



ANNUAL REPORT

2022 – 2023

A special thanks to our church staff and volunteers for their work in preparing this Annual Report.

We also thank each member and attendee for gifts of time, talent, energy, and finances given to the ministry of High Point Church!

Your continuing prayers and participation are crucial to reaching the city of Madison, the region of Dane County, and the rest of the world with the Good News of Jesus Christ.

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LEADERSHIP 2022-23

Pastoral Staff:

Nic Gibson • Lead Pastor for Teaching and Vision
Michael Beresford • Executive Pastor
Devin White • Associate Pastor
Adam Darbonne • Associate Pastor
Manohar James • Minister of Intercultural Ministry

Elder Board:

Luke Hirschy • Elder Executive Board Chairman
Frank Pekovich • Elder Executive Board Vice Chairman
Nick Foerster • Elder Executive Board Treasurer, Chair of the Stewardship and Finance Committee
Steven Schmitt • Elder Executive Board Secretary, Chair of the Elder Nomination Committee
Mike Schrader • Chair of the Membership Committee
Boyd Womack • Chair of the Building and Grounds Committee, Shepherding Team
David Mabie • Elder Liaison for the Global Missions Team
Paul Young • Chair of the Personnel Committee
Dave Wilcke • Chair of the High Point Christian School Advisory Committee, Shepherding Team
Matt Roelli • Chair of Elder Nominations Committee, Safety Committee
Bill Heifner • Elder
Monte Knetter • Elder
Nic Gibson • Elder
Michael Beresford • Elder

LEADERSHIP REPORTS

Dear High Point Church Family,

In this church report, you will find stories and measurements that show the vital signs of a prevailing church. In-person attendance has risen very slightly over the past year. People have presented themselves for baptism. You have aided the poor. Giving to God and toward our mission has been generous and robust. Members of the High Point flock have volunteered to help others in simple ways, informal ways, and costly ways.

I want to especially thank small group leaders and those that volunteer during worship services for the particularly important, intense, and inconvenient sacrifices that can make them feel on the outside while serving others. You will see that small group participation has increased distinctly with 114 people serving as small group leaders.

While you read these testimonies of what has happened within High Point Church, keep in mind that we have also been working to build up the church in the region and across lines of former hostility. This has led to some unexpected opportunities for expansion and church planting I hope to specify in the coming months.

I know that many feel that Madison is “rocky soil” for the gospel. Scripture reminds us that we don’t always know the real moral state of our city. When Abraham was sure there were good people in Sodom, there were not, but when Elijah thought there were no faithful people in Israel, he was also wrong. Not only had 8,000 people not bowed to Baal, but there were 100 prophets that had been hidden away by the secretly faithful prime minister Obadiah (1 Kings 18:4). When even the missionary apostle Paul thought it might be time to give up in Corinth, God told him to press on in this resistant, pagan place because God said, “I have many in this city.” Paul just hadn’t found them yet.

In John 4, Jesus meets the woman at the well in Samaria—perhaps the least likely place to find a spiritual harvest. The harvest starts with a serial divorcee, perhaps the least likely origin story. Yet it is here Jesus said to His disciples that His soul’s food was to take in His Father’s harvest, and that the fields were full of spiritual grain; what was lacking was energetic harvesters, not willing converts.

But what if the church in our generation has failed and we are being punished? In God’s ways, even punishment isn’t a reason to decline. In Jeremiah 29, when the people are carried into a remote exile, God tells them to have an attitude of expansion. Even if no Babylonians believed, they were to make new families, buy homes, and have children brought up in the Lord—“...Increase in number there; do not decrease.” (Jer 29:6). Many scholars

believe the synagogue, which became a model for the local church, was started in Babylon—to teach the faith all the more in exile, even without a temple.

What is most important to remember in our lives together with Christ in His local church is that He is with us. He is always with us, but His power, Word, and promise is especially with us when we are with Him in faith. Our conviction about the church cannot come from our measurements or money. All our indicators are just some evidence that God is giving us life because we can see some fruit. However, the heart of a prevailing church is believing in what we cannot see. Fruit cannot precede faith, but it can follow it. However, God builds faith in letting us see fruit because it motivates us onward. So, enjoy the good reports you read and those you already know. Yet, let our fire come from God's gift of faith, not fruit. Let's continue to do what we see by faith. Let's do what no one ever does—what is impossible but obedient—and see what God will do with faith in Jesus that looks like sacrifice, humility and courage.

It's been a blessing to me and a joy to serve High Point Church one more year.

Nic Gibson
Lead Pastor

LUKE HIRSCHY • ELDER BOARD CHAIR

Dear High Point Church,

May God grant us grace, peace, and joy in all unity as we persevere in faith as a light in this dark world and live as a representation of Jesus' kingdom on earth until he returns.

Serving as the Chairman of the Board of Elders for the first time has been an honor and a humbling experience. I am extremely grateful for the prayers, wisdom, support, and efforts of my fellow Elders and Pastors as we oversee and shepherd the congregation. I am deeply thankful for the staff, leaders, teachers, and volunteers that diligently serve to keep our ministries and High Point Christian School running smoothly.

Our congregation has been growing, especially in the areas of new members, new families, and new life. We have the wonderful problem of having so many children that our nursery and children's areas are overflowing. This challenge has prompted many discussions within the Board of Elders on planning for the future, discussing options for our building, and understanding how to effectively utilize our space for the ministries of our church. There are many options and opportunities that we need to consider over the next several years, which may include adding to our own facilities or planting a church.

Our building is a gift and a blessing from our spiritual ancestors in the congregation. Their foresight and sacrifice have provided facilities that support High Point Christian School, a large congregation, and the many activities and events that occur on a regular basis. Our building supports fellowship, ministry, education, and the community. I am continually pleased to hear how we make full use of the building and have high utilization of the facilities throughout the course of the week. The high usage and age takes a toll, and there needs to be significant investment over the next several years to update and improve the facilities to keep it useful for ministries in the decades to come.

Our congregation, including past members, is incredibly generous with their regular giving and one-time gifts, which provide a stable and growing budget. The generosity has provided regular budget overages, which we, as a congregation, get to decide how to effectively utilize those resources for our ministries and blessing others.

Over the course of this year we have partnered, grown relationships, and supported other pastors, churches, and ministries outside our immediate congregation. We have worked with Living Springs International Church, End Times Ministry International, Lighthouse Church, and Grace Valley Church among several others. We are excited to see their ministries grow and bear fruit.

This year, as a congregation, we voted to bring on a new pastor, Adam Darbonne, which has been a blessing for our church and our future. Paxton Bauer was hired to lead the youth ministry, which has grown and gathered momentum. I am encouraged by the leaders and volunteers of the youth ministry and their desire to cultivate spiritual maturity in the youth as they grow, mature, and move out into the world. The Oaks ministry was started by Jill Reasa, and the Made Whole conference was held to equip the local church to be a rehabilitative community for people who are in the process of healing.

The world is a confused, hurting, and dark place. People are searching for answers wherever they can find them, even if it is only a temporary alleviation of their pain and suffering. We know that there is only one true answer, and that answer is Jesus our Savior and Lord! We must boldly and courageously share the Good News. We must dive deep to learn, grow, and be transformed as His disciples. We must bear one another's burdens. We must love and serve each other self-sacrificially and self-forgetfully. If we live in this way, the world will see that light and be drawn to Him.

We must never forget our mission. High Point Church exists to make substantive disciples of Jesus through Gospel connection, growth, and service. I am optimistic and excited for what God has in store for our congregation, the city, and the world.

Luke Hirschy
Board of Elders, Chairman

SURVEY SUNDAY SUMMARY

REFLECT ON YOUR FAITH EXPERIENCE

I desire Jesus to be first in my life.

581 Strongly Agree
49 Somewhat Agree
6 Somewhat Disagree
2 Strongly Disagree

I believe the Bible has authority over what I say and do.

586 Strongly Agree
46 Somewhat Agree
3 Somewhat Disagree
3 Strongly Disagree

How much growth would you say you have experienced in your spiritual life in the past year?

323 Some
232 A lot
78 A Little
5 None

Realistically, how often have you read the Bible (outside of a High Point Church event) in the last year?

126 Every day
144 Four or more times a week
152 Several times a week
90 Once a week
67 1-2 times per month
24 3-4 times this year
17 1-2 times this year

Realistically, how often have you prayed (outside of a High Point Church event) in the last year?

398 Every day
110 Four or more times a week
71 Once a week
25 1-2 Times per month
3 3-4 Times this year
1 1-2 Times this year
2 Never

I believe God is actively involved in my life.

530 Strongly Agree
94 Somewhat Agree
9 Somewhat Disagree
3 Strongly Disagree

How many times in the last year did you have a conversation about faith or religious beliefs with a non-Christian friend, family member, co-worker, etc.?

57 0
211 1-2
166 3-5
80 6-10
122 More than 10

Have you been baptized since you have placed your faith in Jesus?

547 Yes
82 No
3 I have not placed my faith in Jesus/I am not a Christian

PARTICIPATION WITH HIGH POINT CHURCH

How long have you been attending High Point Church?

32 I have visited once or a few times
72 Less than a year
116 1-2 years
140 3-5 years
135 6-10 years
62 11-15 years
79 More than 15 years

Over the past year, on average, how often did you attend High Point Church's Sunday service?

50 I recently began attending
4 Once or twice a year
8 Once every 2-3 months
7 One time per month
46 Two times per month
132 Three times per month
390 I rarely miss a week

Which of the following best describes your connection to this church?

292 Member
277 Regular attender
37 Visitor
16 Staff
6 Online Attender
8 Not sure

Are you happy with the number of people you know well at High Point Church?

196 Definitely
329 Somewhat
99 Not really
12 Not at all

How often do you participate in church programs, groups, or ministries other than the main worship service?

