery. Among other things, it gives me a chance to meet folks in congregations I otherwise haven't visited. That is also true with the various leadership events I've been asked to lead, including visioning and officer training, by Zoom or in-person.

Last year the Young Leader Formation Team hosted Lisa Miller, author of the *Spiritual Child*, for a hybrid event, then had Megan DeWald from Princeton's Institute for Youth Ministry at the YLF annual workshop. (Mark your calendars now for August 25th at Camp Johnsonburg), before a follow-up online event earlier this year. There is a real energy and passion for this ministry, from the Team and event participants.

The Committee on Preparation for Ministry and the Property and Insurance Teams continue with the important work they do, and I'm grateful that there are ways I can support them. Often that is a matter of being a communication link with other leaders in the presbytery and those whom we serve, or in the creation or finetuning of policies.

The work of the Church Development Team is another opportunity to exercise long-missed muscles, as Quick Start and Tech Grants were reminiscent of work I've done in mid council ministry or on General Assembly-level committees. The same is true of more specific settings at the CDT table, from book study of *We Aren't Broke* and hosting its author Mark Elsdon. The Team also contributed to Kim Wagner leading an event on trauma-informed preaching for the 2023 pastor's retreat, and Zoom events led by Chris Doyle on Dinner Church, and on Gen X interest in worship, Ian Rankine on Messy Church, and Ellen Clémot on welcoming refugees. The Team also contributed to conversations and small steps forward on Presbyterian Disaster Assistance, Earth Care, and Matthew 25. All of this, on top of its designated assignment of discernment studies for churches in transition, and work on the soon-to-be available demographic insight.

This was also an extremely busy year as Stated Clerk, on the heels of a very full 2022. Last year saw the end of one disciplinary case, and the beginning of a remedial case against the Presbytery, a situation that continues to unfold. Additionally, I served on a Synod of the Northeast Investigating Committee.

While matters of Church Discipline are unusual, and therefore attention-getting, there are the traditional responsibilities of the Stated Clerk. My thanks to Office Manager Sonja Gaertner and Financial Administrator Liz Hutchinson for their part in making so many of the trains run on time. Thank you to Jeanne Radak for co-leading the annual boundary training event required of so many in the Presbytery. That is just one of several trainings and workshops I'm responsible for annually, including officer training, and the annual clerk of session and financial management workshops.

The actions of the 2022 General Assembly required a lot of attention, first with organizing the voting on amendments, and then moving into implementation of the decisions made. I led the efforts within the Synod of the Northeast to produce antiracism and anti-harassment policies, and boundary training for sessions. As part of this, I participated in my own antiracism training, and joined several others from the Presbytery in refreshing my mediation skills, in my case, to join the Synod's Mediation Network. I also helped to facilitate trainings on the new Church Discipline, as

well as the conduct of Permanent Judicial Commissions and Investigating Committees.

Needless to say, 2023 was a full year. Thankfully I had space and partners in the Centering Prayer we in Highlands continue to share over Lent and Advent, and the long-missed opportunity of meeting and seeing distant colleagues, many for the first time. First there was a national gathering for mid council staff in St. Louis at the Polity, Mission, and Benefits Conference, which was helpful for both hats I wear, and then in Princeton for the Synod's Fall Leadership Forum.

Presbytery of the Highlands
Stated Meeting
Necrology Report
(January 1, 2023 – December 31, 2023)
March 12, 2024

Allamuchy, Panther Valley Ecumenical Church
Betty Schultheis December 19, 2023

Basking Ridge, Basking Ridge Presbyterian Church
Jane McArthur November 7, 2023

Bedminster, Lamington Presbyterian Church
Gloria Badgley February 17, 2023

Belvidere, United Presbyterian Church in Belvidere
Anne Jackson November 8, 2023
Christopher Yeager September 4, 2023

Blairstown, First Presbyterian Church of Blairstown
Gerald "Jerry" Walker April 23, 2023

Boonton, First Presbyterian Church of Boonton
Phyllis Lehr December 30, 2023
Frank Petrucelli January 20, 2023
Ellen Scardena January 26, 2023

Bound Brook, Bound Brook Presbyterian Church
Joan Bloomer August 2, 2023
William Zepp December 20, 2023

Branchville, First Presbyterian Church of Branchville
Joanne Lawson January 4, 2023

Califon, Fairmount Presbyterian Church

David Loth

February 15, 2023

Chatham, Presbyterian Church of Chatham Township

Clara Elizabeth Carroll

July 12, 2023

Robert A. Hageman

August 9, 2023

Joseph Loudermilk

May 26, 2023

Douglas R. Purdy

August 29, 2023

Denville, Union Hill Presbyterian Church

James W. Belcher

January 21, 2023

Janet Cobb Bricker

May 16, 2023

Mary Millicent Smailes

November 12, 2023

Dover, First Memorial Presbyterian Church

Wayne Valentine

December 26, 2023

East Hanover, Kitchell Memorial Presbyterian Church

Lilly Kwong

July 26, 2023

Florham Park, Calvary Presbyterian Church

Emmanuel Opoku

April 18, 2023

Gina Zukswert

May 27, 2023

Franklin, First Presbyterian Church of Franklin

Dorothy Henniger

December 6, 2023

Winslow Daniel Kantenwein

October 13, 2023

Joyce Scott

November 30, 2023

Hackettstown, First Presbyterian Church of Hackettstown

Roger George

December 24, 2023

Lyman Gulick

January 23, 2023

Charles Lee

May 10, 2023

Long Valley, Long Valley Presbyterian Church

Nancy Catron

February 18, 2023

Patricia Richards

February 9, 2023

Mendham, First Presbyterian Church of Mendham
Russ Hall August 21, 2023

Milford, Presbyterian Church of Milford
Barbara Hovey October 21, 2023
Marvin Moyer October 14, 2023

Newton, First Presbyterian Church of Newton
Ronald Harris February 2, 2023
Mary Louise Hutchinson May 4, 2023

Newton, Yellow Frame Presbyterian Church
Edward Layton March 19, 2023

Oak Ridge, Oak Ridge Presbyterian Church
Lois Wells August 11, 2023

Ogdensburg, First Presbyterian Church of Ogdensburg
Linda Dare November 25, 2023

Phillipsburg, Pilgrim Presbyterian Church
Lisa Corbett June 7, 2023

Pluckemin, Pluckemin Presbyterian Church
Barbara Gucker February 16, 2023

Rockaway, First Presbyterian Church of Rockaway
Ken Scott December 2023

Sparta, First Presbyterian Church of Sparta
Keith Keoppel December 25, 2023
Frances Smith November 30, 2023
Gordon Smith January 29, 2023

Stanhope, First Presbyterian Church of Stanhope
Elizabeth Alpaugh September 21, 2023

Margaret Findley	July 29, 2023
Stewartsville, Stewartsville Presbyterian Church	
Mary Jean "GG" Schriever	July 18, 2023
Ann Stone	April 8, 2023
Titusville, First Presbyterian Church of Titusville	
Anne Kintzel	January 17, 2023
Wantage, Beemerville Presbyterian Church	
Loretta Dunn	January 19, 2023
Douglas Morris	July 22, 2023
John Myer	November 10, 2023
Ruth Simmons	October 13, 2023
Warren, Trinity United Church	
Catherine Bebbington	November 10, 2023
West Milford, West Milford Presbyterian Church	
Diane Eriksen	September 25, 2023
Julia Held	September 8, 2023
Wharton, First Presbyterian Church of Berkshire Valley	
William Bates	July 25, 2023
Virginia Cherapy	March 11, 2023
Jane Kish	December 18, 2023
Minister Members:	
Jeff M. Archer	June 4, 2023
Frederick L. Black	November 29, 2023
Winter V. Lantz	August 18, 2023
Charles N. Thompson	January 29, 2023

2023 Presbytery Statistical Report

Presbytery	Highlands	
Address	390 Route 10 W, Randolph, NJ 07869-2141	
Phone	973-361-0084	Fax
Email	office@highlandspresbytery.org	
Web Site	highlandspresbytery.org	



Membership

Prior Active Members	11206	Adjusted membership	11213
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Gains		Losses	
Certificate	92	Certificate	49
Youth Professions	103	Deaths	210
Professions & Reaffirmations	217	Deleted for any Other Reason	1044
Total Gains	412	Total Losses	1303
Total Ending Active Members	10322		

Baptisms		Average Weekly Worship Attendance	4331
Presented by Others	157	Friends of the Congregation	1554
At Confirmation	4	Ruling Elders on Session	613
All Other	15	Do you have Deacons? Yes / No	59 / 16

Age Distribution of Active Members		People with Disabilities	
17 & Under	473	Hearing impairment	348
18 - 25	1047	Sight impairment	98
26 - 40	1467	Mobility impairment	310
41 - 55	1649	Other impairment	335
56 - 70	2600		
Over 70	2604	Gender Distribution	
Total Age Distribution	9840	Women	6212
		Men	4039
		Non-Binary	3

Youth in Congregation			
Age 4 and under	322	Middle School (6th – 8th grade)	361
Elementary School (K-5th grade)	624	High School (9th – 12th grade)	507
		Total Youth	1814

Racial Ethnic			
Asian/Pacific Islander/South Asian	206	Native American/Alaska Native/Indigenous	10
Black/African American/African	163	White	9723
Middle Eastern/North African	18	Multiracial	60
Hispanic/Latino-a	78		
		Total Racial Ethnic	10258

Budgeted Income	17,822,497
Budgeted Expense	20,185,821

Receipts			
Regular Contributions	12,772,939	Bequests	1,870,333
Capital Building Fund	828,708	Other Income	3,245,798
Investment Income	5,270,640	Subsidy or Aid	38,265

Expenditures			
Local Program	17,061,411	Investment Expenditures	1,241,236
Local Mission	1,117,209	Per Capital Appt	403,291
Capital Expenditures	2,802,099	Other Mission	374,454

Presbytery of the Highlands of NJ Presbytery Moderator's 2023 Annual Report

I consider it a great privilege to have served as moderator of the Presbytery of the Highlands in 2023. During the year, the theme "Rekindle the Gift that Is Within You..." (2 Timothy 1:6) gave shape to our worship services and conversations in small groups and Zoom Breakout Rooms. We gathered as a presbytery in a virtual-only space three times and twice in a hybrid format. It was a joy to hear from two guest preachers during the year: Dr. Kimberly Wagner at our May meeting and Rev. Brad Morgan in September. We were also led in worship by a number of very talented musicians.

Over the course of the year, I was very fortunate to serve alongside vice-moderator Sue Cail and to work closely with the presbytery staff, whose guidance and wisdom made the job much easier. I am grateful beyond measure for their efforts, experience, and patience in bringing in someone new to this role each year.

