



Elder Newsletter

January - March 2026

Hello, brothers and sisters. Greetings from the elders! We are pleased to share this brief quarterly update in order to help you:

- Better understand the church's ministry and administrative affairs.
- Know how to pray for our church, pastoral staff and elders.
- Have a clearer sense of potential ministry opportunities.

ELDER COMMITMENTS

At each elder meeting, we review one of the following commitments to refresh our focus on shepherding responsibilities. Please pray that the Lord will help us to be faithful in fulfilling each of these commitments to Him and to the people of Highlands.

1. Lord, we commit, with the help of your Holy Spirit, to shepherd well every person who you bring to be part of Highlands.
2. Lord, we commit to following you and helping your people to follow you. We commit to remain diligent in the study, teaching, and application of your Holy Word.
3. Lord, with your help, we will continue in our commitment to implement measures to protect all who attend Highlands and to prevent abuse of leadership, authority, and power.
4. With your help, Lord, we commit to thoroughly investigate and respond biblically where there is evidence of misconduct at Highlands.
5. We commit to pray for your people, that every person who comes through our doors or who participates in ministry here would find a safe place to worship, and that they will grow deeply in their relationship with you through the various ministries of this church.

New Church Members!

This past quarter, we rejoiced to welcome the following new members into the Highlands church family:

Joel Anderson

Annette Testa

Each new member has fulfilled the requirements for membership, including giving a credible testimony of their personal faith in Jesus and confirming their agreement with and commitment to our Statement of Faith Membership Covenant. Please join us in extending a warm welcome and praying that each would be encouraged, known, and built up as part of our body.

DISCIPLESHIP AND APPOINTMENT OF FUTURE ELDERS

The elders adopted a goal for this past administrative year (April 2025-March 2026) of increasing their efforts to identify and disciple future elders. As a result of that effort and the Lord's generous provision to our church, we identified the following men as potential Elder Candidates for this next administrative year (April 2026-May 2027):

- Eric Filer
- Norm Hummel
- Josh Lewis
- David Miller
- Jeff Purcell

We have completed a prayerful and thorough discernment process with each candidate, and we have confirmed that each of these men hold strong, biblically-grounded convictions and are able to work collaboratively with fellow elders. We are thrilled to welcome these men into the 1-year elder candidate process, and we look forward to investing in them and helping them to grow as shepherds of our congregation.

Furthermore, the elders also appointed the following men to serve as Elders and officers during the 2026-2027 fiscal year:

- Nate Edmondson
- Larry Maison, Treasurer
- Nate Garvin
- Ben Menenberg
- Mark Hanson
- Dana Rekow, Chairman
- Mark Heilman
- Scott Sawrey, Secretary
- Dan Kellogg, Vice Chairman



Also, the Elders want to acknowledge the service of David Lyon as an Elder, and as Elder Secretary, during the past five years. During these years, he has faithfully served our Lord and our congregation through some challenging times. David has now entered into his one-year sabbatical from service as an Elder, as required by our by-laws. We thank God that David and his wife Drea will continue as members of our congregation, and we pray that God will continue to lead and guide David in how he should serve.

The Elders would also welcome your prayers as we work to provide leadership for our church, and as we continue to “walk worthy of the calling that [we] have received”. (Eph. 4.1 CSB)



THANK YOU FOR YOUR GENEROSITY

We thank God for your partnership in helping people in our community and around the world find and follow Jesus through your faithful giving. We are deeply grateful for how the Lord has provided for our church through your giving in this most recent fiscal year ending March 31, 2026. We also acknowledge the efforts of our staff to minimize expenses while maintaining effective ministry. Through your giving and the stewardship of our staff, our revenues and expenses were closely aligned, and we finished the year with a slight operational deficit of \$17,542. Praise God for His faithfulness and generosity to our church! We invite you to review our full March 31, 2026 [Financial Update](#), including our 2026-27 budget, for more information. culture He entrusted to our church. The elders remain committed to cultivating a healthy, Christ-honoring staff culture, and will continue striving toward that end in the years ahead.

ELDER CANDIDATE TRAINING

The Elders approved a significant revision of the Elder Candidate Training process that Pastor Nate developed. The revised process places a greater emphasis on Elder shepherding through the use of more external resources, while keeping the focus on critical documents and processes. We look forward to investing in our new elder candidates through this new and improved training process in this coming fiscal year, and Lord-willing, this training program be used by the Lord to help these candidates serve as Elders starting in 2027-28.

FACILITY REPAIRS UPDATE

We are thrilled to share that our Elders have identified a more cost-effective means to repair the SE Educational Wing brick wall through the unique contribution of one of our congregants who has extensive professional experience with commercial masonry repair. This congregant has helped us to develop a repair plan which we estimate will cost around 11% of our prior planned replacement cost – an estimated savings of approximately \$1.5 million! We thank and praise God for our brother who has contributed his expertise to this effort. We will continue to keep you updated as repairs progress, and Lord-willing, we plan to open the SE Educational Wing classrooms for ministry by Fall 2026.

ALL ARE INVITED

In closing, we invite you to attend any of the elder meetings. The public portion of these meetings starts at 7:15 p.m. on the third Tuesday of each month (except August), in Room 270. All are welcome!



CONCLUDING PRAYER REQUEST

Please join us in thanking the Lord for the faith and love of our members, and let's pray that as a church we will continue to love one another and endure because of the hope that we have in Jesus Christ.

“We recall, in the presence of our God and Father, your work produced by faith, your labor motivated by love, and your endurance inspired by hope in our Lord Jesus Christ.”
(1 Thessalonians 1:3) (CSB)