86 Multiple times a week
243 Weekly
71 Monthly
52 Every 2-3 months
66 Once or twice per year
46 Used to, but not now
73 Never

How often do you attend a High Point Church small group?

261 Weekly
50 Every other week
12 Monthly
6 Every 2-3 months
9 Once or twice per year
98 Used to, but not now
200 Never

How often do you serve or volunteer at this church, if at all?

38 Multiple times per week
142 Weekly
105 Monthly
30 Every 2-3 months
48 Once or twice per year
73 Used to, but not now
201 Never

Do you give financially to this church on a regular basis?

428 Yes
164 No
44 Prefer not to answer

Do you hold a leadership position at High Point Church? (this could be a wide variety of roles including staff, deacon, elder, volunteer coordinator, team leader, committee member, small group leader, etc.)

186 Yes
452 No

EXPERIENCE HIGH POINT CHURCH

High Point Church supports my spiritual growth through helping me understand the basic foundations of the Bible.

479 Strongly Agree
143 Somewhat Agree
14 Somewhat Disagree
1 Strongly Disagree

High Point Church helps me live out the teachings of the Bible in my everyday life.

385 Strongly Agree
230 Somewhat Agree
20 Somewhat Disagree
2 Strongly Disagree

High Point Church helps me develop habits that better connect me with God.

352 Strongly Agree
253 Somewhat Agree
28 Somewhat Disagree
2 Strongly Disagree

High Point Church helps me find ways to use all my gifts (time, skills, and financial resources) to honor God and/or serve others.

256 Strongly Agree
314 Somewhat Agree
58 Somewhat Disagree
4 Strongly Disagree

High Point Church provides opportunities for me to help those who are suffering or marginalized.

199 Strongly Agree
324 Somewhat Agree
99 Somewhat Disagree
8 Strongly Disagree

High Point Church helps equip me to share my faith with others who are not Christians.

233 Strongly Agree
342 Somewhat Agree
64 Somewhat Disagree
3 Strongly Disagree

I feel closer to God through the Sunday worship service at High Point Church.

447 Strongly Agree
157 Somewhat Agree
25 Somewhat Disagree
5 Strongly Disagree

High Point Church provides a community where I feel connected.

300 Strongly Agree
267 Somewhat Agree
57 Somewhat Disagree
9 Strongly Disagree

I feel comfortable speaking with a pastor at High Point Church about significant issues in my life.

226 Strongly Agree
264 Somewhat Agree
113 Somewhat Disagree
30 Strongly Disagree

If I wanted to speak to a pastor at High Point Church, I feel I could access one.

342 Strongly Agree
197 Somewhat Agree
67 Somewhat Disagree
24 Strongly Disagree

Communication from High Point Church is clear.

368 Strongly Agree
228 Somewhat Agree
30 Somewhat Disagree
6 Strongly Disagree

MISSION, VISION, AND EXPANSION

There is a core mission of High Point Church.

535 Strongly Agree
89 Somewhat Agree
7 Somewhat Disagree
2 Strongly Disagree

There is a clear path forward for the future of High Point Church.

337 Strongly Agree
239 Somewhat Agree
46 Somewhat Disagree
7 Strongly Disagree

I have a part to play in the future of High Point Church.

307 Strongly Agree
266 Somewhat Agree
49 Somewhat Disagree
9 Strongly Disagree

I believe High Point Church should grow and expand (ie. increase in congregation size, obtain more buildings or campuses, plant churches, build additional facilities at the current site, etc.).

192 Strongly Agree
297 Somewhat Agree
116 Somewhat Disagree
22 Strongly Disagree

DEMOGRAPHIC INFORMATION

In what year were you born?

11 1925-1945
122 1946-1964
148 1965-1983
184 1984-1995
171 1996 or later

Please indicate your gender

339 Female
288 Male
7 Prefer not to answer

What is your marital status?

432 Married
171 Single - Never Married
13 Divorced
9 Widowed
3 Separated
8 Prefer not to answer

Which of the following best describes your race or ethnicity?

551 White or Caucasian
23 Black/African American
20 Hispanic/Latino
36 Asian or Asian American
6 Native American/Pacific Islander
2 Other
21 Prefer not to answer

What is the highest level of education you are working on or have completed?

- 9** Some high school
- 50** High school/GED
- 45** Associates Degree
- 9** Trade school
- 189** Post-graduate or professional school
- 12** Prefer not to answer

What best describes your current employment status?

- 340** Full-time employment
- 79** Part-time employment
- 50** Homemaker
- 74** Retired
- 37** Self-employed
- 37** Full-time student
- 7** Unemployed and looking for work
- 3** Unable to work/disabled
- 5** Prefer not to answer

How long is your drive to church?

- 69** 0-5 Minutes
- 131** 6-10 Minutes
- 171** 11-15 Minutes
- 137** 15-20 Minutes
- 124** More than 20 minutes
- 4** I attend virtually

Do you have children under the age of 18 living at home?

- 250** Do not have children
- 244** Yes, children under 18 at home
- 136** Children are 18 or older and/or not living at my home
- 3** prefer not to answer

What age are the children you have at home?

- 135** 0-5 (Pre-school)
- 99** 6-10 (Elementary school)
- 63** 11-13 (Middle school)
- 67** 14-17 (High school)

Do your kids participate in KidsMin or Student Ministries?

- 188** Yes
- 55** No

Which ministry events do your children attend?

- 65** Sunday Kidsmin Nursery
- 82** Sunday Kidsmin Early Childhood
- 89** Sunday Kidsmin Grade School (KC/KC+)
- 42** Sunday Lift Sunday School, Middle School
- 34** Sunday Lift Sunday School, High School
- 53** Wednesday Lift Student Ministries
- 48** Thursday Awana

STAFF MINISTRY & REPORTS

Pastoral Staff:

Nic Gibson • Lead Pastor

Oversight of vision and direction of the church, preaching and discipleship

Michael Beresford • Executive Pastor

Oversight of Administration, Kids Ministries, Student Ministries, Connections, Small Groups, Interns

Devin White • Associate Pastor

Oversight of Connections, Small Groups, Men's Ministries, Young Adult Ministries, Congregational Care, Adult Christian Education

Adam Darbonne • Associate Pastor

Manohar James • Minister of Intercultural Ministry

Pastoral Fellow:

Paxton Bauer • Pastoral Fellow, Student Ministries Director

Directors:

Brandon Ellis • Church Business Director

Niccole Khail • Senior Director of Music & Worship Arts; Communication, Women's Ministry Coordinator

Paxton Bauer • Student Ministries Director, Youth Pastoral Fellow

Gwen Schrader • Director of Kids Ministries

Manohar James • Director of Intercultural Ministries

Jill Reasa • Oaks Ministry Director

Tracy Roudebush • Director of Facilities

Support Staff:

Claire Bizjak • Early Childhood Coordinator

Gaeb Brandon • Facilities Assistant

Jenna Bubolz • Student Ministries Assistant

Nellie Cejpek • Connections Coordinator

Joelle Gould • Student Ministries Assistant

Dietrich Gruen • Benevolence Program Coordinator

Miriam Heinkel • Financial Assistant

Laura Helwig • Nursery Coordinator

Kimberly Hersee • Bookkeeper

Erin Hesse • Executive Pastoral Administrative Assistant

Jeff King • Congregational Care Coordinator

Laura Knox • Worship Ministry Assistant

Annette Konicek • Pastoral Administrative Assistant

Darren Pagenkopf • Weekend Facilities Assistant

Derek Rice • Weekend Facilities Assistant

Hayley Vande Berg • Communications Coordinator

Quenten Venter • Weekend Facilities Assistant

Tori Venter • Office Administrator

Brittany Warnell • Pastoral Administrative Assistant

NELLIE CEJPEK • CONNECTIONS COORDINATOR

The Connections Teams focus on the connection piece of High Point Church's mission, helping people connect with God and others.

- Connect people with God: The team helps eliminate barriers and bring down obstacles that may stand in an attender's way of connecting with God by welcoming them in a friendly, authentic, and relationally warm manner.
- Connect people with others: The team invites attenders into the High Point Church family by personally engaging with them and planting them with other attenders and ministries so they can take root at High Point Church and be a disciple of Jesus who is connecting, growing, and serving.

We have three Connection Teams that fall under the Connections Coordinator, Nellie Cejpek. The Host Team has five Host Leads; Janessa Peterson, Monica VandenLangenberg, Luke Malik, Aiden Detienne, and Jenny Hirschy. The Coffee Team and Reception Team do not have official leadership but have faithful volunteers!

The Connection Team volunteers enable Sunday morning hospitality to run smoothly all the way from a friendly greeting to a hot cup of coffee. We have 5 Host Leads, 34 Hosts, 7 Coffee Volunteers, and 5 Receptionists. We are always looking for more volunteers on all the teams.

225 Connection Cards from new guests were filled out at High Point Church this year, 49 people attended the Explore Class, and 12 Serve cards were filled out.

A couple of the highlights from this past year were the All-Church Bonfire, Picnic, and Game Night. We also continued to enjoy the Outdoor Lobby during the summer months with lots of goodies. These experiences have fostered a family-like atmosphere to meet new people and catch up with friends. We are looking forward to providing more opportunities for people to get to know each other on a deeper than surface level.

CONGREGATIONAL CARE ANNUAL REPORT

DEVIN WHITE • ASSOCIATE PASTOR, OVERSIGHT OF CONNECTIONS, SMALL GROUPS, MEN'S MINISTRIES, YOUNG ADULT MINISTRIES, CONGREGATIONAL CARE, AND ADULT CHRISTIAN EDUCATION

The Congregational Care ministry of High Point Church exists to fulfill Christ's "new commandment:" to love each other as Christ loves us (John 13:34). With this charge in mind, High Point's Congregational Care ministers involve both members of its vocational staff and also dozens of critical lay volunteers. What unites these vocational and lay ministers is their shared goal of ensuring that the congregant under care receives the love and support that a member of Christ's body is due (1 Cor 12:21-26).