The Presbytery installed three pastors in 2023. On June 25, we welcomed the Rev. Clifford R. Acklam as a new member of the presbytery as he was installed as pastor of the United Presbyterian Church, Flanders. The Rev. Dr. Christopher Doyle was installed as pastor at the West Milford Presbyterian Church on September 17, and on September 24, Rev. Kathi Heath was installed at Ogden Memorial Presbyterian Church. Worship at each of these churches was unique in style and format, reminding me of Paul's statement that "there are varieties of gifts, but the same Spirit." (1 Cor 12:4) I was so happy to be able to experience this firsthand.

I am hopeful about the future of the presbytery and continue to pray for those leading our discernment process as we seek the Spirit's leading. Remember the gifts that are within you, friends!

With Gratitude,

Rev. Thomas A. Brown
2023 Moderator, Presbytery of the Highlands of New Jersey
Associate Pastor, Presbyterian Church of Chatham Township

Presbytery of the Highlands of NJ

Committee on Ministry

2023 Annual Report

Purpose:

The Committee on Ministry (COM) nurtures and cares for all Minister of Word and Sacrament members of the Presbytery, Certified Christian Educators (CCEs) and Commissioned Ruling Elders (CREs) while they are serving congregations in the Presbytery; the congregations of the Presbytery; and the relationships between congregations and pastors.

Responsibilities:

The Presbytery confers to COM the responsibilities and powers of a commission the following:

- receive and dismiss teaching elders of the PCUSA
- approve all aspects of pastoral relationships between congregations and pastors, CCEs, and CREs (calls and covenants, terms of call, appointment of moderators, dissolutions and severance)
- approve particular validated ministries of continuing members in the Presbytery

The COM recommends to the Presbytery the following:

- the recognition of Pastoral Retirements
- ordination examination of Candidates under Care of the Presbytery who will be serving in one of the Presbytery's congregations or serve in a validated ministry

Committee on Ministry (COM)

Class of 2023

- Elder Gerry Chandler (A), Newton/First
- Elder Betty Darcy (A), Morristown/Presbyterian
- Rev. Ross Lang (B), Cedar Knolls/Hildale Park
- Rev. Jacquelynn (Jacqui) Van Vliet, Co-Moderator (A), Madison/Presbyterian
- Rev. Michael Atzert (A) Chaplain /Kindred Hospice
- Elder Sharon Guthrie (A), Morristown/Presbyterian
- Rev. Dr. Maureen Paterson (A), Basking Ridge/Presbyterian

- Elder Carol Skidmore (A), Basking Ridge/Presbyterian

Class of 2024

- Elder Jean Bowers (B), Washington/First
- Elder John Crozier, Co-Moderator (B), Boonton/First
- Elder Jean Perry (B), Chester/Community
- Rev. Dr. Patrick Sileo (B), Sparta/First
- Rev. Linda Gaden (A), Pittstown/Bethlehem
- Rev. Caroline Jinkins (A), Bedminster/Lamington
- Rev. David Young (A), HR

Class of 2025

- Rev. Dr. Ellen Clemot (B), Chatham/Presbyterian
- Rev. Rich Gelson (B), Phillipsburg/Pilgrim
- Elder Joe Martinoni (B), Rockaway/First
- Rev. Heather Morrison Yaden (A), Newton/First
- Rev. Robin Palmer Burton (B), Long Valley/Highlands
- Rev. Amy Sandlin (A), Warren/ rinity United

Staff

Rev. Jeanne Radak, Presbytery Leader

Significant Events

Welcomed pastors new to our presbytery and celebrated transitions of pastors within our presbytery, including Rev. Heather Morrison Yaden in her new role as Interim Pastor of the First Presbyterian Church of Newton, Rev. Dr. Christopher Doyle in his new role as Pastor the West Milford Presbyterian Church, in addition to serving the Oak Ridge Presbyterian Church, Rev. Dr. Kenneth Ngwa, Interim Pastor, First Presbyterian Church of Berkshire Valley, Rev. David Snyder, Covenant Supply Pastor, First Presbyterian Church of Stockton, Rev. Stefanie Muntzel, Interim Pastor, Meyersville Presbyterian Church, Gillette & First Presbyterian Church, Stirling, Rev. Kathi Heath as Installed Pastor for Ogden Memorial Presbyterian Church, Chatham.

Recognized retirements – Rev. Fred Milligan, Interim Pastor, Community Presbyterian Church of Ringwood.

Assisted churches in times of transition in their ministries as they said goodbye to a pastor, prepared to receive an interim/transitional minister,

covenant supply pastor, and/or called a new installed pastor.

Approved validated ministries;

Recognized Jennifer Miller/Old Greenwich as Associate Christian Educator.

Appointed session moderators, as needed.

Approved administrative commissions to ordain and/or install pastors; dissolve congregations; assist sessions in times of conflict.

Approved Clergy Renewal Leave requests

Appointed conflict management teams to assist congregations dealing with conflicts as needed.

Approved confidential financial assistance grants to pastors from the Clergy Care Fund which is underwritten by offerings collected at Presbytery meetings

Approved and posted minimum terms of call for 2023.

Developed and updated materials for COM Liaisons to improve their ability to provide support to congregations and their pastor(s).

Joined with the Church Development Team to provide ongoing opportunities for Ministers of Word and Sacrament to reflect and learn.

Revised and/or created Resource Sheets and policies to reflect the needs of the new Presbytery of the Highlands of New Jersey assist pastors and congregations (see Highlands Presbytery website).

Responded to both Disciplinary Cases and Remedial Cases brought to the Synod of the Northeast concerning the Presbytery of the Highlands of NJ and reported status to Presbytery.

Respectfully submitted,
Jacqui Van Vliet and John Crozier
COM Co-Moderators

—○ 2024 ORDINATION ANNIVERSARIES ○—

"As Many of You as Were Baptized into Christ have Clothed Yourselves with Christ."

Galations 3:27

Rev. Scott Bohr, Harmony – 25 Years (1/10/1999)

Rev. Donald Bragg, Parsippany – 35 Years (6/4/1989)

Rev. Thomas Brown, Chatham – 25 Years (10/17/1999)

Rev. Justin Choi, At-Large – 20 Years (5/23/2004)

Rev. William "Tex" Culton, HR – 55 Years (10/1/1969)

Rev. Robin Curras, At-Large – 30 Years (10/2/1994)

Rev. Birda Ferguson, HR – 45 Years (9/16/1979)

Rev. Dr. Edward Halldorson, HR – 50 Years (8/25/1974)

Rev. Jin Hee Han, At-Large - 35 Years (6/18/1989)

Rev. David Harvey, Blairstown – 35 Years (10/1/1989)

Rev. Herb Huffmon, HR – 45 Years (6/24/1979)

Rev. Alden Johnson, Ogdensburg – 40 Years (1/15/1984)

Rev. Harold Johnson, HR – 60 Years (6/23/1964)

Rev. Jean Johnston, HR - 40 Years (12/30/1984)

Rev. Philip Jones, HR - 45 Years (7/1/1979)

Rev. Dr. David Lawrence, HR - 55 Years (6/1/1969)

Rev. H. Bradford Morgan, Second English – 5 Years (1/27/2019)

Rev. Hayley O'Connor, At-Large – 15 Years (8/2/2009)

Rev. Dr. Maureen Paterson, Basking Ridge – 25 Years (7/25/1999)

Rev. Gail Pendleton, At-Large – 50 Years (5/1/1974)

Rev. Alan Schaefer, HR/Dover – 50 Years (8/11/1974)

Rev. Salvatore Seirmarco – Chaplain – 10 Years (2/16/2014)

Rev. Sarah Taylor, HR – 40 Years (12/1/1984)

Rev. Alfred Tisdale, HR – 45 Years (7/15/1979)

Rev. John Verser, HR – 50 Years (5/1/1974)

2023 HEALTHY BOUNDARY TRAINING COMPLIANCE

The Rev. Clifford Acklam

The Rev. Hannah Faye Allred

The Rev. Janice Ammon

The Rev. Michael Atzert

The Rev. Joicy Becker-Richards

The Rev. Margaret Blythe

The Rev. Scott Bohr

The Rev. Donald Bragg

The Rev. Donald Brown

The Rev. Thomas Brown

The Rev. Robin Palmer Burton

The Rev. Sarah Cairatti

The Rev. Justin Choi

The Rev. Stephen Choi

The Rev. Timothy Clarkson

The Rev. Dr. Ellen Clemot

The Rev. Courtney Cromie

The Rev. William Culton

The Rev. Robin Curras

The Rev. Christine Davies

The Rev. Ronald de Groot

The Rev. Scott DeCaro

The Rev. Leslie Dobbs-Allsopp

The Rev. Dan Dorrow

The Rev. Dr. Christopher Doyle

The Rev. Linda Erkert-Bullock

Stephanie Farley, CRE

The Rev. Birda Ferguson

The Rev. Dr. Benhardt Fraumann

The Rev. Linda Gaden

The Rev. Richard Gelson

Ruling Elder Lisa Gray

The Rev. Sarah Green

The Rev. Jin Hee Han

The Rev. David Harvey

The Rev. Dr. Jefferson Hatch

The Rev. Nicholas Hatch

The Rev. Erin Hayes-Cook

The Rev. Kathi Heath

The Rev. Kathryn Henry

The Rev. Tracey Henry

The Rev. Ryon Herin

Ruling Elder June Heyer
Ruling Elder Mark Hontz
The Rev. Jennifer Hrynyk
The Rev. Ryan Irmer
The Rev. Caroline Jinkins
The Rev. Alden Johnson
The Rev. Dennis Jones
The Rev. John Christian Kile
The Rev. Ross Lang
The Rev. Amy Lincoln
The Rev. Peter Magnan
The Rev. Mary Beth Mardis-Lecroy
Ruling Elder Joe Martinoni
The Rev. Scot McCachren
The Rev. Donna McDaid
The Rev. Joanne Miller
The Rev. Fred Milligan
The Rev. Carie Morgan
The Rev. H. Bradford Morgan
The Rev. Merideth Mueller-Bolton
The Rev. Stefanie Muntzel
The Rev. Nancy Nalepa-Skibo
The Rev. Michael Nelms
The Rev. Hayley O'Connor

The Rev. Linda Owens
The Rev. Maureen Paterson
The Rev. Gail Pendleton
The Rev. John Potter
Ruling Elder Mel Prestamo
The Rev. Robert Radak
The Rev. Jeanne Radak
The Rev. Julie Raffety
The Rev. Ian Rankine
The Rev. Chad Rodgers
The Rev. Diane Ruffle
The Rev. Amy Sandlin
The Rev. Beth Scibienski
The Rev. Katherine Scott-Kirschner
The Rev. James Scovell
The Rev. Chris Scrivens
The Rev. Salvatore Seirmarco
The Rev. Dr. Steven Shussett
The Rev. Dr. Patrick Sileo
The Rev. Christopher Small
The Rev. David Snyder
The Rev. Angella Son
The Rev. Geoffrey Stanley
The Rev. William Stone

The Rev. Dr. Pamela Szurek

The Rev. Annie Tsai

The Rev. Caroline Unzaga

The Rev. Jacquelyn Van Vliet

The Rev. Daniel Vigilante

The Rev. Audrey Webber

Ruling Elder Melanie Williams

The Rev. Heather Morrison Yaden

The Rev. Barry Young

Presbytery of the Highlands of NJ Committee on Preparation for Ministry 2023 Annual Report

The Committee on Preparation for Ministry (CPM) is responsible for the nurture and oversight of those who are discerning God's call to the ministry as Teaching Elders or Commissioned Ruling Elders.

This year, the committee:

- Held Annual Consultation with Candidate **Kristina Woodrow** (Newton).
- Held Annual Consultation with Candidate **Melanie Williams** (Sparta).
- Held Annual Consultation with Inquirer **Benjamin Willans** for Military Chaplaincy (Whippany).
- Held Annual Consultation with Candidate **Laura Choi** (Stewartsville).
- Held Annual Consultation with Candidate **Jessica Fisher** (Morris Plains), who is certified ready to receive a call.

At the close of 2023, 5 individuals were under care of CPM:

Candidates: **Jessica Fisher** (Morris Plains), **Kristina Woodrow** (Newton), **Laura Choi**, (Stewartsville) and **Melanie Williams** (Sparta).

Inquirers: **Benjamin Willans** (Whippany).

The Committee encourages all of the congregations of the Presbytery of the Highlands to add these seminarians to your prayer lists, for their sake and the sake of the church.

The Committee on Preparation for Ministry also made important changes to its Manual, particularly regarding field education, and began discussions of adding new Book of Order requirements concerning boundary training for those under care of the Presbytery.

CPM Members during 2023: Bronc Radak, Donna Rahmann, Susan Vigilante-Williams, Christine Davies and Ryan Irmer. Staff: Steven Shussett.

Respectfully Submitted,

Donna Rahmann

Ruling Elder, Donna Rahmann
CPM Co-Moderator

Christine Davies

The Rev. Christine Davies
CPM Co-Moderator

Presbytery of the Highlands of NJ

Church Development Team

2023 Annual Report

The Church Development Team (CDT)

- Seeks to challenge and nurture congregations that are engaged in transformation and redevelopment.
- Will provides experiences of growth for the leaders of these congregations
- Oversees the development of new worshiping communities
- Serves as a resource to congregations engaged in developing ministry strategies
- Works in partnership with COM when congregations are in transition by providing oversight and guidance of the mission/discernment study with the interim pastor, congregation, and COM liaison, and will approve the final document.

As of August 2022, CDT was charged with overseeing technology grants for our congregations. There are two grants: a \$250 grant to meet with Casey Carbone for a technology consultation and a \$2,000 grant to implement the suggestions made in the consultation.

- In 2023, 19 churches applied and received the \$2,000 technology grant.

CDT is also overseeing the Quick Start Grants of \$1,000

- In 2023, 5 congregations applied and received this grant.

In 2023 CDT provided two speakers. Dr. Kimberly Wagner presented on Trauma at the Pastor's retreat. Rev. Mark Elsdon held a zoom webinar on his book: We Aren't Broke.

Prior to having Mark Elsdon speak, CDT held a pastor book study via zoom on his book: We Aren't Broke.

CDT provides Liaisons to congregations in transition and helps support them with their discernment studies (Turning the Page). This discernment study and additional resources can be found on the Presbytery webpage.

As of December of 2023 we had 10 congregations in transition.

CDT approved the following discernment studies: Community Presbyterian Church of Ringwood, First Presbyterian Church of Stanhope, and the First Presbyterian Church of Newton.

The 2032 CDT team members were: Rev. Steve Shussett: Staff,
Rev. Meredith Mueller, Rev. Nicholas Hatch, Rev. Dr. Chris Doyle, Rev. Ryon Herin, and Rev. Mary Beth Mardis-LeCroy
Co-chairs: Rev. Carie Morgan and Rev. Ian Rankine

Respectfully submitted,
Co-Moderators:
Rev. Carie Morgan and Rev. Ian Rankine

Presbytery of the Highlands of NJ Administration & Coordinating Team 2023 Annual Report

Primary work of the ACT during 2023 was overseeing the operational functions of the Presbytery between Presbytery meetings through its team structure: Personnel, Budget and Finance, Funds Development, Discernment, and Worship Planning. Each meeting reviewed the activities of the previous month's Presbytery meeting, looked at what should be the focus of the next Presbytery meeting, and prepared for whatever actions were necessary coming from the ACT to the Presbytery for action.

The year began with the ACT meeting in February to approve a recommendation from the Property and Insurance Team to permit the First Presbyterian Church of Stanhope to list a portion of its property for sale and to approve a recommendation from the Property and Insurance Team that the Presbyterian Church of Morristown be permitted to apply for a PILP loan.

In February the ACT approved a request from the Presbytery Leader that she be permitted to work with the other NJ Presbyteries in renegotiating the NJ Presbyterian Congregations Insurance Partnership. Also in February, the ACT approved a request from the CPM to explore developing an overture of the General Assembly regarding the process for ordination exams based on feedback from this past years' experience with a difficult passage being selected for exegesis. Finally in February, the ACT received the Presbytery Leader's proposal for taking a sabbatical leave with Part 1 occurring in late Spring 2023 and Part 2 occurring in Spring of 2024.

In August, the ACT approved the work of the Budget and Finance Team in developing the proposed budget for 2024 to be presented to the Presbytery for 1st reading in September. The budget proposal included a recommendation that per capita remain at \$42.50 per member.

In Oct the ACT approved a new policy on the Dissolution of Pastoral Relationships upon the recommendation of the COM. It also approved a request from the Nominating Committee that members of the CPM be changed from 3 classes of 3 to 3 classes of 2. The CPM had found that 6 people were more than sufficient to deal with the number of inquirers and candidates. Also in October, the ACT approved nominees for the Nominating Committee and approved a request to transfer \$10,000 from the Special Resourcing and Assistance Fund to the PJC/Legal Reserve Fund to replenish

funds used during our legal case involving the Boy Scouts of America and a recent disciplinary case within the Presbytery.

In November the ACT approved the theme for 2024 Presbytery meetings as Sharing Our Gifts as the overall theme, with sub-themes of discerning our gifts, using/offering our gifts, communicating our gifts, and then repeating that cycle. The ACT also agreed to approve the Terms of Call for Presbytery Leader Jeanne Radak and Resource Staff/Stated Clerk Steve Shussett by email vote with Pete Peterson sending out the terms for review and approval. The Terms of Call were approved by email vote.

The ACT completed its year grateful that the Presbytery of the Highlands of New Jersey continues to serve its churches and members as it continues the process of discerning the long-term vision for what the Lord will do through the work of the Presbytery.

Submitted by
Elder Pete Peterson
Rev. David Harvey

Co-moderators

Finance Committee 2023 Annual Report

Introduction

The Presbytery of the Highlands was officially created on March 1, 2021, so 2023 can be considered the second full accounting year of the Presbytery of the Highlands, without having any effects of transitional transfers.

2023 Operating Budget Notes

Overall

In the fiscal year of 2023, our operating budget included a \$200,552 draw from reserves, coupled with a deficit of \$44,483. This projected an excess of expenses over revenues amounting to \$245,035. However, by year-end, our utilization of reserves amounted to \$214,125, surpassing projections by \$30,910.

Revenues

Key: parentheses around numbers means (under budget)

In the fiscal year 2023, we successfully collected 74% of our Per Capita apportionment, with an additional 5% accrued in different fiscal periods. This cumulative 79% represents an improvement from the 76% collection rate observed in 2022.

To rectify an oversight in budget formulation, our Per Capita revenue budget should stand at \$510,552.50.

We received from our congregations 142% of expected Presbytery Missional Giving.

EXPENSES

Key: parentheses around numbers means (over budget)

Admin \$18

The Administration category was right on budget. Our Liability, Management Liability and Umbrella Insurance policy pricing have all increased.

Facilities \$4,669

The office staff provided careful stewardship of funds in all areas of facilities. There were minimal expenditures on facility repairs. Increased expense for communications was offset by a decrease in Software & Technology, Equipment, and Utilities.

Compensation \$6,571

The 2023 Pension & Benefits budget was slightly overestimated, resulting in lower-than-anticipated expenditures in this category. This favorable deviation was partially offset by budget overages in travel expenses.

Administration and Coordinating Team \$10,860

The Administration and Coordinating team continued to utilize their budget well. ACT arranged for multiple Presbytery meetings as well as many functions using the Zoom platform. The discernment process was initiated in 2023.

Committee on Ministry - COM \$1,482

The Committee on Ministry budget expenses included pastor retreats/workshops and annual boundary training.

Committee on Preparation for Ministry \$(200)

Committee on Preparation expense included career counseling for one candidate.

Youth Development \$5,505

Expenses included the Youth Leader event at Johnsonburg and The Spiritual Child event.

Church Development \$3,500

Expenses included the Mark Elsdon CTD Webinar and Dr. Kim Wagner at the Pastor's retreat workshop.

Finance Committee 2023 Annual Report

2023 Cemetery Association

The balance of this fund can be seen on the Statement of Financial Position as “Highlands Presbytery Cemetery”.

As of December 31, 2023, the associated cemeteries are:

- Bloomsbury, NJ
- Old Clove, Wantage Township, Sussex County NJ

Mt. Freedom Cemetery is owned by another congregation, but the Mt. Freedom Cemetery Trust Fund (Mt. Freedom Osborn Fund) is invested in the New Covenant Trust Fund and distributed to the congregation by the Presbytery.