Associate Pastor Devin White continues to hold formal responsibility for Congregational Care, while Jeff King serves as the Congregational Care Coordinator. Devin and Jeff are honored to collaborate closely with the numerous lay shepherds at High Point, including the Elders, Deacons, and Small Group leaders. Given High Point's size, effectively shepherding the congregation would require a full-time staff of somewhere close to twenty pastors. However, thanks to the exceptional group of lay shepherds, every church member can receive care when needed.

One significant advantage of having Jeff as the Pastoral Care Coordinator, with his decades of ministry experience, is his capacity to provide immediate attention to church members in need, particularly when many of High Point's lay leaders are occupied with their primary occupations. This past year, a long-time church member and his wife suffered multiple medical issues at the same time, and Jeff visited both of them frequently.

The Congregational Care ministry has multiple connections to the congregation through High Point Church's website and HUB that have been well-utilized over the last year. There is a Congregational Care group on the HUB that helped with 18 meal trains. The website links to the HUB for a Congregational Care form where congregants and those outside HPC can request help. We served 32 congregants and non-congregants through connecting them to the Benevolence Fund, counseling, and meal trains.

TRACY ROUDEBUSH • DIRECTOR OF FACILITIES

The purpose of the Facilities Team, made up of the Building & Grounds Committee, the Director of Facilities, full- and part-time facilities employees and many volunteers, is to provide an attractive, safe, well-maintained building and grounds that provides space for and enhances the worship of and service to our Lord and Master Jesus Christ.

This year, **Tracy Roudebush** and **Gaeb Brandon** continued to work full-time making many improvements to the building and grounds. **Derek Rice** and **Daren Pagenkopf** assisted as the weekend facilities team. **Beret Gretz** and **Quenten Venter** have moved on to other employment. We thank **Ben Yaroch** and **Mark Mansi** for their volunteer work, especially with the sanctuary lighting project and other projects that improve the worship experience on Sundays.

Volunteers have been instrumental in accomplishing the purpose of the Facilities Team. First, are the people who serve on the Building & Grounds Committee and the Safety Committee. They provide the oversight and direction for the Facilities Team and help maintain a safe and functioning facility. Second, are the people who volunteer for projects that help keep the facilities in good condition. Volunteer projects have included grounds and building cleanup, hallway painting, tree trimming, beautifying flower gardens, pew moving, and various repairs and upgrades to audio, video and lighting equipment. Even the kids from The Kids Ministry help with stacking chairs and rolling up rugs on Sundays. Many of our volunteers are very knowledgeable in certain areas of

expertise. We are blessed to have them on our team.

One of the ways God has shown His presence in this ministry is by always providing the funds needed so we can stay on top of major projects. This has been accomplished by generous giving by church members and attenders and has been aided by the wise planning of previous Boards of Elders and Facilities Teams. We also had a great turnout of volunteers help with interior painting projects and exterior grounds clean-up.

Our facility team meets via Zoom on the second Tuesday of each month. Our team members are: Boyd Womak, Rick Martin, Brandon Ellis, Lindsay Murray, Matt Roelli, and Tracy Roudebush. We review all the projects that the facilities team is currently working on. We then develop a game plan to execute the projects that are in the best interest for the church, both in terms of priority and schedule. Boyd, being the church elder on the facility team, is in communication with the rest of the Board of Elders. We also review the General Fund budget for facilities, which helps us keep on track budget-wise for the fiscal year.

The major projects completed by the Facilities Ministry this year include:

- Installed new HD laser projectors and screens in the sanctuary.
- Updated the sanctuary lighting with new premium LED fixtures.
- Installed a new HVAC unit for the 2nd floor Micah Center.
- Created a patio with umbrellas for shade on the eastside of the building for an

outdoor meeting place.

- Added fencing and traffic gates to the playground for better security.
- Painted lobby, hallways and bathrooms with our updated color pallet.
- Updated our public voting area to add additional security for the school.
- Added new gutters to the building's exterior for better water and ice management.
- Made many updates to our interior storage including installation of new cabinets and shelves in various closets.
- Completed renovations to an exterior storage shed to store our newly acquired tractor
- Updated The Haven room to better serve the Sunday nursery.
- Completed resurfacing and painting of a large portion of the church parking lot
- Removed a number of dead trees on the church property that were damaged by the emerald ash borer
- Began security camera replacement project throughout the church and school
- Made structural updates to the front carport canopy of the church
- Reviewed proposals and hired a new cleaning company to keep the church and school looking their best.
- Negotiated a construction contract with the City of Madison to improve the water management in city drainage ponds behind the church. Project to commence in FY23-24

replaced within the next couple of years before major issues arise.

- Flooring in first-floor school classrooms will need to be replaced within the next year.
- Lighting fixtures in classrooms and offices should be updated to high-efficiency LED lighting to match the rest of the building
- Dead trees on the church property will continue to be removed.
- We intend to keep mice out of Pastor Nic's office.

Persistent inflation in materials and contractor costs have made it more challenging to maintain and make improvements to the building and grounds in the best way possible. We continue to look for new contractors and creative solutions for replacing old and outdated equipment as necessary. Future projects may include:

- Three HVAC units are original to the HPC building and will need to be preemptively

GWEN SCHRADER • DIRECTOR OF KIDS MINISTRIES

Kids Ministry exists to help kids become disciples of Jesus. We do this through Sunday morning classes, midweek Awana, monthly Revive respite care, summer camps, and engagement with families. **Gwen Schrader** served as Director of Kids Ministry, **Laura Helwig** continued to serve as Nursery Coordinator, and **Claire Bizjak** returned for another school year as Early Childhood Coordinator. **Anna Bohrer**, a rising junior at Concordia University, Wisconsin and former KidsMin volunteer, returned, working through the summer as the KidsMin assistant and Interim Early Childhood Coordinator following Claire's graduation from UW Madison. **Alyssa Hingeveld** and **Monica Vandenglangenburg** led Revive. **Laura and Andrew Knox**, Gwen Schrader, and **Aaron Stakston** continued as Awana club Directors. **Heather Drenk** and Meredith Milliron took over as T&T Girls Co-Directors. Carol Boe led our Check-in Team and did quite a bit of administrative work for the onboarding and background clearances for our new and continuing volunteers, which was a HUGE help. **Jacob and Lauren Grisa, Caleb and Lauren Jones, and Femi and Cassie Sokoya** continued to do an excellent job leading the KidsMin Families portion of our ministry.

We wouldn't have a ministry without our faithful team of volunteers! All ministry areas saw an increase in volunteer need, volunteer recruiting, and volunteer changeover this year. All ministry areas are blessed to have consistent, weekly volunteers as well as consistent, flexible substitutes. Recruiting is always ongoing as moving, new babies, and calling change the makeup of our teams. God has proven to be continuously faithful by not only providing weekly volunteers but also willing parents to step in and serve when needed.

KidsMin continued to increase in Sunday

attendance albeit imbalanced between services. We started this fiscal year with about 140 kids on an average Sunday and ended the year with an average of 171 kids. However, we exceeded 220 kids for two weeks in April, the highest attendance we could find in records dating back to pre-2008! Babies continued to join our church family. Not only did we continue to use the third infant nursery, we also added an overflow nursery in the Micah Center in May 2023 and continue to use it. Awana's attendance was 143 kids. Revive gained some volunteers and was able to serve and support those families who chose to attend. We are hoping to expand the reach of this ministry with both volunteers and attendees. Sports Camp 2022 was attended by 128 kids, 40 more than last year, and served by 24 students from our youth ministry! We had kids pray to receive Jesus as their savior at church and at Sports Camp and a number of kids chose to be baptized.

Kids Ministry continues to see God's hand at work in the lives of our families. Kids are excited to come to church, Sports Camp, Revive, and Awana. Parents are asking questions and desire to disciple their kids. We come alongside them with resources throughout the year to both equip and encourage parents in this calling. KidsMin Families continues to hold events for families to connect and get to know one another. They plan to hold impromptu events this summer using the Band app as the platform to communicate information about these gatherings. High Point Christian School was generous in sharing their Right Now Media subscription with our families. The Greatest Story Ever Told continues to be discovered by new people across the country. A church presented the songs from the album last fall, and we were able to bless another church with the music following the loss of their building due to hurricanes in the South. We are hopeful that God will provide an Early

Childhood Coordinator for us for Fall 2023 as Anna will be heading back to school. Anna is a blessing to the ministry. Her excitement for Jesus and kids, her enthusiasm to lead and engage, and her leadership skills have allowed her to thrive, and we look forward to her leading this summer's Sports Camp in July.

Please keep all areas of this ministry in your prayers. We are always looking to add new volunteers to our Sunday, Thursday, and Saturday teams to share the good news of Jesus with kids! We know that a child's worldview is generally set by age 12. What an awesome opportunity to invite kids to be an integral part of the local church, the Church at large, and the kingdom of God!

DEVIN WHITE • ASSOCIATE PASTOR, OVERSIGHT OF CONNECTIONS, SMALL GROUPS, MEN'S MINISTRIES, YOUNG ADULT MINISTRIES, CONGREGATIONAL CARE, AND ADULT CHRISTIAN EDUCATION

Men's Mentoring

The purpose of men's mentoring is to, as Paul says, "Follow my example, as I follow Christ" in 1 Corinthians 11:1. We grow in our relationship with Jesus through relationships with others in the local church. Spiritual mentoring at High Point Church is a way to grow in one's faith through an intergenerational, spiritual friendship with another man a few steps ahead in life experience.

One of the most significant milestones of the year was the transition of leadership within the Men's Ministry. Luke Hirschy faithfully served as the men's mentoring leader. His leadership and commitment have been truly inspiring and impactful. The church is deeply grateful for his dedication and service. Luke passed the baton to the new leader, Brennen Weber, who has already begun to make his mark on the ministry.