Finance Committee 2023 Annual Report

2023 Loan Guarantees

As of December 31, 2023, Highlands Presbytery guarantees the repayment of principal and interest on the following loans from the Presbyterian Investment and Loan Program (PILP):

	Loan Inception	Maturity Date	Balance
First Presbyterian Church of Newton	8/1/17	8/25/27	\$8136
Calvary Presbyterian Church	11/16/20	11/25/31	\$97,962
First Presbyterian Church of Newton	8/4/20	9/1/40	\$189,774
Clinton Presbyterian Church	8/9/21	8/25/41	\$227,943
First Presbyterian Church of Rockaway	3/14/22	3/25/32	\$81,786

Statement of Financial Position

As of: Dec 31st 2023 | Includes Open Transactions

Assets

Fixed Assets

140471 Millbrook Condominium	253,962
140472 Accumulated Depreciation	(176,998)

Total Fixed Assets	76,964
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Cash/Checking

Checking	109,924
Other Checking	156,219

Total Cash/Checking	266,143
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Investments

PCUSA-PILP

211000 PILP #1160 (1-year term)	15,888
212000 PILP #1161 (1-year term)	15,888
213100 PILP #07955 (2-year term)	22,120
213200 PILP #2105 (5-year term)	51,962
213210 PILP #2137 (5-year term)	38,791
214100 PILP #07956 (3-year term)	59,417
215100 PILP #07957 (4-year term)	73,866

Total PCUSA-PILP	277,932
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New Covenant Trust

NCT Operating	164,449
NCT Chesnutt IMA	202,348
NCT Mission and Ministry Fund	4,323,628
NCT Facilities & Capital Loan	35,152
NCT Mt. Freedom Cemetery	100,621
NCT Hillsborough Special Fund	311,629
NCT Minister Housing Fund	220,938

Total New Covenant Trust	5,358,764
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Total Investments	5,636,696
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Accounts/Notes Receivable

530710 Stanhope Loan #3 (Principal)	2,966
530720 Stanhope Loan #4 (Principal)	10,590
531100 1st Oxford (Principal)	2,175
531200 Mine Hill Loan (Mort grant)	5,792
940470 Mortgage Receivable Skylands	72,627

Total Accounts/Notes Receivable	94,150
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Total Assets

\$ 6,073,953

Liabilities & Net Assets

Liabilities

Payroll Liabilities

123100 403b Liabilities	1
124100 Insurance Liabilities	1
124200 FSA Liabilities	40

Total Payroll Liabilities	42
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Notes Payable

950470 Mortgage Payable Highlands	72,627
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Total Notes Payable	72,627
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Total Liabilities	72,669
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Net Assets

Fund Principal

199999 Fund Principal - Operating Account	(112,327)
299999 Fund Principal - Mission & Ministry	1,214,307
499999 Fund Principal - Committed Funds	(12,152)
599999 Fund Principal - Fac & Cap Loan	113,911
999010 Westminster Church	(8,363)
999903 Mt. Freedom Cemetery	123,151
999907 Pompton Valley Church	(43,345)
999908 Hillsborough Church	90,564
999909 Oxford 2nd	(11,002)
999917 New Brunswick Asset Xfer (Transition)	82,606
999918 Palisades Asset Xfer (Transistion)	394,000
999919 Pompton Valley Asset Transfer	414,286
999929 Pompton Valley Sale Asset Transfer	2,807,359
999930 PVPC Use of Funds	(365,793)
999989 Fund Principal Asset Transfer (Transition)	233,512
999999 Fund Principal - Other	5,079

Total Fund Principal	4,925,792
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Nairobi	48,122
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Committed Funds

Special Resourcing & Assistance	59,818
Clergy Care - From Presby Mtgs	3,816
PJC/Legal Reserve	13,873
Triennium Reserve	6,704
Peacemaking	5,795
CPM Grant/Ord Offering	6,822
Presbytery Technology	3,668
Jim & Marie Chesnutt Fund	207,668
Church Building Reserve	60,000
Presbytery Tech Grants	35,947
Minister Housing Fund	214,938
Hillsborough Special Fund	316,260
Highlands Cemetery Fund	92,060

Total Committed Funds	1,027,370
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Total Net Assets	6,001,284
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Total Liabilities & Net Assets	\$ 6,073,953
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Statement of Activities

Date Range: Jan 1st 2023 - Dec 31st 2023 | Includes Open Transactions | Filtered by: Fund

Accounts	Actual Jan 01, 2023 - Dec 31, 2023	Budget Jan 01, 2023 - Dec 31, 2023	Budget Remaining Jan 01, 2023 - Dec 31, 2023
Revenues			
Per Capita			
140100 Current Year Per Capita	378,503	555,943	177,439
140101 CY Uncollected Per Capita	0	(111,189)	(111,189)
140200 Prior Year Per Capita	21,487	0	(21,487)
140300 Future Year Per Capita	9,796	0	(9,796)
Total Per Capita	409,786	444,754	34,968
Missional Giving			
PRESBYTERY Missional Giving			
140132 Undesig Presbytery Missional Giving	38,389	27,000	(11,389)
Total PRESBYTERY Missional Giving	38,389	27,000	(11,389)
GA/Synod Missional Giving			
140120 Designated GA Missional Giving	4,500	0	(4,500)
Total GA/Synod Missional Giving	4,500	0	(4,500)
Total Missional Giving	42,889	27,000	(15,889)
Interest Revenue			
140510 Interest	342	300	(42)
Total Interest Revenue	342	300	(42)
Other Revenue			
142240 COM Conferences & Retreats	1,035	0	(1,035)
Reserve Draw			
140999 Presby Operating Reserve	200,552	200,552	0
Total Reserve Draw	200,552	200,552	0
Endowment Income			
140997 Endowment Income	8,744	8,462	(282)
Total Endowment Income	8,744	8,462	(282)
Misc Revenue			
140490 Vanco fee offset given	97	0	(97)
Total Misc Revenue	97	0	(97)
Total Other Revenue	210,427	209,014	(1,413)
Total Revenues	\$ 663,444	\$ 681,068	\$ 17,624
Expenses			
Administration			
Admin			
150022 Fees- NCT Investment Account	20	1,000	980
150111 Master Liability Insurance	2,755	2,371	(384)
150112 Umbrella Insurance Policy	1,321	1,133	(188)
150113 Worker Comp Insurance Policy	1,160	1,500	340
150114 Cyber Liability Insurance	0	400	400
150115 Managment Liability Insurance	856	184	(672)
150116 FSA Admin fees	94	0	(94)
150220 Fees	765	650	(115)
150230 Presbytery Fin Review Fees	6,500	6,250	(250)
Total Admin	13,470	13,488	18

Accounts	Actual	Budget	Budget
	Jan 01, 2023 - Dec 31, 2023	Jan 01, 2023 - Dec 31, 2023	Remaining Jan 01, 2023 - Dec 31, 2023
Facilities			
150120 Supplies	1,798	1,500	(298)
150130 Postage	873	650	(223)
150140 Communication	6,031	5,000	(1,031)
150150 Equipment	3,362	5,000	1,638
150160 Utilities	4,170	6,000	1,830
150170 Condo Association Dues	16,579	16,600	21
150190 Software & Technology	4,898	6,560	1,661
150210 Cleaning Services	1,980	2,200	220
150240 Facilities Repairs & Improvements	150	1,000	850
Total Facilities	39,841	44,510	4,669
Compensation			
Presbytery Leader/EP			
151300 PL Salary	60,447	60,447	0
151301 PL Housing	41,262	41,262	0
151310 PL Professional Expense	3,461	5,000	1,539
151330 PL Pension/Medical	39,667	42,701	3,034
151340 PL Continuing Education	1,319	2,000	681
151350 PL Travel	4,927	6,000	1,073
151380 PL SECA	7,781	7,781	(0)
Total Presbytery Leader/EP	158,864	165,191	6,327
Financial Administrator			
151410 FA Salary	64,131	64,131	(0)
151411 FA 403b	11,544	11,544	0
151420 FA Social Security/MED	4,803	4,906	102
151430 FA Group Term Life	120	120	0
151440 FA Continuing Education	285	300	15
151450 FA Travel	1,027	500	(527)
Total Financial Administrator	81,910	81,500	(410)
Office Manager			
151510 OM Salary	43,997	43,997	0
151511 OM 403b	7,920	7,919	(0)
151520 OM Social Security/MED	3,181	3,365	184
151530 OM Group Term Life	120	120	0
151540 OM Continuing Education	0	300	300
151550 OM Travel	55	300	245
Total Office Manager	55,273	56,001	728
Resource Staff/Stated Clerk			
151710 RSS/SC Salary	46,200	46,200	0
151712 RSS/SC Housing	27,300	27,300	0
151713 RSS/SC Pension/Medical	28,665	30,858	2,193
151714 R&SC SECA	5,623	5,623	0
151740 RSS/SC Continuing Ed	1,373	1,500	127
151750 RSS/SC Travel	3,422	2,000	(1,422)
151751 RSS/SC Professional Expense	972	0	(972)
Total Resource Staff/Stated Clerk	113,555	113,481	(75)
Total Compensation	409,602	416,173	6,571
Total Administration	462,913	474,171	11,258
Presbytery Teams			
Administrative Coordinating Team			
150201 ACT - Committee Expense	443	2,000	1,557
150206 ACT - Presbytery Meetings	2,285	4,000	1,715

Accounts	Actual Jan 01, 2023 - Dec 31, 2023	Budget Jan 01, 2023 - Dec 31, 2023	Budget Remaining Jan 01, 2023 - Dec 31, 2023
152021 ACT- Vice-Moderator Training	0	1,000	1,000
152024 ACT - Discernment Process	2,662	8,000	5,338
152310 Johnsonburg Camp & Conference Ctr	30,000	30,000	0
154110 Worship Committee Expense	250	1,500	1,250
Total Administrative Coordinating Team	35,640	46,500	10,860
Committee on Ministry			
150221 COM Committe Expenses	1,922	500	(1,422)
152225 COM Boundary Training	297	3,000	2,703
152240 COM Conferences & Retreats	2,299	2,500	201
Total Committee on Ministry	4,518	6,000	1,482
Committee on Prep for Ministry			
150231 COPM Committee Expenses	0	100	100
152360 COPM Career Counseling	1,200	900	(300)
Total Committee on Prep for Ministry	1,200	1,000	(200)
Youth Development			
154250 Young Leadership Development	214	0	(214)
154260 Triennium	6,000	6,000	0
155260 Workshops/Training	2,281	2,000	(281)
Total Youth Development	8,495	8,000	(495)
Church Development			
154440 Workshops	1,500	2,000	500
154450 Exploring Online Community	0	3,000	3,000
Total Church Development	1,500	5,000	3,500
Total Presbytery Teams	51,353	66,500	15,147
Missional Partners			
Per Capita Paid to GA			
153010 Per Capita Paid TO GA	118,328	128,848	10,520
Total Per Capita Paid to GA	118,328	128,848	10,520
Per Capita Paid to Synod			
153020 Per Capita Paid TO SYNOD	48,022	53,632	5,610
Total Per Capita Paid to Synod	48,022	53,632	5,610
Shared Missional Support -Syn/ GA			
153120 Shared Missional Support - SYNOD	2,400	2,400	0
Total Shared Missional Support -Syn/ GA	2,400	2,400	0
Total Missional Partners	168,750	184,880	16,130
Total Expenses	\$ 683,016	\$ 725,551	\$ 42,534
Net Total	(\$ 19,573)	(\$ 44,483)	(\$ 24,911)

Presbytery of the Highlands, NJ
Per Capita Giving
2023
Through 2/10/2024

PIN	Church	2023 Apportionment	2024 YTD	2023	2022	Balance	%
4930	Alexandria First Presbyterian Church	9,562.50	-	-	9,562.50	-	100%
4927	Amwell Second Presbyterian Church	1,700.00	-	-	-	1,700.00	0%
4968	Andover Presbyterian Church	1,275.00	-	1,275.00	-	-	100%
4654	Basking Ridge Presbyterian Church	32,597.50	-	32,597.50	-	-	100%
5001	Beemerville Presbyterian Church	2,847.50	-	-	-	2,847.50	0%
4657	Bethlehem Presbyterian Church	3,697.50	-	3,697.50	-	-	100%
4918	Bound Brook Presbyterian Church	14,450.00	-	14,450.00	-	-	100%
4827	Calvary Presbyterian Church	4,845.00	-	4,845.00	-	-	100%
4656	Clinton Presbyterian Church	9,902.50	-	9,902.52	-	-	100%
4817	Community Presbyterian Church, Chester	9,690.00	-	2,105.50	-	7,584.50	22%
6367	Community Presbyterian Church, Ringwood	7,777.50	7,777.50	-	-	-	100%
4977	Delaware Presbyterian Church	382.50	-	382.50	-	-	100%
4812	Fairmount Presbyterian Church	5,737.50	-	3,755.00	-	1,982.50	65%
4818	First Memorial Presbyterian Church	4,675.00	-	4,675.00	-	-	100%
4855	First Presbyterian Church Of Berkshire Valley	2,422.50	-	2,423.00	-	-	100%
4974	First Presbyterian Church Of Blairstown	5,865.00	-	5,865.00	-	-	100%
4810	First Presbyterian Church Of Boonton	6,587.50	-	6,587.50	-	-	100%
4976	First Presbyterian Church Of Branchville	9,052.50	-	9,052.50	-	-	100%
4979	First Presbyterian Church Of Franklin	3,825.00	-	900.00	-	2,925.00	24%
4982	First Presbyterian Church Of Hackettstown	8,542.50	-	3,099.00	-	5,443.50	36%
4828	First Presbyterian Church Of Hanover	1,360.00	-	1,360.00	-	-	100%
4926	First Presbyterian Church Of Lambertville	4,335.00	-	-	-	4,335.00	0%
4833	First Presbyterian Church Of Mendham	12,367.50	-	11,336.97	-	1,030.53	92%
4929	Milford Presbyterian Church	2,295.00	120.00	-	-	2,175.00	5%
4839	First Presbyterian Church Of New Vernon	10,582.50	-	10,582.50	-	-	100%
4987	First Presbyterian Church Of Newton	7,310.00	-	7,310.00	-	-	100%
4981	First Presbyterian Church Of Ogdensburg	722.50	-	722.50	-	-	100%
4973	First Presbyterian Church Of Oxford At Hazen	637.50	-	637.50	-	-	100%
4844	First Presbyterian Church Of Rockaway	7,437.50	-	2,696.00	-	4,741.50	36%
4995	First Presbyterian Church Of Sparta	10,497.50	-	10,497.52	-	-	100%
4996	First Presbyterian Church Of Stanhope	4,377.50	-	4,377.50	-	-	100%
4847	First Presbyterian Church Of Stirling	2,167.50	-	864.50	-	1,303.00	40%
4943	First Presbyterian Church Stockton	1,275.00	-	1,275.00	-	-	100%
4848	First Presbyterian Church Of Succasunna	6,715.00	-	6,715.00	-	-	100%
5000	First Presbyterian Church Of Sussex	5,100.00	-	5,100.00	-	-	100%
4944	First Presbyterian Church Of Titusville	4,037.50	-	-	-	4,037.50	0%
5003	First Presbyterian Church Of Washington	8,500.00	-	2,716.10	-	5,783.90	32%
4857	First Presbyterian Church Of Whippany	10,157.50	-	10,157.50	-	-	100%
4921	Flemington Presbyterian Church	21,760.00	-	21,770.00	-	-	100%
4922	Frenchtown Presbyterian Church	9,902.50	-	4,951.25	-	4,951.25	50%
4993	Harmony Presbyterian Church	6,120.00	318.50	-	-	5,801.50	5%
12292	Highlands Presbyterian Church	1,785.00	-	1,785.00	-	-	100%
4814	Hildale Park Presbyterian Church	4,292.50	-	4,292.52	-	-	100%
4931	Holland Presbyterian Church	1,445.00	-	-	-	1,445.00	0%
10560	Hungarian Presbyterian Church	807.50	-	807.50	-	-	100%
4940	Kirkpatrick Mem Presbyterian Church	5,610.00	-	2,800.00	-	2,810.00	50%
4858	Kitchell Memorial Presbyterian Church	1,870.00	-	1,870.00	-	-	100%
4676	Lamington Presbyterian Church	7,947.50	-	-	7,947.50	-	100%
4829	Long Valley Presbyterian Church	15,597.50	-	10,000.00	-	5,597.50	64%
4813	Lower Valley Presbyterian Church	5,270.00	-	5,270.00	-	-	100%
4816	Meyersville Presbyterian Church	2,507.50	-	1,700.00	-	807.50	68%
4819	Mine Hill Presbyterian Church	807.50	-	807.50	-	-	100%
4984	Musconetcong Valley Presbyterian Ch.	1,062.50	-	1,062.50	-	-	100%
4725	Oak Ridge Presbyterian Church	2,592.50	-	2,160.40	-	432.10	83%
4815	Ogden Memorial Presbyterian Church	3,315.00	-	3,315.00	-	-	100%
4998	Old Greenwich Presbyterian Church	13,430.00	-	12,310.87	-	1,119.13	92%
10315	Panther Valley Ecumenical Ministry	1,657.50	-	1,200.00	-	457.50	72%
4859	Parsippany Presbyterian Church	5,780.00	-	5,780.00	-	-	100%
4991	Pilgrim Presbyterian Church	6,800.00	-	3,400.00	-	3,400.00	50%

Presbytery of the Highlands, NJ
Per Capita Giving
2023
Through 2/10/2024

PIN	Church	2023 Apportionment	2024 YTD	2023	2022	Balance	%
4686	Pluckemin Presbyterian Church	10,837.50	-	10,837.50	-	-	100%
4836	Presbyterian Church In Morristown	33,830.00	-	33,830.04	-	-	100%
4861	Presbyterian Church Of Chatham Twp.	29,240.00	-	14,765.00	-	14,475.00	50%
4831	Presbyterian Church Of Madison	6,927.50	-	6,927.50	-	-	100%
4835	Presbyterian Church Of Morris Plains	10,922.50	-	10,800.00	-	122.50	99%
4994	Rockport Presbyterian Church	1,190.00	-	-	1,190.00	-	100%
1302	Somerset Presbyterian Church	4,037.50	-	4,037.50	-	-	100%
4997	Stewartsville Presbyterian Church	6,205.00	-	6,205.00	-	-	100%
10633	Taiwanese/American Fellowship Presbyterian Church	4,547.50	-	4,547.50	-	-	100%
9687	Trinity United Presbyterian Church	1,360.00	-	-	-	1,360.00	0%
4862	Union Hill Presbyterian Church	3,230.00	-	3,230.00	-	-	100%
4942	United First PC Amwell Presbyterian Church	1,700.00	-	1,700.00	-	-	100%
4967	United Presbyterian Church Of Alpha	3,825.00	-	1,190.00	-	2,635.00	31%
1861	United Presbyterian Church Of Belvidere	4,080.00	-	-	-	4,080.00	0%
4825	United Presbyterian Church Of Flanders	7,012.50	-	7,012.00	-	0.50	100%
4748	West Milford Presbyterian Church	5,015.00	-	5,015.04	-	-	100%
4992	Westminster Presbyterian Church	1,317.50	-	-	-	1,317.50	0%
2830	Wharton United Community Church	1,062.50	-	1,062.52	-	-	100%
4988	Yellow Frame Presbyterian Church	7,947.50	-	-	-	7,947.50	0%
		510,552.50	8,216.00	378,403.25	18,700.00	105,243.91	79%

Presbytery of the Highlands, NJ
 Missional Giving
 2020-2023

<u>PIN</u>	<u>Church</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
4968	Andover Presbyterian Church	-	60	-	-
4657	Bethlehem Presbyterian Church	-	1,980	-	-
4827	Calvary Presbyterian Church	4	-	-	-
4817	Community Presbyterian Church, Chester	9,500	4,750	2,500	2,500
4855	First Presbyterian Church Of Berkshire Valley	1,311	1,311	1,380	1,380
4974	First Presbyterian Church Of Blairstown	-	4,275	1,000	1,000
4976	First Presbyterian Church Of Branchville	1,520	-	1,000	1,000
4844	First Presbyterian Church Of Rockaway	765	760	800	300
4848	First Presbyterian Church Of Succasunna	4,560	4,679	4,800	4,800
5003	First Presbyterian Church Of Washington	2,094	950	-	-
4993	Harmony Presbyterian Church	789	-	620	-
	Individual	200	-	-	-
	Individual	-	1,000	-	-
	Individual	20	-	-	-
	Individual	4,250	5,000	3,000	4,000
4829	Long Valley Presbyterian Church	1,900	1,900	2,000	2,000
4819	Mine Hill Presbyterian Church	570	570	600	600
4725	Oak Ridge Presbyterian Church	125	93	-	-
4815	Ogden Memorial Presbyterian Church	-	570	600	1,200
4998	Old Greenwich Presbyterian Church	10,300	9,508	-	-
4991	Pilgrim Presbyterian Church	-	-	2,692	-
4836	Presbyterian Church In Morristown	14,240	15,799	6,875	3,209
4861	Presbyterian Church Of Chatham Twp.	-	-	60	-
4831	Presbyterian Church Of Madison	3,325	3,325	4,500	4,500
4835	Presbyterian Church Of Morris Plains	2,375	1,330	900	900
4994	Rockport Presbyterian Church	238	-	-	-
4989	Second Presbyterian Church Of Oxford	494	-	-	-
4997	Stewartsville Presbyterian Church	1,425	1,900	2,000	1,500
10633	Taiwanese/American Fellowship Presbyterian Ch	-	-	-	2,000
4862	Union Hill Presbyterian Church	-	-	2,000	2,000
4967	United Presbyterian Church Of Alpha	-	-	80	-
4825	United Presbyterian Church Of Flanders	475	950	1,000	1,000
		60,478	60,709	38,407	33,889

**Presbytery of the Highlands, New Jersey, Inc.
(A Nonprofit Corporation)**

Financial Statements

Years Ended December 31, 2023 and 2022

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Certified Public Accountants
Business Advisors

INDEPENDENT ACCOUNTANTS' REVIEW REPORT

**To the Board of Trustees of
Presbytery of the Highlands, New Jersey, Inc.
Randolph, New Jersey**

We have reviewed the accompanying financial statements of Presbytery of the Highlands, New Jersey, Inc. (a nonprofit organization), which comprise the statements of financial position as of December 31, 2023 and 2022, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Accountants' Responsibility

Our responsibility is to conduct the review engagements in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

We are required to be independent of Presbytery of the Highlands, New Jersey, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review.