Men's Breakfast

The purpose of this ministry is to provide a space for men to meet other men in the congregation and hear how God is working through a guest speaker. These monthly men's breakfasts remain a cornerstone of the ministry, providing an opportunity for fellowship and spiritual enrichment. Throughout the year, the congregation continued to meet every month, ensuring that the men had a consistent space to connect and grow together in Christ.

Men's Forgiven and Free

The purpose of Forgiven and Free ministry is to provide holistic accountability in an environment designed to produce wholeness

and freedom from addictions. It takes place every Saturday at 7am, and has continued to be a source of spiritual renewal and empowerment for the men. Lives have been transformed as men gather to seek God's forgiveness, grace, and freedom in their journey of faith. This program has been instrumental in helping men find hope and healing in Christ. The leaders have continued to meet with Pastor Tom Nuelle for training, which has been especially impactful as Ty Schmitt has been on sabbatical since March and will return in January.

Men's Morning Bible Study

The weekly Men's Bible Study has seen consistent attendance throughout the year in person and over Zoom. They meet on Wednesdays from 6:15-7:30 am. They begin by sharing comments, observations, and takeaways from the sermon and then use the discussion questions for the rest of their time together. We are grateful for the commitment of the participants and the dedicated leadership of the study group leaders.

The future is anticipated with enthusiasm under the capable leadership of Brennen Weber, Craig Fonzen, Justin Lee, Spencer Hampton, Eric Blada, Ty Schmitt, and Larry Dahlia, and with a renewed commitment to support and encourage the spiritual growth of the men in the congregation.

Heartfelt thanks are extended to all the mentors, mentees, volunteers, and leaders who make this ministry possible. May God continue to bless and guide the Men's Ministry in the year ahead.

MUSIC & WORSHIP ARTS ANNUAL REPORT

NICCOLE KHAIL • SENIOR DIRECTOR OF MUSIC & WORSHIP ARTS, COMMUNICATIONS, WOMEN'S MINISTRY COORDINATOR

In the three synoptic gospels, we hear the exhortation from the Lord to love God with all our heart, soul, mind, and strength (Matthew 22, Mark 12, Luke 10). In a way, this passage summarizes what we are attempting to do in our Sunday services each week. Every element of our worship services serves at least one of these ends. Take singing worship songs, for example – in singing songs, we are engaging in something physical—loving God with our strength. The songs we sing engage our emotions, loving the Lord with our heart. They teach us theology, engaging our minds as we love God. And they form us as spiritual beings, allowing us to further love God with our souls. You could continue this exercise with every element in our services, from singing to praying, from reading scripture to hearing the Word preached, from baptism to the Lord's Supper and see the ways that our worship services form us spiritually as we grow in loving God.

In addition to forming us spiritually, our worship services serve to connect us with one another. You can see this exemplified in Paul's letters to the Ephesians and Colossians when he directed the early church to encourage one another with psalms, hymns, and spiritual songs when they gathered. Our services include praying for one another, singing with one another, reciting Scripture collectively, hearing testimonies from other believers,

and taking the Lord's Supper together. As we participate in these acts of worship together, we spur one another on in our faith all the more.

The Worship Ministry at High Point continues to be significantly run by volunteers, with about 55 volunteers involved in the music and tech ministries, and many more who read scripture, prepare communion, volunteer with baptisms, and are part of the prayer ministry.

Part of the goal of the worship ministry is to develop new leaders, and this year we launched a new worship leader cohort to do so, which will continue into the next fiscal year, as well. There are currently three volunteers going through this cohort and depending on how this first run goes, I'm hopeful to continue using this to train more and more volunteers as leaders.

In addition to leading worship on our Sunday services, the worship volunteers served the church at the Fall Leaders Retreat, the Made Whole Conference, and at various worship nights. The worship experiences in these particular events always seem to be great experiences for the congregants who are present, and over the years they have seemed to be foreshadowing the way God is growing the culture of worship at High Point. If that continues to be the case, I am hopeful for how God will bring more freedom to His congregation through worship.

OAKS MINISTRY COLLABORATIVE ANNUAL REPORT

JILL REASA • OAKS MINISTRY DIRECTOR

Oaks Ministry Collaborative exists to equip the local church to be a rehabilitative community for people in the healing process.

Our primary goal is to **equip the local church** by helping people engage their own healing process with God and others. We carry out our mission by providing rehabilitative relationships, as well as content, training, and teaching for biblical clarity of psychological issues. As Christians, we are all agents of healing through the power of God to restore us so that we participate in His work of restoring others (Isaiah 61). With that in mind, Oaks works alongside the church's other discipleship ministries to empower natural supportive relationships that we already have with each other and to build a foundation for an ecosystem of healing.

Beyond coming alongside the work of other discipleship ministries, Oaks specifically provides **rehabilitative relationships** within the ministry. Why? More and more people today do not have deep, natural, and reciprocal relationships that are often the context for healing. On the other side of the spectrum, our culture emphasizes professionalized care for specific needs, in ministry, counseling, and other helping professions. While we believe these professions are very important, we exist to help fill the gap between natural, formative relationships and specific, professional therapeutic relationships. We all need a team of people to cheer us on as we take courageous steps toward healing and experience redemption, and Oaks exists to provide that kind of support specifically for people who are in the healing process and recovering from grief, trauma, addiction, or other serious wounds.

Oaks provides rehabilitative relationships through advocates, who provide a one-on-one connection specific to healing goals, and peer support groups. In the 22-23 ministry year, 50 people connected to rehabilitative

relationships through our intake process, and about 20 people participated in Oaks groups each season. We had 25 volunteers in the 22-23 ministry year who served in a variety of capacities and roles: teaching and providing support at the Made Whole Conference, meeting regularly with a care receiver as an advocate, and facilitating rehabilitative relationship connections through groups on a variety of topics such as recovering from substance abuse and addiction, processing grief, healing from trauma and abuse, resolving shame in self-perception, and parenting teens with mental health and identity struggles.

In May and June 2023, we planned and launched an Oaks Volunteer Cohort that started this fall. We have 45 volunteers participating from four different churches. Our goals are to better support and equip each other for ministry; use the variegated resources God has given us (through our backgrounds, experiences, spiritual gifts, and training) to equip each other and build the Church in Madison; grow in biblical clarity of psychological issues; develop a non-anxious presence for courageous care as we practice together; and develop sustainable ministry rhythms that lead to sincere generosity, hospitality and love. Volunteers gain knowledge of various perspectives viewed through a gospel-centered and biblical lens in online training modules, and we meet about once a month to integrate knowledge into life, relationships, and ministry practice.

Finally, Oaks is intentionally structured to be both collaborative and rehabilitative to reflect that **healing is both an individual and collective process** that God has for all of us. We believe that God knew about healing and our psychology before the world did. He heals us through many means, from creation, to miracles, to His transforming process in us over time — by the power of His Spirit. And God does His work of healing in us through each other. All of us are agents of healing; none of us has a monopoly on healing. Like the many

pieces of a puzzle, we need each other to heal, and we need each other to build the church.

For resources, support, and information, go to oakscollaborative.com. If you have any questions or concerns, email oaks@highpointchurch.org.

SMALL GROUPS MINISTRY ANNUAL REPORT

DEVIN WHITE • ASSOCIATE PASTOR, OVERSIGHT OF CONNECTIONS, SMALL GROUPS, MEN'S MINISTRIES, YOUNG ADULT MINISTRIES, CONGREGATIONAL CARE, AND ADULT CHRISTIAN EDUCATION

The purpose of a High Point Church small group is to provide a space where attendees can develop spiritual friendships and spur one another on to grow as substantive disciples of Jesus both inside and outside of the group. The following five practices are the foundation upon which this kind of environment is cultivated: (1) Community, (2) Spiritual growth, (3) Prayer, (4) Mission, and (5) Service.

A small group allows for congregants to experience Hebrews 10:23-25 with others: Let us hold fast the confession of our hope without wavering, for he who promised is faithful. And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.

Associate Pastor Devin White continued direct oversight of the Small Groups ministry in conjunction with Connections Coordinator Nellie Cejpek. Despite receiving significant support from High Point Staff and Pastors, the execution of High Point's Small Groups ministry depends on a large cadre of volunteer Small Group leaders. At the time of this report, High Point boasts 53 official groups led by 114 volunteers. On any given

week, those volunteer Small Group leaders welcome High Point Congregants into their homes for fellowship, discussion, and prayer. There are 527 people in small groups in the congregation.

Many new leaders stepped up this year as Pastor Devin announced the need for more small groups. Two new small groups have started since that push, and there are more starting in the fall and winter. Devin has led the training of these new leaders and has asked Liz Reasa to grow the small group coaching ministry to aid both new and existing leaders.

One highlight from the year is regular large-group training sessions, many of which have reinforced the leaders' competency in leading their groups in the "five practices" of High Point Small Groups ministry. One of these trainings was a listening session regarding HPC's communication to small group leaders, and improvements were made to the small group leader email blast to increase awareness of High Point Church happenings and service opportunities.

In sum, there is every reason to expect that the Small Groups ministry will remain a healthy and vital feature of High Point's lay-led ministry programs for years to come.

PAXTON BAUER • DIRECTOR OF STUDENT MINISTRIES

Mission

The mission of Lift, the High Point Church student ministry, is to partner with parents in the discipleship of their teens by cultivating an intergenerational, loving Christian community in which teens can be brought into, or prepared to live fruitfully in, faith in Jesus alongside trained and spiritually mature leaders.

Rebrand - Lift

The depiction of this mission, which could be summarized in introducing young people to the God of the Bible or deepening their relationship with Him, is in our new brand name and logo, Lift. In the Bible, God's people often go up to mountaintops for exceptional meetings with Him where He reveals Himself and relates to them in a personal way. Our ministry hopes to be the "Lift" that enables students to commune with God on the mountain. Hence, our logo depicts that mountaintop, where we hope to bring students to meet with God.