Accountants' Conclusion

Based on our reviews, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

CKW Advisors, LLC

**CKW Advisors, LLC
Sparta, New Jersey
February 12, 2024**

973.729.8968

336 Sparta Avenue
Sparta, NJ 07871

www.ckw.com

Presbytery of the Highlands, New Jersey, Inc.
Statements of Financial Position
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
<u>Assets</u>		
Current Assets		
Cash and cash equivalents	\$ 624,788	\$ 881,702
Mortgage notes receivable, current portion	15,270	14,811
Investments, at fair value	5,278,051	4,452,492
Total current assets	<u>5,918,109</u>	<u>5,349,005</u>
Property and Equipment , at cost, less accumulated depreciation	76,964	83,468
Other Assets		
Mortgage notes receivable, net of current portion	73,088	83,233
Other asset	5,792	5,792
Total other assets	<u>78,880</u>	<u>89,025</u>
Total Assets	<u><u>\$ 6,073,953</u></u>	<u><u>\$ 5,521,498</u></u>
<u>Liabilities and Net Assets</u>		
Liabilities		
Accrued expenses	\$ 40	\$ -
Note payable, current portion	11,252	10,975
Total current liabilities	<u>11,292</u>	<u>10,975</u>
Long-Term Liabilities		
Note payable, net of current portion	61,375	67,652
Total long-term liabilities	<u>61,375</u>	<u>67,652</u>
Total Liabilities	<u>72,667</u>	<u>78,627</u>
Net Assets		
Without donor restrictions		
Undesignated	5,496,585	5,002,956
Board designated	456,580	397,422
Total without donor restrictions	<u>5,953,165</u>	<u>5,400,378</u>
With donor restrictions	48,121	42,493
Total net assets	<u>6,001,286</u>	<u>5,442,871</u>
Total Liabilities and Net Assets	<u><u>\$ 6,073,953</u></u>	<u><u>\$ 5,521,498</u></u>

See accompanying notes and independent accountants' review report

Presbytery of the Highlands, New Jersey, Inc.
Statement of Activities
Year Ended December 31, 2023

	2023		
	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total
Revenue and Support			
Donations	\$ 67,822	\$ 39,013	\$ 106,835
Membership fees	284,246	-	284,246
Realized and unrealized gains (losses) on investments	802,238	-	802,238
Dividend and interest income	115,329	-	115,329
Net assets released from restrictions	33,385	(33,385)	-
Total revenue and support	<u>1,303,020</u>	<u>5,628</u>	<u>1,308,648</u>
Functional Expenses			
Program services	566,702	-	566,702
Management and general	163,660	-	163,660
Fundraising	19,871	-	19,871
Total functional expenses	<u>750,233</u>	<u>-</u>	<u>750,233</u>
Changes in net assets	552,787	5,628	558,415
Net assets, beginning of year	5,400,378	42,493	5,442,871
Net assets, end of year	<u>\$ 5,953,165</u>	<u>\$ 48,121</u>	<u>\$ 6,001,286</u>

See accompanying notes and independent accountants' review report

Presbytery of the Highlands, New Jersey, Inc.
Statement of Activities
Year Ended December 31, 2022

	2022		
	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total
Revenue and Support			
Donations	\$ 78,411	\$ 44,441	\$ 122,852
Membership fees	300,864	-	300,864
Realized and unrealized gains (losses) on investments	(585,033)	-	(585,033)
Dividend and interest income	74,729	-	74,729
Net assets released from restrictions	24,865	(24,865)	-
Total revenue and support	<u>(106,164)</u>	<u>19,576</u>	<u>(86,588)</u>
Functional Expenses			
Program services	681,603	-	681,603
Management and general	153,767	-	153,767
Fundraising	18,340	-	18,340
Total functional expenses	<u>853,710</u>	<u>-</u>	<u>853,710</u>
Changes in net assets	(959,874)	19,576	(940,298)
Net assets, beginning of year	3,284,344	22,917	3,307,261
Transfer of assets - member churches (Note 11)	<u>3,075,908</u>	<u>-</u>	<u>3,075,908</u>
Net assets, end of year	<u>\$ 5,400,378</u>	<u>\$ 42,493</u>	<u>\$ 5,442,871</u>

See accompanying notes and independent accountants' review report

Presbytery of the Highlands, New Jersey, Inc.
Statement of Functional Expenses
Year Ended December 31, 2023

	2023			
	Program Services	Management & General	Fundraising	Total
Functional Expenses				
Payroll and related expenses				
Payroll	\$ 171,134	\$ 45,636	\$ 11,409	\$ 228,179
Employee benefits	66,027	17,607	4,402	88,036
Pastors' housing	51,422	13,712	3,428	68,562
Payroll taxes	5,988	1,597	399	7,984
Total payroll and related expenses	294,571	78,552	19,638	392,761
Donations	57,677	19,226	-	76,903
Buildings and grounds	61,907	1,673	-	63,580
Missions	54,962	-	-	54,962
Membership	40,810	-	-	40,810
Investment fees	-	28,727	-	28,727
Professional fees	-	23,033	-	23,033
Miscellaneous	17,351	-	-	17,351
Travel	9,429	-	-	9,429
Resourcing	7,393	-	-	7,393
Depreciation	3,252	3,252	-	6,504
Insurance	5,483	609	-	6,092
Telephone	3,015	3,015	-	6,030
Education	4,476	-	-	4,476
Utilities	3,753	417	-	4,170
Office	1,794	1,794	189	3,777
Equipment maintenance and rentals	-	3,362	-	3,362
Postage	829	-	44	873
Total functional expenses	\$ 566,702	\$ 163,660	\$ 19,871	\$ 750,233

See accompanying notes and independent accountants' review report

Presbytery of the Highlands, New Jersey, Inc.
Statement of Functional Expenses
Year Ended December 31, 2022

	2022			
	Program Services	Management & General	Fundraising	Total
Functional Expenses				
Payroll and related expenses				
Payroll	\$ 159,900	\$ 42,640	\$ 10,660	\$ 213,200
Employee benefits	58,768	15,672	3,918	78,358
Pastors' housing	47,347	12,626	3,157	63,130
Payroll taxes	5,837	1,557	389	7,783
Total payroll and related expenses	271,852	72,495	18,124	362,471
Buildings and grounds	147,164	1,709	-	148,873
Missions	147,710	-	-	147,710
Donations	47,380	15,794	-	63,174
Membership	33,164	-	-	33,164
Professional fees	-	31,081	-	31,081
Investment fees	-	19,646	-	19,646
Resourcing	10,032	-	-	10,032
Depreciation	3,252	3,252	-	6,504
Telephone	2,643	2,643	-	5,286
Equipment maintenance and rentals	-	4,721	-	4,721
Utilities	4,108	457	-	4,565
Office	1,634	1,634	172	3,440
Insurance	3,014	335	-	3,349
Education	3,019	-	-	3,019
Travel	2,619	-	-	2,619
Miscellaneous	2,233	-	-	2,233
Subcontractor expense	945	-	-	945
Postage	834	-	44	878
Total functional expenses	\$ 681,603	\$ 153,767	\$ 18,340	\$ 853,710

See accompanying notes and independent accountants' review report

Presbytery of the Highlands, New Jersey, Inc.
Statements of Cash Flows
Years Ended December 31, 2023 and 2022

	2023	2022
Cash flows from operating activities:		
Changes in net assets	\$ 558,415	\$ (940,298)
Adjustments to reconcile changes in net assets to net cash used by operating activities:		
Depreciation	6,504	6,504
Realized and unrealized (gains) losses on investments	(802,238)	585,033
Increase (decrease) in:		
Accrued expenses	40	-
Total adjustments	<u>(795,694)</u>	<u>591,537</u>
Net cash used by operating activities	<u>(237,279)</u>	<u>(348,761)</u>
Cash flows from investing activities:		
Purchases of investments	(470,998)	(3,281,185)
Proceeds from sales of investments	447,677	57,404
Transfer of assets - member churches	-	3,075,908
Net cash used by investing activities	<u>(23,321)</u>	<u>(147,873)</u>
Cash flows from financing activities:		
Principal payments received on mortgage notes	9,686	10,443
Principal payments made on note payable	(6,000)	(6,000)
Net cash provided by financing activities	<u>3,686</u>	<u>4,443</u>
Net decrease in cash and cash equivalents	(256,914)	(492,191)
Cash and cash equivalents, beginning of year	<u>881,702</u>	<u>1,373,893</u>
Cash and cash equivalents, end of year	<u><u>\$ 624,788</u></u>	<u><u>\$ 881,702</u></u>
<u>Supplemental Cash Flow Information</u>		
<u>Cash paid during the year for:</u>		
Interest	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>
Income taxes	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>
<u>Non-cash activities consisted of the following:</u>		
Realized and unrealized gains (losses) on investments	<u><u>\$ 802,238</u></u>	<u><u>\$ (585,033)</u></u>
Transfer of securities	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

See accompanying notes and independent accountants' review report

Presbytery of the Highlands, New Jersey, Inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 1 - Nature of Organization

Presbytery of the Highlands, New Jersey, Inc. ("The Presbytery") formerly known as The Presbytery of Newton, is the regional expression of the Presbyterian Church USA, ("PCUSA") in northwest New Jersey including the counties of Morris, Sussex, Warren and Hunterdon. The Presbytery formally changed their name with the Internal Revenue Service during the year ended December 31, 2021. The Presbytery's membership includes members of approximately 60 PCUSA congregations and their pastors, as well as those who serve in validated ministries and those who have retired from active service.

The Presbytery supports and encourages the ministries and mission of all individual congregations as well as those shared collaboratively and cooperatively by clusters of congregations. Mission emphasis includes local endeavors in ministries of feeding and sheltering the poor and homeless, responding to disaster, interfaith relationships, and peacemaking as well as international mission with congregations and presbyteries in Nairobi and the Dominican Republic.

In addition, all committees required by the Book of Order (the PCUSA Constitution) are active in Newton Presbytery: Committee on Ministry, Committee on Preparation for Ministry, Committee on Nominations, and Committee on Representation. A Presbytery council oversees the work of the Presbytery. Unique to the Presbytery of Newton are: Care Committee and Nairobi Partnership Committee.

The business of the Presbytery is conducted at Presbytery meetings in January, March, May, September and November when equal numbers of Teaching and Ruling Elders gather for worship, business, and community activities.

The Presbytery is primarily funded through donations and membership fees. Membership fees are charged to the member churches based upon its individual membership.

Note 2 - Summary of Significant Accounting Policies

Basis of Presentation

The Presbytery prepares its financial statements in accordance with accounting principles generally accepted in the United States of America ("GAAP"). Under GAAP, the Presbytery is required to record unconditional promises to give as receivables and revenue and requires the Presbytery to distinguish between contributions received for each net asset category in accordance with donor imposed restrictions. The Presbytery is also required to report that resources be classified for accounting and reporting purposes into two net asset categories: net assets without donor restrictions and net assets with donor restrictions. Net assets of the Presbytery and changes therein are classified and reported as follows:

Net Assets without donor restrictions: represents net assets currently available at the discretion of the Board of Trustees for use in the Presbytery's operations and those resources invested in property and equipment.

Net Assets with donor restrictions: represents net assets which are restricted by donors for specific purposes or time periods.

All contributions are considered available for unrestricted use, unless specifically restricted by the donor.

Presbytery of the Highlands, New Jersey, Inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 2 - Significant Accounting Policies (continued)

Investments

The Presbytery carries its investments in marketable securities at their fair values. Unrealized gains and losses are included in the changes in net assets. Assets measured at fair value on a recurring basis were measured by quoted prices in active markets for identical assets.

Fair Value Measurements

The Presbytery follows FASB Accounting Standards Codification *Fair Value Measurements* which defines fair value, establishes a framework for measuring fair value, and expands disclosures about fair value measurements. *Fair Value Measurements* applies to other accounting pronouncements that require or permit fair value measurements. The primary effect of adopting *Fair Value Measurements* on the Presbytery was to expand the required disclosures pertaining to methods used to determine fair values. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value should be based on assumptions that market participants would use, including a consideration of non-performance risk.

Fair Value Measurements establishes a fair value hierarchy that prioritizes the inputs to valuation methods used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of fair value hierarchy under GAAP are as follows:

Level 1: Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2: Quoted prices in markets that are not active, or inputs that are observable either directly or indirectly, for substantially the full term of the asset or liability.

Level 3: Prices or valuation techniques that require inputs that are both significant to the fair value measurement and unobservable (i.e., supported with little or no market activity).

The Presbytery bases its fair value on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. It is the Presbytery's policy to maximize the use of observable inputs and minimize the use of unobservable inputs when developing fair value measurements, in accordance with the fair value hierarchy. Fair value measurements for assets and liabilities where there exists limited or no observable market data and, therefore, are based primarily upon management's own estimates, are often calculated based on current pricing policy, the economic and competitive environment, the characteristics of the asset or liability and other such factors. Therefore, the results cannot be determined with precision and may not be realized in an actual sale or immediate settlement of the asset or liability. Additionally, there may be inherent weaknesses in any calculation technique, and changes in the underlying assumptions used, including discount rates and estimates of future cash flows, that could significantly affect the results of current or future value.

The following is a description of valuation methodologies used for assets and liabilities measured at fair value:

Cash and cash equivalents and accrued expenses, the carrying amounts approximate fair value, because of the short term maturity.

Presbytery of the Highlands, New Jersey, inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 2 - Significant Accounting Policies (continued)

Fair Value Measurements (continued)

Note payable is carried at amortized cost. However, management of The Presbytery believes that they can obtain similar loans at similar terms; therefore management has determined it approximates fair value.

Fixed Assets

All acquisitions of property and equipment in excess of \$1,000 and all expenditures for repairs, maintenance, renewals, and betterments that materially prolong the useful lives of assets are capitalized. Property and equipment purchased are stated at cost and fixed assets donated are stated at fair value. Both are reported less accumulated depreciation, which is provided by using the straight-line method over the estimated useful lives of the respective assets.

Functional Allocation of Expenses

The costs of providing the various programs and other activities have been summarized on a functional basis in the statement of activities.

Costs are allocated between management and general or the appropriate program based on evaluations of the related benefits. Management and general expenses include those expenses that are not directly identifiable with any other specific function but provide for the overall support and direction of the Presbytery.

Contributions

Gifts of cash and other assets are reported as restricted support if they are received with donor stipulations that limit the use of the donated assets.

When a restriction expires, that is when a stipulated time restriction ends or a purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions. However, the Presbytery reports gifts of cash and other assets subject to restrictions as donations without donor restrictions in the accompanying statements of activities, if the restriction is met during the accounting period in which the gift was received.

Donations of property and equipment are recorded as support at their estimated fair value at the date of donation. Such donations are reported as donations without restrictions unless the donor has restricted the donated asset to a specific purpose. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted support. Absent donor stipulations regarding how long those donated assets must be maintained, the Presbytery reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Presbytery reclassifies net assets with donor restrictions to net assets without donor restrictions at that time. Donated marketable securities and other non-cash donations are recorded as contributions at their estimated fair values at the date of donation.

Presbytery of the Highlands, New Jersey, Inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 2 - Summary of Significant Accounting Policies (continued)

Contributions (continued)

Unconditional promises to give are recognized as revenues or gains in the period received as assets, decreases in liabilities, or expenses, depending on the form of the benefits received. Conditional promises to give are recognized when the conditions on which they depend are substantially met. The Presbytery has not received any promises to give.

Certificates of Deposit

Certificates of deposit are stated at cost.

Contributed Services

The Presbytery receives a substantial amount of services donated by its members in carrying out the Presbytery's ministry. No amounts have been reflected in the financial statements for those services since they do not meet the criteria for recognition.

New Accounting Guidance Implementation

As of January 1, 2022 the Company changes its accounting method for leases as a result of implementing the requirements in the Financial Accounting Standard Board's Accounting Standards Codification (ASC) 842, *Leases*, using the modified retrospective transition method. There was no cumulative effect adjustment to The Presbytery's balance sheet as of January 1, 2022.

The new lease guidance requires the recognition of a right-to-use asset and a lease liability for operating leases. The Presbytery elected the package of practical expedients, which allowed, among other things, for not reassessing the lease classification or initial direct costs for existing leases. The Presbytery has not elected the hindsight practical expedient.

As of January 1, 2022, no operating lease right-of-use assets and corresponding lease liabilities were recognized. Adoption of the new guidance did not have a significant impact on the Statement of Activities or cash flows for the year ended December 31, 2022.

Tax Status

The Presbytery qualifies as a tax-exempt organization under Internal Revenue Code Section 501(c)(3) and State of New Jersey Title 15, *New Jersey Non-Profit Corporation Act*. Accordingly, the Organization is exempt from federal and state income taxes. These sections enable the Presbytery to accept donations, which qualify as charitable contributions to the donor. The Organization is not classified as a private foundation.

Cash and Cash Equivalents

Cash and cash equivalents include highly liquid investments with an original maturity of three months or less.

Presbytery of the Highlands, New Jersey, Inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 2 - Summary of Significant Accounting Policies (continued)

Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Impairment of Long-Lived Assets

Long-lived assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. If such assets are considered to be impaired, the impairment to be recognized is measured at the amount by which the carrying amount of the assets exceeds the fair value of the assets. Assets to be disposed of are reported at the lower carrying amount or the fair value less costs to sell or dispose.

Note 3 - Property and Equipment

Property and equipment consisted of the following as of December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Building and improvements	\$ 253,962	\$ 253,962
Less: accumulated depreciation	<u>(176,998)</u>	<u>(170,494)</u>
Net property and equipment	<u>\$ 76,964</u>	<u>\$ 83,468</u>

Depreciation expense amounted to \$6,504 for both years ended December 31, 2023 and 2022.

The Presbytery's condominium is subject to common area maintenance fees. Included in buildings and grounds expense are \$16,579 of condominium dues, which represent common area maintenance fees, for both years ended December 31, 2023 and 2022. In addition, the Organization pays for certain ongoing property operating and maintenance expenses of its member churches in the event of a church closure until the church property is sold or transferred. These expenses amounted to \$47,001 and \$132,294 for the years ended December 31, 2023 and 2022, respectively.

Presbytery of the Highlands, New Jersey, Inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 4 - Investments

The Presbytery's investments consisted of the following as of December 31, 2023 and 2022:

<u>Investment Type</u>	2023		
	Fair Value	Cost	Unrealized
	Level 1	Level 1	Gain (Loss)
Equities	\$ 4,048,240	\$ 3,591,878	\$ 456,362
Fixed Income	951,879	992,647	(40,768)
Total level 1	<u>5,000,119</u>	<u>4,584,525</u>	<u>415,594</u>
			Unrealized
	Level 2	Level 2	Gain (Loss)
Certificates of deposit	\$ 277,932	\$ 277,932	\$ -
Total Level 2	<u>277,932</u>	<u>277,932</u>	<u>-</u>
Total Investments	<u>\$ 5,278,051</u>	<u>\$ 4,862,457</u>	<u>\$ 415,594</u>

<u>Investment Type</u>	2022		
	Fair Value	Cost	Unrealized
	Level 1	Level 1	Gain (Loss)
Equities	\$ 3,239,333	\$ 3,556,238	\$ (316,905)
Fixed Income	939,359	1,011,568	(72,209)
Total level1	<u>4,178,692</u>	<u>4,567,806</u>	<u>(389,114)</u>
			Unrealized
	Level 2	Level 2	Gain (Loss)
Certificates of deposit	\$ 273,800	\$ 273,800	\$ -
Total level 2	<u>273,800</u>	<u>273,800</u>	<u>-</u>
Total Investments	<u>\$ 4,452,492</u>	<u>\$ 4,841,606</u>	<u>\$ (389,114)</u>

Certificates of deposit bear interest between 1.14% and 2.33% and mature between July 2024 and July 2027.

The following summarizes the investment return for the years ended December 31, 2023 and 2022:

	2023	2022
Realized and unrealized gains (losses)	\$ 802,238	\$ (585,033)
Dividend and interest income	114,533	73,863
Total investment return	<u>\$ 916,771</u>	<u>\$ (511,170)</u>

Presbytery of the Highlands, New Jersey, Inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 4 - Investments (continued)

Change in the investment value consisted of the following for the years ended December 31, 2023 and 2022:

	2023	2022
Fair value, beginning of year	\$ 4,452,492	\$ 1,813,744
Purchases	470,998	3,281,185
Proceeds	(447,677)	(57,404)
Realized and unrealized (losses) gains	802,238	(585,033)
Fair value, end of year	<u>\$ 5,278,051</u>	<u>\$ 4,452,492</u>

Note 5 - Mortgage Notes Receivable

Mortgage notes receivable consisted of the following for the years ended December 31, 2023 and 2022:

	2023	2022
Mortgage note receivable from a church (as described in Note 6), receivable in monthly installments of \$1,221, with interest at 5.00% until note is received in full by February, 2030.	\$ 72,627	\$ 78,627
Mortgage note receivable from a church, receivable in monthly installments of \$159, with interest at 2.25% for the first five years and 1.00% below prime rate of interest thereafter, until note is received in full in September, 2029. The current interest rate is 2.25%.	10,590	12,182
Mortgage note receivable from a church, receivable in monthly installments of \$145, with interest currently at 0% for the first five years, and 1.00% below the prime rate of interest thereafter, until note is received in full in May 2025.	2,175	3,770
Mortgage note receivable from a church, receivable in monthly installments of \$46, with interest currently at 1.25% for the first five years, and 1% below the prime rate of interest thereafter, until note is received in full in November, 2029. The current interest rate is 1.25%.	2,966	3,465
	<u>88,358</u>	<u>98,044</u>
Less: current portion	(15,270)	(14,811)
Long-term portion	<u>\$ 73,088</u>	<u>\$ 83,233</u>

Principal maturities of the mortgage notes receivable due in future years are as follows:

2024	\$ 15,270
2025	14,424
2026	14,724
2027	15,448
2028	16,208
Thereafter	12,284
	<u>\$ 88,358</u>

Presbytery of the Highlands, New Jersey, Inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 6 - Note Payable

During 2010, one of the Presbytery's member churches sold its property to an outside church. The Presbytery acted as conduit for the member church in the transaction. As more fully described in Note 5, the Presbytery held a mortgage note receivable in connection with the sale and simultaneously recorded a note payable to the member church. Each month, the Presbytery receives a payment that is applied to the note receivable and then remits a payment for the same amount to the member church which is applied to the note payable. The note is payable in monthly installments of \$1,221 and is due February, 2030.