Our hope is that this new logo will allow students to identify with the beauty of our mission and imagery and so represent the student ministry in their daily lives at school, work, and amongst friends. We have seen success with this already, as students regularly wear Lift branded shirts to school, church, and weekly events.

Staff

Paxton Bauer is entering his second year as the student ministries director. This year, Jenna Buboltz was hired part-time as Student Ministries Admin to supplement the work Joelle was doing as the student ministries coordinator. Joelle is also in her second year. Lexi Ward was also brought on as an intern over youth ministry and kids. Than Christophulus has also been continuing to serve in a part-time capacity, creating relevant apologetic content,

which is taught in the High School Sunday School. Empowered by God's Spirit, all of the members of the team have been contributing substantially to the ministry and its success this year.

Volunteers

Our leader team is at a healthy size and growing in step with the youth ministry. Currently, we have 37 active leaders on our team, which maintains the 3/1 ratio we sought last year. It also allows leaders to take a week off from our recurring events when needed. Additionally, the parent team led by Eryn Roelli has been putting out quarterly parent training to equip parents for the hard but rewarding work of shepherding teenagers. All in all, I would assess the volunteer situation of the youth ministry to be healthy. Again, God has worked powerfully among these individuals to bring about His kingdom this year. I am so grateful for each person who has given of their time and resources to love on our students; it is truly a blessing to serve with them.

Event Highlights

- The youth ministry is continuing to run Wednesday night events featuring worship, a talk on a relevant topic (social media, sexuality, how to read the Bible, etc.), and small group time. Attendance for this recurring event has been steadily increasing.
- We have also seen an increase in overall retreat attendance and participation. Winter and Fall retreats continue to be mountaintop moments for our students, wherein they encounter God and take steps towards Him in faith. The majority of our students who come to faith do so on retreats like these.
- Mission to Madison was a success last year, and we plan to run two weeks for middle school students next summer. The program will also be opening up to other churches.
- The youth ministry will be sending a team of adult leaders and high schoolers to the Dominican Republic this summer to serve

PAXTON BAUER • STUDENT MINISTRIES ANNUAL REPORT

alongside Hands of Hope.

- The Fuse interchurch youth ministry event successfully ran this October and approximately 225 people attended. We are excited for Fuse to happen again in July, likely with 3-4 more churches participating.

Places to Grow

Looking forward, we are hoping to develop a solid social media system such that we can interact with and reach students who are outside of the High Point Church network. Podcasts, video shorts, and regular posts will be a part of this new campaign to reach the lost and stay involved with engaged students.

Numbers for the last year

The main number that we are focusing on is the number of students receiving regular mentoring, which is in bold. This is because mentoring is shown in numerous studies to be the best way for teens to grow (one on one, personal settings). It is likely the best number for tracking the effectiveness of Lift. If you'd like to get a mentor or have your student get one, please reach out to Paxton.

Youth Students with mentors: ≈ 39 (roughly 30% of all registered students)

Wednesday Youth Group Peak Attendance: ≈ 136 (30 leaders, 105 students)

Wednesday Youth Group Mean Attendance: ≈ 116 (25 leaders, 91 students)

Wednesday Youth Group Low Attendance: ≈ 75 (15 leaders, 60 students)

Sunday School High School Mean Attendance: ≈ 25 (5 leaders, 20 students)

Sunday School Middle School Mean Attendance: ≈ 25 (5 leaders, 20 students)

Student Baptisms: ≈ 10

Student's Coming to Christ for the first time: ≈ 4

NICCOLE KHAIL • SENIOR DIRECTOR OF WORSHIP & COMMUNICATIONS, WOMEN'S MINISTRY COORDINATOR

The women's ministries at High Point Church are meant to be spaces for women of all ages, life stages, and experiences to come together through spiritual friendships and to grow as deeply-rooted and substantive disciples of Christ.

While many of the individual Bible studies and groups are differentiated based on topic, theme, and life stage, the general women's ministry events are meant to be a space for all women to come together. These events were brought back by the Women's Ministry Leadership Team. Members of the leadership team were Annette Konicek, Terri Stakston, Stacy Ladwig, and Britt Moes. Britt left the committee midyear. She married and moved to Racine, WI. Popular events included the Women's Fall Fireside Chat in October, a bonfire gathering outdoors that included a speaker (Liz Reasa), the annual Women's Christmas Party held in December, and a Swap Don't Shop event in April. The Leadership Team decided to make the Fall Fireside Chat an annual event. Sixty-five women attended the Fall Fireside Chat and over 80 women attended the Christmas party.

Below you'll find more updates from the women's ministries:

SPIRITUAL MENTORING FOR WOMEN

Alexi Gibson, Coordinator
Hillary Flesch, Admin Assistant

The Spiritual Mentoring Ministry trains women to become mentors—meaning, to come alongside another woman to help guide her where the Holy Spirit is urging her to grow in Christ-likeness. The mentoring ministry currently has at least 54 trained mentors and at least 28 women being mentored. All of the women who go on to be mentors through this ministry are encouraged to go through our annual training and must be members of High Point Church.

Some of the mentors have been sought out by another woman who wished to be mentored. Most of the women, however, have been matched up with one another. The mentee receives a form to fill out on the HUB followed by a personal introduction with Alexi or Hillary. After this introduction, we pray and seek guidance from the Holy Spirit with regard to whom the mentee should be paired. The mentor and mentee are introduced to each other through email and are then given the opportunity to connect directly with each other.

Alexi or Hillary checks with each mentor and mentee separately after they have been meeting for two months and six months to

help determine if the dynamic is healthy and that they are able to find a time to meet. We also provide resources for Bible study, topical teaching, and counseling, to name a few.

We hosted a gathering of mentors at the August 2022 Engage + Equip Live. We revamped our Mentoring Handbook and gave everyone a new copy. 14 mentors attended this event. We hosted a winter training in February/March of 2023 on the biblical integration of psychological tools in conjunction with the Made Whole Conference. Attendance was between 14-19 mentors each week of the 4-week training. Finally, we hosted our first annual book club in June of 2023. We discussed the book *Secular Creed* by Rebekah McLaughlin and ended the evening by praying for one another. 15 mentors attended this summer event.

ROOTED WOMEN'S BIBLE STUDY

The purpose of Rooted Women's Bible Studies is to grow in our knowledge of God and the Bible by providing a place for women to connect and support one another through prayer.

Heather Thompson led Monday evening, Marsha Miller and Deb Sevedge led Tuesday morning, and Annette Konicek led

NICCOLE KHAIL • WOMEN'S MINISTRY ANNUAL REPORT

the Wednesday evening virtual study. The leaders and small group facilitators are volunteers. There were 62 participants in the 2022 fall Bible study, a study on Romans, and 59 participants in the 2023 spring study, a study called Conversation Peace. At the end of the fiscal year, both Heather Thompson and Deb Sevedge stepped down from serving as Rooted Bible study leaders. God was good and provided new leaders for the next fiscal year.

We offered the same study on three different days and times so that the women could move between the groups, if needed. We received great feedback from participants about offering one study on multiple days/times and having a virtual option. Women are desiring to know God more intimately and deepen their Bible knowledge. They crave connection with each other and a safe place to share prayer requests and praises. We are looking forward to continuing to build relationships with each other.

MOPS

Janelle A. Baxter, MOPS Ministry Coordinator

A new chapter of MOPS (Mothers of Preschoolers) was started by three new attenders at High Point Church. This ministry creates community and connection for moms pregnancy through preschool. MOPS International encourages and equips moms of young children to realize their potential as mothers, women and leaders in relationship with Jesus and in partnership with the local church.

The MOPS Ministry served 42 women this year, divided into four small groups. MOPS was able to care for moms from High Point and eleven different churches in the community, along with four moms, who indicated they had no church involvement. More than 50 children received childcare from a mix of volunteer and paid childcare providers.

Two mentor moms actively, faithfully, and prayerfully supported the small group leaders and Ministry Coordinators. The mentor moms would set and clean-up the breakfast potluck provided by a different small group each week. For many moms, being able to eat breakfast uninterrupted and drink a cup of hot coffee that hasn't

been reheated several times is one of the small luxuries MOPS provides.

A needs assessment was completed during the first meeting to help inform what topics would speak life into these moms. Desiring deeper friendships, anger/rage, anxiety & depression, loneliness, loss of identity, feeling like a failure, and body image/self-esteem issues were among the most indicated struggles for this group of moms.

Eighteen meetings were planned where a variety of speakers from High Point and other churches came to invest in the spiritual and practical lives of these moms. The evaluations indicated that 86% of respondents felt that the speakers and topics presented were "Great!". One commented, "The speakers were the most valuable part of the MOPS experience." Outside of Thursday morning meetings that meet twice a month, numerous playdates, Mom's Night Out, and other social gatherings were organized to provide additional opportunities for moms to connect, be refreshed, and have fun.

These following comments best sum up this inaugural year and what God did in and through this ministry. "My expectation was to come to relax, get filled up with motherhood, Jesus and breakfast! My expectations were blown out of the water on all fronts." "I was generally wanting a place to relax and connect with moms and what I got was tons of encouragement, support, wisdom and friendship!"

Pastor's wives and employees from several other churches attended, one saying this, "Thank you for everything! As a pastor's wife I have loved having a place to just be a mom. This is my 3rd city where I have participated in MOPS and it was awesome!"

"I am thankful for all the work, planning and prayer that has gone into making MOPS happen this year. This is a valuable and meaningful ministry. May the Lord continue to flourish your efforts so that His kingdom may be built through moms and in the lives of our children." Let it be so!

YOUNG-ISH ADULT MINISTRIES ANNUAL REPORT

NELLIE CEJPEK • CONNECTIONS COORDINATOR AND YOUNG ADULT MINISTRIES LEADERSHIP TEAM

Y.A.M. serves High Point Church's mission of making disciples via Gospel connection, growth, and service by specifically focusing on connecting people who are single or married in their 20's and 30's in the greater body of the church to each other.