The note payable consisted of the following as of December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Note payable	\$ 72,627	\$ 78,627
Less: current portion	<u>(11,252)</u>	<u>(10,975)</u>
Long-term portion	<u>\$ 61,375</u>	<u>\$ 67,652</u>

Principal maturities of the note payable due in future years are as follows:

Year ending December 31,

2024	\$ 11,252
2025	11,828
2026	12,433
2027	13,069
2028	13,738
Thereafter	<u>10,307</u>
	<u>\$ 72,627</u>

Note 7 - Temporarily Restricted Net Assets

Net assets with donor restrictions are to be used for the following as of December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Missions	<u>\$ 48,121</u>	<u>\$ 42,493</u>

Net assets with donor restrictions were released from restrictions during the years ended December 31, 2023 and 2022 for the following programs:

	<u>2023</u>	<u>2022</u>
Missions	<u>\$ 33,385</u>	<u>\$ 24,865</u>

Presbytery of the Highlands, New Jersey, Inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 8 - Concentrations

Cash

The Presbytery maintains its cash in bank deposit accounts, which, at times, may exceed federally insured limits. The Presbytery has not experienced any losses in such accounts. Management believes it is not exposed to any significant credit risks related to cash.

Note 9 - Employee Benefits

Retirement Benefits

All regular full time staff employees are eligible for coverage under the Presbyterian Pension and Benefits Plan. The Presbytery contributes 18% of staff employee's gross wages to the 403B Pension Plan in lieu of benefits. During the years ended December 31, 2023 and 2022, contributions to plan were \$19,464 and \$18,536, respectively.

Pastoral Benefits

The current pastoral staff of the Presbytery participates in the Benefits Plan of the PCUSA which consists of major medical health insurance, disability, and pension. The expense to the Presbytery under those arrangements for the years ended December 31, 2023 and 2022 are detailed below:

	<u>2023</u>	<u>2022</u>
Pension/Medical	\$ 68,332	\$ 59,582
Reimbursement of payroll taxes	13,404	12,319
	<u>\$ 81,736</u>	<u>\$ 71,901</u>

Note 10 - Related Party Transactions

As fully described in Note 1, the Presbytery is an organization of member churches and is governed by the Presbyterian Church (USA) in Northwest New Jersey.

Mortgage Notes Receivables

As fully described in Note 5, mortgage notes receivables balances from member churches were \$88,358 and \$98,044 for the years ended December 31, 2023 and 2022, respectively.

Note Payable

As fully described in Note 6, note payable balances to a member church were \$72,627 and \$78,627 for the years ended December 31, 2023 and 2022, respectively.

Presbytery of the Highlands, New Jersey, Inc.
Notes to Financial Statements
December 31, 2023 and 2022

Note 10 - Related Party Transactions (continued)

Membership Fee Income and Expenses

Payments received from member churches for membership fees income totaled \$284,246 and \$300,864

Total net payments to Synod of Northeast and Presbyterian Church (USA) for membership fee expense were \$40,810 and \$33,164 for the years ended December 31, 2023 and 2022, respectively.

Note 11 - Transfer of Assets

During the year ended December 31, 2022, the Presbytery received additional funds from member churches that closed down during 2021 in the amount of \$118,600. Two of the Presbytery's member churches, which were previously closed, sold their properties during the year ended December 31, 2022 and transferred the net proceeds from the sales to the Presbytery, which amounted to \$2,957,308.

Note 12 - Liquidity and Reserves

The Presbytery has a policy to manage its liquidity and reserves following three guiding principles: operating within a prudent range of financial stability, maintain adequate liquidity to fund near-term operations, and maintaining sufficient reserves to provide reasonable assurance that long-term obligations will be discharged.

The following table reflects the Presbytery's financial assets (cash and cash equivalents, investments and mortgage notes receivable, collected in less than one year) as of December 31, 2023 and 2022, reduced by amounts not available for general expenditures within one year.

	2023	2022
Total financial assets	\$ 5,918,109	\$ 5,349,005
Less: Amount unavailable for general expenditure within one year due to:		
Purpose restrictions	(48,121)	(42,493)
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 5,869,988</u>	<u>\$ 5,306,512</u>

Note 13 - Guarantees

The Presbytery had entered into agreements to guarantee loans for five of its member churches during the years ended December 31, 2009 through the year ended December 31, 2023. Loan balances guaranteed as of December 31, 2023 and 2022 totaled approximately \$612,101 and \$672,796, respectively.

Note 14 - Subsequent Events

Management has reviewed the subsequent events and transactions that occurred after the balance sheet date through February 12, 2024, the date the financial statements were available for issue. The financial statements include all events or transactions, including estimates, required to be recognized in accordance with generally accepted accounting principles.

Presbytery of the Highlands of NJ

Property and Insurance Team

2023 Annual Report

- Continued work on the Cemetery Association of the Presbytery, approving maintenance as needed.
- Followed the Boy Scouts of America lawsuits as they affect churches within our Presbytery (Stated Clerk continues to provide updates as they come).
- Updated manse inspection form and recommend churches complete it once a year.
- Worked with churches and supported them as they dealt with financial needs regarding property, loan approval, rentals, manse sales, and other issues.
- Reviewed and designated funding to churches for Manse Fund Grants.
- Continued call to oversee the management of the insurance of the Presbytery. Presbytery staff and subcommittee continued working with Phil Swartley, representative of Covenant Insurance Group to gain a better understanding of our current Brown & Brown coverage under NJ Presbyterian Churches Insurance Partnership. This task was ongoing throughout 2023 and continues into 2024.
- Provided information on insurance resources to churches such as lowering deductibles and PHLYSense.

Presbytery of the Highlands of NJ Youth Leader Formation Team 2022 Annual Report

The Young Leader Formation Team of the Presbytery of the Highlands currently includes the following elected members: Patrick Allred, Amy Clarkson, Joanne Willans, Katherine Scott-Kirschner, Catherine Morgan and Steve Gaden. Additional members include Steve Shussett (Presbytery Resource Director) and Diane Halper (volunteer).

Thanks to Steve Shussett, the YLF Team now has a working webpage on the Highlands Presbytery Website. The webpage includes advertising and information about upcoming events, youth mission work within the Presbytery and ongoing resources for youth ministry.

From January – April of 2023, our team supported a new initiative that was a partnership between Johnsonburg Presbyterian Camp and the Presbytery of the Highlands. With the support of the Presbytery of the Highlands, Johnsonburg staff and interns facilitated monthly Ultimate Youth Afternoons for youth in 5th – 8th grade at the First Presbyterian Church in Hackettstown. These events were promoted to churches throughout the Presbytery and were open to all youth who were interested.

On Thursday, February 16th, the Young Leader Formation Team collaborated with the Presbyterian Church of Morristown to sponsor an event with Dr. Lisa Miller, author of the NY Times best-selling book, "The Spiritual Child." Dr. Miller led a discussion on "Parenting Our Modern Youth." Combining cutting-edge research with broad anecdotal evidence from her work as a clinical psychologist, Miller illustrated how invaluable spirituality is to a child's mental and physical health, and translated those findings into practical advice for parents and those working with youth, giving them concrete ways to develop and encourage their children's—as well as their own—well-being. The well-attended event was held at the Morristown Presbyterian Church and was also live streamed. Each participant was given a copy of "The Spiritual Child" and "The Awakened Brian," both works of Dr. Miller.

On Sunday August 27, 2023 the Young Leader Formation team held the second annual YLF Retreat at Camp Johnsonburg. We were blessed to have 24 people in

attendance. We were fortunate to have Megan DeWald, the Director of the Institute for Youth Ministry at Princeton Theological Seminary as our workshop facilitator. Through interactive activities, group collaboration and an impactful presentation, Megan inspired youth leaders to think about how to respond to the needs of our youth. The theme was: Designing Youth Ministry...for Now

Megan encouraged youth leaders to consider engaging in a process of design thinking when it comes to youth ministry. Rather than starting with programming that you hope youth will attend, go through these important steps:

- 1) Empathize – pay attention to the needs of youth in church and in the community
- 2) Define the problem or primary need to be addressed
- 3) Ideate (brainstorm, consider possibilities for action that address the problem/meet the needs)
- 4) Prototype (bring the idea to action – don't be afraid to fail!)
- 5) Test (notice what is working and not working – go back to earlier steps in the process to revise and refine as much as is needed)

She emphasized that if we “fall in love with the problem” rather than “fall in love with our solutions or programs,” we will be more open to letting go of what isn't working to make room for new ways of addressing the problems and needs of youth.

The YLF Team has had a strong start to 2024, hosting a free virtual workshop on January 20th for church leaders and volunteers who are involved in youth ministry.

Megan DeWald returned and facilitated a conversation on the topic of ***Building Innovative Ministry With Young People***. She provided information about the IYM's resources including the [Log College Project](#). Megan shared research and “the jobs to be done theory,” challenging youth leaders to shift and expand their thinking and approaches to Youth Ministry to build innovative, just, thoughtful and creative ministry with the young people in congregations and surrounding communities. Megan stressed the importance of asking youth what they are seeking through participation in youth ministry, of listening carefully to their responses and centering their voices and needs in developing youth ministry approaches.

On March 2, 2024, 9 am – 1 pm, the YLF Team will host *A Time Apart – A Family Spirituality Camp* at Johnsonburg Presbyterian Camp and Conference Center.

In this morning of teaching, experience, fun, crafts, and music, those present will learn about what it means to live out a relationship with God in

the daily moments of life. This family event builds on learning gained in 2023 at talk by Lisa Miller.

Research in *The Spiritual Child* shows that “children who have a positive, active relationship to spirituality” are less likely to use and abuse substances, be depressed in their teenage years, or participate in dangerous activities. “The only thing that science has shown to reliably predict fulfillment, success, and thriving [is] a child’s spiritual development.” There is **no fee** for this event or lunch, but a freewill offering will be received. RSVPs are required.

Save the Date: YLF Annual Summer Workshop for Youth Leaders: Sunday, August 25th. We are planning to have a third workshop facilitated by Megan DeWald or another member of the IYM staff. The hope is that this workshop will build upon the August 23 and January 24 workshops, supporting a further level of engagement and ministry design with those who attend.

To stay current on events and resources for youth ministry, check out the YLF webpage:

<https://highlandspresbytery-nj.org/young-leader-formation-team/>

To share about upcoming youth opportunities to add to the YLF webpage, contact Steve Shussett at steves@highlandspresbytery-nj.org

To access resources through the Institute for Youth Ministry at Princeton, go to iym.ptsem.edu.

For resources/grants for engaging young adults (23-29) in your church ministry, go to Ministrycollaboratory.ptsem.edu

The Young Leader Formation Team is currently meeting on the first Friday of each month from 9 – 10 am. Please contact Steve Shussett (steves@highlandspresbytery-nj.org) if you would like join the work of our team.

We are grateful for the opportunity to serve the youth of the Presbytery of the Highlands and look forward to God’s leading in the coming year.

Submitted by: Amy Clarkson, Union Hill Presbyterian Church