There are currently nine people on our leadership team - one married couple, one married individual, and six single individuals. All nine members of the leadership team are volunteers. We plan all of the events, and everyone on our team has different strengths, weaknesses, and interests. This positions us to plan both social and spiritual events well, using our different perspectives and life experience to reach those in the community. We have monthly planning meetings in which we not only plan events, but are also able to commune over a meal and have check-ins with each other and pray for each other.

Our ministry event style isn't conducive to single stories, but we have many stories of people feeling safe and refreshed by the ability to quickly connect to a faith community on top of friendships, relationships, and launching pads for many people. A couple specific stories that we can share about Y.A.M. are as follows: A young couple who has been in Madison for four years but just this year started feeling like they had actual "friendships" with those in the church and someone who has grown up in Madison but decided this year to break out of their shell and be bold attending Y.A.M. events to meet others.

For the second year in a row, we have sent out a survey to the Y.A.M. group which, this year, received 32 responses. The survey asks questions that help us get to know how people are actually doing, both spiritually and individually, and asks questions such as,

"Do you feel seen?", "What events are you most likely to attend?", and "How can the YAM team help you feel more loved and cared for?". This has been a great resource to help us understand if we are actually reaching the young adults in the church or if there are other avenues we should explore.

Attendance varies a lot by event. For example, sometimes only 3-5 people show up. On the other hand, there were about 50 people who came to our big Prom event. There are a few events that we have as a standard for many months - i.e. lunch with friends on a Sunday afternoon, Scripture reading, playing games, and a sports event or hike. Additionally, we have some events that we do seasonally which attract large crowds such as going to an apple orchard, a pumpkin patch, hosting Friendsgiving for those in the area who do not see family for Thanksgiving, a Christmas party, and our annual Labor Day and Memorial Day picnics. While we try to host many spiritual events, the events previously listed are also very important as they are very easy to invite non-Christian friends, coworkers, and family to, and people have shared with us that they do so! Y.A.M. also hosts Monday night basketball and Tuesday night volleyball, which are also great opportunities to invite non-Christians into the church. This year we continued a few past events, making them yearly events now - Prom and Noah's Ark.

A current trend is a concerted effort to make connections with other church young adult groups and how that collaboration can really help bolster the faith community. High Point Church Y.A.M. events are often promoted in the MAYA Slack channel and large Madison 20's/30's. Additionally, we are grateful that we maintain creativity around our events so they don't get stale, but are still reliable. We are looking forward to repeating the Prom event and deepening relationships.

STANDING COMMITTEE REPORTS

ADULT CHRISTIAN EDUCATION // MANDY JOHNSON

The Adult Christian Education (ACE) ministry committee's mission is to disciple the congregation of High Point Church. Its goal is the same goal Paul had for the Colossians: That we may present every Christian "complete in Christ" (Col 1:25). To that end, ACE strives to offer regular learning opportunities that will benefit the congregation of High Point Church as the congregation strives to grow in their salvation (1 Peter 2:2).

In the past year, the ACE committee continued to build. Joining Mandy Johnson, Rebecca Cooks, Rebecca Schmitt, Bob Grahmann, and Devin White were Elizabeth Reasa and Brittany Warnell. The committee also added Curtis Diller as the elder liaison. Mandy Johnson took over as committee chair with Rebecca Cooks as co-chair. One of the greatest gifts Christ gives the church is a strong stable of teachers (Eph 4:11-12). Of the classes offered in the past year, many have been taught by High Point Church Elders or by lay volunteers. The committee finalized ACE's mission and vision, as well as a class/teaching request form.

The Adult Christian Education team strives to provide a variety of learning opportunities for the HPC congregation. This year's offerings included a guided discussion course, *Experiencing God*, led by Steven Schmitt. This course walked participants through how building our relationship with God leads to experiencing God and having the desire to align our desires to God and obey. We also offered a book study with Jeff King called *Gentle*

and *Lowly*. This book shares the heart of Christ and how the gospel flows from God's deep love for His people, a heart of tender love for the sinful and suffering. Another important aspect of growing in discipleship is how we develop ourselves. Classes that aimed for personal growth included Financial Peace University (FPU) and Parenting Foundations. The Manuscript Bible Study continued through the past year.

While Sunday mornings may be when most ACE classes are offered, this year the team provided a couple of learning experiences and speakers outside of that time-frame. We were thrilled to have Bob Grahmann share his knowledge of digging deeper into Bible study through an Inductive Bible Study Training seminar. We also welcomed Dr. Joshua Jipp from Trinity Evangelical Divinity School, who shared his research on hospitality, how the book of Acts portrays the church as it continues Jesus's ministry of hospitality to strangers, and reflected upon the practice of hospitality in the church today and what part we have to play in that role as Christians.

In the coming year, the ACE committee plans to offer increasing support to lay leaders hoping to grow in their capacity to exercise their gifts for the good of the church. The ministry team also plans to offer opportunities to dive deeper into various methods of prayer and the gifts of the Holy Spirit in the upcoming year! The ACE committee is excited to encourage all congregants of High Point Church to continue growing in their knowledge of the Bible and in their ability to interpret it faithfully.

BENEVOLENCE // DEITRICH GRUEN

The High Point Church Benevolence Fund (HPCBF) exists first to benefit HPC members and regular attendees in the family of faith. It also exists to serve the city: individuals in need, as well as groups. Historically, the HPCBF has supported a few minority-led churches and their pastors, local and national Disaster Relief (DiRT) teams, weekly men's shelter meals, CareNet, and others.

Of our benevolent funds available in FY 2022-23, 31% went to HPC folk (seven households), and 69% to those outside our church (162 households). That relatively low number of HPC recipients receiving a higher portion of dollars distributed reflects generosity and stewardship. All told, we counseled 405 applicants in need, of which 169 received financial assistance for things like security deposits, eviction prevention funds, utilities, auto repair, and medical bills.

The HPCBF program is supported by designated gifts. In FY 2022-23, those gifts totaled \$123,101, of which we spent \$128,986. Yes, that looks like we engaged in deficit spending but, in truth, that fund began the fiscal year with a \$50,000 balance that included a mandate to spend it down. So we did—in response to community demands on this fund that exceeded donations by \$6,000.

The leadership of HPCBF consists of in-house staff: **Devin White** (program head); **Brandon Ellis** (chief finance guru); **Miriam Heinkel** replaced last Spring by **Kimberly Hersee** (finance assistant); Tori Treadaway now **Tori Venter** (the church Office Administrator who fields calls for benevolence); **Rick Zynda** (Deacon volunteer and head of our approval process); **Brittany Warnell** (admin to Devin and sometime substitute for Rick), plus yours truly (freelance consultant), now in my tenth year coordinating the HPCBF program. Turnover among front desk volunteers who field

HPCBF calls during the week has been minimal; still, we could use more volunteers to replenish that team.

Hence, despite all the transitions, the HPCBF program has not skipped a beat but has grown. Our “just-in-time” funds prove to be enough to buy time or bridge the gap in helping many get into or hold onto housing every month. But when our financial assistance also results in a new church home for someone—now that is special.

By far, the biggest turnaround story of the year involved a lady in her 70's connected to our church and attending Financial Peace University. FPU is a Dave Ramsey course, led by HPC volunteer **Linda Sey**.

While this story has some embarrassing elements to it, the story is one of redemption that we have permission to tell. Still, we'll omit her name for privacy concerns. Prior to enrolling in FPU or applying for HPCBF, she got into a deep financial tangle. She couldn't even pay her rent anymore and began taking items to pawn shops, where they offered pennies on the dollar as compared to what things were worth. She otherwise gets by on a fixed small income—a small monthly pension and an even smaller SSI monthly payment. Her rent in her Senior Living apartment home is more than half her monthly income. When it came time to downsize to a smaller place with a smaller rent, several volunteers from HPC jumped in to help.

To make ends meet, she took out a loan for \$1,000, but with 89% compound interest over the life of the loan, she would end up paying more than \$1,500 back. She came to her teacher, Linda, realizing through the Dave Ramsey course how taking out such a predatory loan was a mistake.

She was very hesitant to bring this (predatory) loan forward to the Benevolence Fund, as she is a lady with much dignity. And, besides, we don't pay down loans. Yet after facing her situation with more clarity over time, she humbled herself to consent to Linda bringing forward her case.

BENEVOLENCE ANNUAL REPORT (CONTINUED)

That's what class leaders and small group leaders at High Point Church do best, being good neighbors. As she was making several serious changes and intent on more, our HPCBF paid off an equivalent amount of her rent, so this dignified lady could enjoy paying off the loan herself. This recipient of our benevolence has since gone on to help others in dire straits. May her tribe increase in 2023-24.

DEACONS // DEVIN WHITE

The Diaconate Ministry of High Point Church exists to serve the needs of the congregation in physical, felt, and social realms. The leaders are committed to the Word of God, the mission of HPC, and its leadership, values, and operations. Deacons and deaconesses are recognized in Scripture as having a role of serving (1 Tim 3:8-13; Phil. 1:1) or a ministry of mercy (Acts 6:2-6; Rom. 16:1-2). They serve, along with other lay members and the staff, to fulfill the ministries of the church in specific ministries of serving and caring.

Associate Pastor Devin White had continued formal responsibility for the Deacons and Ty Brannen serves as interim Chair of the Deacons. Joining Adrienne Brannen, Nellie Cejpek, Craig Fonzen, Nancy Fonzen, David Fox, Donna Fox, Sue Gruen, Ingrid Gruett, Sandi Herron, Lynn Rawhouser, Rick Zynda, and Casey Zynda were Amanda Bria, Ashley DeYoung, Rickey DeYoung, Jim Herron, Sharla Miller, Marsha Miller, Kathleen Schrader, Kevin Schrader, and Mitchell Wilkins.

The Diaconate ministry displayed unwavering compassion and support by blessing three grieving families with heartfelt funerals and receptions for their loved ones. Their support and knowledge of the building allowed for a seamless transition from Annette Konicek to Brittany Warnell in regards to funeral coordination. The ministry also organized a spring cleaning day to prepare the inside and outside of the church for the coming year.

Sharla and Marsha worked and continue to work with Deacons, Elders, and volunteers to make communion run smoothly every month. Sandi and Jim Herron provide rides to and from HPC for a couple long-time missionaries and members of HPC. David and Donna Fox organize the quarterly congregational feasts. Amanda Bria started the conversation about connecting HPC and Safe Families for Children. This movement works to keep children safe from abuse and neglect and preserve their families through hospitality, compassion, and generosity.

Ashley and Rickey DeYoung were especially impacted by a quote from Senior Pastor, Nic Gibson, "The equity of our church is not just in our generous giving of finances, but also in our human capital." They formed a new team through the Deacon Ministry called the Service Logistics Team. The goal of this team is to connect the needs of the congregation, church, and community with those who wish to serve. They created a Serve Booth in the lobby that they faithfully run every week. This booth allows the congregation to see the needs in the congregation and sign up to volunteer face-to-face. Ashley and Rickey have created a list of volunteers, that includes their availability and gifts, for the Deacons to reach out during times of need. In the coming year, High Point's Diaconate ministry will actively explore strategies to simplify communication about and access to serving opportunities. The Serve Booth plans to provide a space for people to come with needs to pass on to the Deacons and their volunteers.

FINANCE // BRANDON ELLIS • CHURCH BUSINESS DIRECTOR

FY 2022-2023 ANNUAL REPORT

Stewardship and Finance Ministry

Each man should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to make all grace abound to you, so that in all things at all times, having all that you need, you will abound in every good work.

2 Corinthians 9:7-8

The purpose of the Stewardship and Finance Ministry is to effectively manage the financial resources of High Point Church to achieve our mission of making substantive disciples of Jesus Christ through Gospel connection, growth and service.

The Finance Department is led by Church Business Director Brandon Ellis, as well as the Elder Board Treasurer, who for FY22-23 was again the one-and-only Nick Foerster himself.

The Finance Team provides financial direction and information to the Board of Elders. The Finance Team meets at least monthly with the church's financial staff to monitor the financial position of the organization by reviewing financial reports, creating and maintaining financial policies and procedures, and providing the controls necessary to pass external financial audits. The Finance Team also assists in developing the church's annual budget, reviewing and maintaining the church's financial systems, and managing banking relationships.

Although High Point Christian School finances are tracked in separate classes in QuickBooks, we are one financial entity and our combined financial audit reflects that. The church Finance Department also works alongside the school Principal, school business office, and Campus Advisory Committee chaired by HPC Elder David Wilcke.

Although over 80% of High Point Church donations are received online, our volunteer counting team does a fantastic job managing physical donations on Sunday mornings. This volunteer team has been led faithfully by Mary Pekovich for the past 15 years.

The willingness of the High Point Church congregation to generously give consistently and faithfully, and to rise up and give above and beyond to gospel-centered ministries around the city and the world is nothing short of inspiring. The congregation has consistently exceeded budgeted general fund giving over the past few years. We have also consistently achieved successful financial audits of our books. Audit reports are available in the HPC library.

Stewardship and Finance Team for FY22-23

Brandon Ellis, Church Business Director

Miriam Heinkel, Finance Assistant

Kimberly Hersee, Bookkeeper

Nick Foerster, Treasurer

Eric Blada

Michael Blue

Larry Dallia

Brandon Narveson

Joel Pollen

Vonda Shaw

Counting Team for FY22-23

Mary Pekovich – Team leader

Marcia Barr

Deb Becker

Brooke Brandon

Sue Campbell

Larry Dallia

Vonda Shaw

Rhonda Wipperfurth

Finance Department Staff for FY22-23

Brandon Ellis, Church Business Director

Miriam Heinkel, Finance Assistant (occasional, part-time)

Kimberly Hersee, Bookkeeper

Grace Olsen, HPCS Director of Business Operations

Tori Venter, Office Administrator

SUMMARY OF FY22-23 INCOME AND EXPENSES *

FY22-23 runs July 1, 2022 through June 30, 2023

Fund	Donation Income	Transfer Income **	Expense
General Fund	\$2,606,907		\$2,498,790
Benevolence	\$123,101		\$128,986
Capital Reserve		\$289,472	\$371,237
Global Missions Discretionary	\$102,787		\$117,191
Internship Program	\$14,291		\$25,930
Mortgage Reduction	\$73,008	\$41,784	\$114,792
Operational Reserve		\$25,000	
2022 Year-End Gift	\$93,945		\$93,945

Fund	Tuition Income	Transfer Income **	Expense
High Point Christian School	\$2,406,028	\$14,000	\$2,436,039

* These numbers do not reflect audited financials and related accrual entries. FY22-23 GF surplus TBD.

** Transfer "income" is money transferred from other High Point Church funds (Year-End Gift, FY22 overage, General Fund, etc.)

Notes:

General Fund:

FY22-23 GF budget of \$2.5M. Income ~\$107k above budget

Benevolence:

Expenses include \$10k to food pantry at Lighthouse Church, \$5k to Shelter from the Storm women's ministry, ~\$19k assistance to HPC people, ~\$63k assistance to people outside HPC, ~\$2k refugee ministry support

Capital Reserve:

Fund balance of \$187k as of 06/30/23. All funds to be spent on capital projects in FY23-24

Global Missions Discretionary:

\$12.5k raised and spent on missions trip to Spain. Fund balance of ~\$15k as of 06/30/23

Internship Program

Fund balance of ~\$19k as of 06/30/23. We plan to fund two interns in FY23-24

Mortgage Reduction

All donations paid into mortgage principal on a monthly basis. Mortgage balance expected to be paid in full during first four months of FY23-24

Operational Reserve

Fund balance of ~\$248k as of 06/30/23. Goal is to retain 10% of operating income in operational reserve

2022 Year-End Gift

Goal of \$67k for missionary Christmas gifts, church/school staff bonuses and community donations. Funds received over goal given to End Times Ministries (\$5k) and Mortgage Reduction (~\$22k)

High Point Christian School

Includes Madison and Mount Horeb campuses. Tuition/fee income ~\$2.25M, donation/fundraising/grant income ~\$157k

GLOBAL MISSIONS TEAM // MARK FINLEY & DAVID MABIE

The purpose of the Global Missions Team (or GMT) is to mobilize High Point Church towards preparing, sending, and supporting global missions workers and projects across barriers of distance, culture, and language for the proclamation of the Gospel of Christ and the planting of His Church beyond the normal sphere of influence of our local congregation and especially among people lacking such a witness within their own cultural setting.

We'd like to salute the GMT leadership team, which consists of the Executive Committee and ministry coordinators. The leadership team is responsible for developing and administering the second-largest portion of the annual church budget, in addition to distributing tens of thousands of dollars donated by church members through the Global Missions Discretionary Fund. GMT leaders also oversee the vetting, evaluation and ongoing support of the more than 30 missionaries and three agencies sponsored by High Point Church.

The GMT is also grateful for the ongoing support and encouragement of the Elder Board, pastors, church staff, and congregation. This year, the GMT was blessed by having David Mabie as the elder liaison. David attended the Executive Committee and Full GMT meetings and offered much wise counsel as decisions were discussed and acted upon. He also reported GMT actions to the Elder Board and proved to be a reliable pipeline of information between the two groups.

Early in the year, Ty Brannen resigned as GMT Chairman due to a job change. Mark Finley who was serving as GMT Vice Chairman, was approved as Ty's replacement, leaving the GMT Vice Chairman position vacant. In July, David Mabie was approved as GMT Chairman and Mark Finley assumed the role of GMT Vice Chairman. Mark has been serving as an excellent mentor and has greatly facilitated the leadership transition.

The GMT is composed of volunteers with the exception of the staff liaison, Manohar James. The 20 volunteer members do all of the work that goes into supporting and caring for the church's missionaries.

This includes personal contact with the missionaries as well as the necessary administrative tasks associated with providing for their financial support and various needs. Additionally, GMT members work with staff members to ensure accurate and timely distribution of funds and coordinate opportunities for keeping missions and missionaries in front of the church congregation. Visiting missionaries are frequently given opportunities to speak before the congregation during Sunday services and special meetings. Arrangements for these are made by GMT members working with various church staff. Volunteer membership in the GMT has remained stable, and meetings of both the Executive Committee and the Full GMT are well-attended.

The congregation has responded to the Holy Spirit's prompting and has been wonderfully generous throughout the year in giving to the Global Missions Discretionary Fund. This has allowed the GMT to distribute significant funding to help spread the gospel and to provide humanitarian relief around the world. Funds have been distributed through persons and organizations with whom the GMT has direct contact, thus enabling High Point Church to send help directly to where it is needed most.

In June 2023, the Elder Board recommended and the congregation approved **\$32,237** from the previous year's budget overage remain in the Global Missions Discretionary Fund (GMDF). For **fiscal year 2022-2023** the GMDF received a total of **\$90,537** in contributions from the congregation. During the same time period, the GMT approved expenditures of **\$104,941** from the fund. An additional **\$12,250** was raised and spent on a missions trip to Spain. These donations are to God's glory and reflect His goodness and generosity as expressed through His people.

The Refugee Ministry is an adjunct of the GMT and was led by Alison Hlathein, the GMT's secretary for fiscal year 2022-2023. Assisting Alison were Rev. Dietrich Gruen, Keith Johnston, Dr. Robert Woodson, Janet Nabel, and Kathleen Shrader, the GMT's Events Coordinator. The team was originally trained by Samaritan's Purse, the agency they were poised to serve alongside. Weeks turned into months and it became clear Samaritan's Purse was not a key player in resettlement efforts particularly in Wisconsin. As a team, we pivoted to working with a well-respected agency, Jewish Social Services. With the shift of

agencies came a shift in people groups to be served. Instead of serving a family from Afghanistan, the team served a family from the Democratic Republic of the Congo. High Point Church was very generous in helping to set up a household for a single parent with multiple children. Additionally, people from the church provided rides to and from English classes, medical appointments, and other meetings new arrivals attend. Each of the team members felt they gained so much more than they gave. Each felt the enormity of the honor to serve the Lord in this capacity. The family has now settled into job and school routines as they rebuild their lives from scratch in Madison. Another branch of the Refugee Ministry is the Citizenship Test Preparation Class led by Jim Bria. For years, Jim and his team have had the privilege of coming alongside various refugees and asylees to help them

prepare for their eventual US Citizenship. The class meets weekly September through November. The Refugee Ministry is a unique way for High Point Church to serve within the broader community and model Christ's love in a secular context. With the continuing support of the congregation, staff, and Elder Board, the Refugee Ministry hopes to come alongside a newcomer family in 2024 and continue the effective Citizenship Test preparation class.

With the continuing support of the church congregation, staff, and Elder Board, the GMT will grow in the ability to encourage and care for missionaries and promote the awareness of missions in our church and churches in the area. We are also looking to expand the short-term missions program to include more trips to specifically help missionaries in their ministries.

MEMBERSHIP COMMITTEE // MIKE SCHRADER

As a congregational church, membership is a very important part of the governance of High Point Church. The Membership Committee (MC), as part of High Point Church leadership, creates and executes membership procedures, and helps educate and evaluate prospective members. Procedures include: facilitate the four-week-long classes three times a year, work with High Point Church staff (Nellie) to maintain accurate membership rolls, follow up with people who have been identified as “not being around in a while” to see if they still want to keep their membership or not and organize/schedule member interviews.

The Membership Committee enjoyed a great year with a stable team of volunteers. Mike Schrader continued as Elder Chair of the Membership Committee, and Nellie Cejjak was the staff liaison. We added Lemlem Sima to the team, which included veteran team members Jim Tanner, Nick VandenLangenberg, 'Shola Dina, and Carol Boe. A special shout out to Carol and Nellie who handled the lion's share of the administrative work.

When I became an elder, I felt called to select this committee to oversee. It has helped me connect with more of the members and answer their questions, which has caused me to think more about what we are teaching in class about High Point Church and the Scriptures.

Everyone on the committee (with the exception Nellie, who is on the staff team) is a volunteer – including the elder chair. Without volunteers, this committee would not be able to serve High Point Church and

its members. They have been a dedicated group and are nice to collaborate with.

Every person has a story of God's redemptive work in their lives. As part of the New Member Class (High Point 101), we coach the participants on how to write their three-minute testimony. The class leaders and guest speakers also give their testimonies. During one of the more most recent classes, we had a young woman who was a Christian most of her life and was never baptized. Knowing she needed to be baptized to become a member, she decided she really wanted to be part of High Point Church and was convicted to get baptized so that she could publicly declare her faith and become a member. Several others have been at High Point for a while and felt God telling them to commit to become an official part of the High Point Church community.

Attendance

Fall 2022:

18 signed up for the class

17 Completed the class

14 became members

Winter 2023:

23 signed up for the class

20 Completed the Class

14 became members

Summer 2023:

15 signed up for the class

15 Completed the class

7 became members

Fall 2023:

18 signed up for the class

APPENDIX

HIGH POINT CHURCH STAFF CORE VALUES

The following seven virtues represent our understanding of what is most necessary as the staff leads the church in God's mission while being faithful to God's manner. That is, the values that are necessary to lead all nations to obey everything Jesus commanded by means of a Spirit empowered, Christ-centered attitude in which love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control are constantly and consistently evident.

Therefore, these seven values articulate in measurable ways how scriptural holiness must be lived out on our staff. They are chosen to be clear and somewhat objective categories that can be practically used to hold each other accountable, incorporate in staff member assessments, and set the moral and relational agenda for our common task.

HONESTY

Personal growth and organizational excellence can only be achieved in a community where the truth is fully told (candor) and dealt with openly and lovingly. Therefore, we will be a community where we speak openly and frankly with each other. We will not withhold the truth which others need to grow in their personal lives or professional tasks.

RESPECT

All people should be treated with gentleness and respect¹. Scripture teaches repeatedly that every person we work with is the object of God's intense affection and concern. Therefore, every person should always be treated in a loving way that demonstrates their inherent value from God no matter what circumstance may arise. This removes the possibility of gossip, slander, passive aggressive posturing, undermining another's reputation, berating others, and other actions that undermine the God-given worth of a person by active or passive means.

INTEGRITY

Trustworthiness is both the lion's share of godliness and is our greatest asset as the church is supported by donations and volunteers. Any breach of trust, no matter how minor, insults God's character and undermines the mission and momentum of the church. Nothing is worth the loss of our integrity², and so every staff person should be fully trustworthy and also seek to act in a way that does not undermine the public trustworthiness of the church. This includes full disclosure of organizational information to church members according to standing church policies.

HUMILITY

Humility is the practical personal attitude that makes all our social values work. Humility is necessary for the maintenance of all church core values, as well as every category of personal and corporate holiness. Staff members should exhibit humility by inviting correction and feedback in all areas³ and by receiving correction and criticism graciously. No staff member should seek to build a following for power's sake, nor undermine the authority and credibility of supervisors or pastors. Each person should seek to build the reputation and credibility of others and celebrate others' successes both personally and organizationally. A lack of humility manifests itself in personal, unresolved conflict and a lack of laughter and fun in our work together.⁴

1 Col 3:12, 1 Tim 7:11, Gal 5:13, 2Cor 10:1ff, 1Pet 3:15—towards unbelievers

2 Integrity here should not be confused with our personal or organizational 'good name'. We can lose our integrity and not lose our good name, or lose our good name and not our integrity. Integrity is the reality of whether or not we are trustworthy, our good name references whether or not we are publicly trusted. We should seek to protect both, but never the latter at the expense of the former. Actual integrity is more important than our good name.

3 This refers not only to supervisors. Feedback should be solicited (at least informally) from co-workers and constituents.

4 Spiritual applications could be made here about being humble towards God: trusting God to prosper our ministries. That is: being humble enough not to overwork and not to have a messiah complex.

LOYALTY

Loyalty to Christ and His mission is part of normal New Testament Christian faith. Yet, this must be practically expressed in loyalty to a specific group of people, normally a local church. Loyalty, then, is necessary for long-term credibility and is integral in the context of sacrifice and suffering that is so normal in long-term, fruitful ministry.

A Loyal Staff Member:

1. Has discretion in all things, and in appropriate things, confidentiality.
2. Seeks the good of the church, its mission, and its staff over our own good. (Yet, it does not assume the neglect of our families or engaging in a long-term unsustainable lifestyle⁵).
3. Maximum Notice – Gives the church as much notice as possible of leaving a position and can equally expect that information will be handled respectfully and discretely by the supervising staff.
4. Anti-Slander and Gossip – Publicly builds and does not undermine the reputation of other staff members or of the church or its staff as a whole.
5. Reports critical⁶ information and rumors to the appropriate staff or elders immediately.
6. Publicly supports⁷ the decision of the church's leadership team even if s/he does not agree, so long as it is not an issue of conscience.⁸

POSITIVE ATTITUDE/SOLUTION FOCUSED

The Bible teaches that Christ will be ultimately triumphant (Revelation 19-21) and that the gospel has God's omnipotent power behind it, making it effective in leading people to faith, love and holiness (Romans 1:1-7). Therefore, the focus on our staff team shall not be on the limitations our problems create but how we will overcome those problems with faith, sacrifice, teamwork, and creativity (Romans 8:37). The High Point Church staff reflects faith in God's power and presence by being solution-focused in the face of problems. Even in tragedy and failure, we still look to see how God might use us to bring about some good (2 Corinthians 4:17-18). Therefore, we do not tolerate habitual negativity and complaining that is not constructive in nature. And we seek, even in our difficult or trying times, to have fun doing the work that Jesus said is an "easy yoke" (Matthew 11:30).

COMMITMENT TO EXCELLENCE

Excellence honors God⁹ and inspires people. Our level of excellence speaks to how important we think our message is and how serious we are about communicating it. As a church, we are committed to the highest level of quality we can achieve given the resources that we have, and time is a resource.¹⁰ All staff should plan in order to achieve excellence and pace their work and ministry growth in keeping with our standards of quality. This does not mean we strive neurotically for perfection but instead means we seek consistently high quality in everything we do.¹¹

5 All HPC staff members are expected to live by the sustainability rule. That is, "No staff member should do for more than two weeks to a month that which he cannot or should not sustain for 50 years."

6 This refers to both people who are being critical and information that is critical for other leaders to know.

7 'Support' here does not necessarily mean 'agree'. Since all staff members do not always actually agree with decisions, this would not be honest. However, loyal staff members understand that decisions are made in council and in relationship to levels of authority. The corporate decision of the staff and leadership must be accepted as the new agenda for the whole staff. Questions about handling disagreement should be openly discussed with an executive staff member before being expressed in any public forum.

8 Staff members should be very careful not to ascribe moral significance to issues that are not really moral but questions of effectiveness, strategy, or efficiency. Pride tempts us to moralize mostly non-moral decisions and make them unnecessarily issues of conscience. Loyalty should only be breached when one must choose between loyalty and integrity.

9 1 Cor. 10:31

10 This is the opposite of believing that because God is gracious, He accepts poor or shoddy work.

11 Excellent does not mean 'slick'; it just means quality. Our ministries should be clear, organized, and promote quality—but not waste time and resources on slickness that offers diminishing returns, exacerbates production immunity (everything has to keep getting 'bigger and better' to keep people's attention), and enables a codependency that makes for ever weaker and higher maintenance attendees.