

PLANTING SEEDS, NURTURING GROWTH, GRATEFUL FOR THE FRUITS

2019 has been a remarkable year in the history of Highlands. In 2019, we have seen the fruits of seeds planted long ago, we have seen growth from diligent care and tending to the ministry of Highlands, and we are so grateful!

Many years ago, seeds were planted encouraging donors to consider a gift to Highlands in their estate. **In 2019, the gifts from two donors who made these provisions sent our donated income soaring to over \$2.3 million.** And we are so grateful! The Highlands Committee has developed careful plans to use these funds to meet the many and varied needs of Highlands. **The gifts from the estate of Walt Duncan were used to fully fund all of our restricted accounts, advance deposits by guest groups, and to establish cash reserves so that we will not need a Line of Credit in 2020.** These are important steps in Highlands' future financial security. Walt's gift also provided funds for two special projects . . . to repair roads and to repair the heating and ventilations system in the Retreat Center.

Gifts from the estate of Rev. Jane Hays are being used in four ways. Fifty percent (50%) of all funds received are immediately used for debt reduction. **Added to continuing gifts from individuals, our mortgage now below \$560,000.** With your help, and Jane's generosity, we may eliminate our mortgage this year . . . a key step in our Strategic Plan! Thirty-two (32%) percent of funds from Jane are set aside for major maintenance. We run a small city in a remote location at Highlands, and maintenance needs are an ongoing concerning. In 2019, we have been able to replace the domestic hot water boilers in the retreat center-so that guests can continue to have hot showers, repaired roofs, painted building inside and out, purchased much need "new to us" vehicles, and made repairs and improvements to our waste water system. Twelve percent (12%) of these gifts are being used for Program Development. In 2019, we added pedal boats, a floating dock and the boat "palace" to the pond area; as well as provided a paid nurse for summer camp. In 2020, we are adding a portable indoor labyrinth, and working to develop new program partnerships. **We hope you will tell us how we can grow in partnership with you and your congregation!** Ten percent (10%) of these gifts are just for joy . . . allowing us

to include things in our budgets that might have been cut!

But these are not the only seeds that were planted . . . 30+ years ago people like Mark Sears and others worked to secure water rights for Highlands to ensure that we always had sufficient water in our remote location. And water sufficiency has been an issue. A donor who understood the urgency of this need began making gifts to ensure we would have funds to solve this problem, and we are moving to bring water from Rock Creek into our water plan. We are grateful for this donor's understanding of the need, even before we knew what the solution might be! We are also grateful to John Winchester for his help in this process. John was camper, summer staff member and year-round staff person. John continues to share his knowledge and expertise—especially about our water systems and water rights, and we are so grateful! **We hope that in 2020 we will bring water from Rock Creek into our water plant, allowing our wells to rest and restore!**

In 2019, through the faithful work of Sue Spencer, Director of Sales and Marketing, we saw our highest guest group usage ever . . . generating over \$800,000 in revenue. Sue has worked to build relationships with congregations and group leaders as we offer gracious hospitality to our guests. Rising occupancy and repeat usage is important to the ongoing stability of the ministry of Highlands. **In addition, in 2020 we look forward to the continuing ministry of Dot Strickland as our Director of Summer Camps. Continuing leadership will strengthen our Summer Programs!**

Seed planting, nurturing growth and gratitude are actions that define the ministry of Highlands! We plant seeds of faith in our campers and guests that they might grow as God's people. We live of gratitude, grateful for the past and hopeful for the future! Thank you for love and support for the ministry of Highlands. It is only possible because of you!



FROM THE HIGHLANDS COMMITTEE MODERATOR . . .

Hello, this past year was my first as moderator of the Highlands Camp Committee, but my sixth year on the committee, and it has been a very rewarding, exciting and challenging year.

During the past several years Highlands has been the benefactor of some very generous bequests from some long-term supporters. These donations have allowed Highlands to make a significant reduction in debt and make some much-needed improvements to Highlands. These improvements include replacing two hot water boilers in the retreat center and fracking two wells to improve water flow. The deck on Staff House 2 has been replaced, the house has been painted, and a new boiler has been installed in Bluebird. A new truck that includes a sand spreader has been purchased for plowing snow. In addition, a new boat shed has been built along with other general improvements to Highlands.

I want to give a big "THANK YOU" to all of the dedicated staff and volunteers. You are a vital part

of the ministry of Highlands providing hands-on and financial support on an on-going basis.

To everyone who is reading this report, volunteers in the office, camp counselors and support, helpers with the Spring and Fall work days, builders of the boat shed, those who repair what needs to be fixed, donate gifts for the annual Christmas Auction, pray for Highlands and provide financial help-- your gifts are greatly appreciated.

Thank you and God Bless.



Gary Forbes, Moderator
Highlands Committee

MEET THE HIGHLANDS COMMITTEE

The Highlands Committee is made up of 9 members from the Presbytery of Plains and Peaks and 9 members from the Presbytery of Denver. We are grateful to each of these individuals for their service to Highlands. The Highlands Committee meets six times a year. Committee members also participate in special events like the Mt. Meeker Dinner, the Annual Christmas Party, and our fall and spring work days. Each member of the Highlands Committee also serves on one of six-subcommittees. These subcommittees focus on various aspects of our ministry: Program, Finance, Operations, Development, Personnel and Marketing. Each sub-committee includes additional members who bring expertise in these areas. If you would like to share your expertise by volunteering to serve on one of these subcommittees, please contact Maria Shupe at maria@highlandscamp.org or the Nominating Committee in your presbytery.

Joint Highlands Committee

Class of 2020	Presbytery of Plains and Peaks	Denver Presbytery
	Jim Nussbaumer	-
	Tanna Prince	Bill McNeill
	-	Bart Wilke
Class of 2021	John Irons	Geoff Noble
	Ruth Lewis	Roxanne Bennett
	Michael Moore	Kristie Karn
Class of 2019	Julie Brown	Gary Forbes *
	Matthew Benz-Whittington	Emma Moore
	Laura Snider	-
Ex-Officio:	Dana Hughes, Denver Presbytery Transitional Presbytery Pastor	
	Chuy Gallegos, Member of PPP Council	
	Maria Shupe, Executive Director	

*Special one year term to complete term as Moderator

LETTER FROM THE EXECUTIVE DIRECTOR . . .

I've been working on this Annual Report while attending the Association of Presbyterian Church Educators annual event in Little Rock. Highlands has been a part of the Marketplace (exhibit hall) along with eight other camp and conference centers. I also attended the regional dinner with educators from our area, and lead a workshop entitled "Art Retreat and Reflection". We made wire wrapped beads and fused glass cabochons, as we reflected on the relationship between the Creator and creation.

I've been coming to APCE for over 30 years. These are "my peeps"! This year I observed and learned a number of things:

- Many congregations can no longer afford Christian education and youth staff. Many of this new generation are part-time, and there are clearly fewer folks in this ministry.
- Intergenerational ministry may be a way forward as congregations embrace aging members who long to pass their faith to their grandchildren.
- Congregations are struggling to find volunteer youth leaders and parents who will take the responsibility of bringing youth groups to conferences and retreats.
- Camp and conference centers are longing for adult-friendly accommodations that serve aging congregations.
- Many congregations are adopting deficit budgets, and struggling to fund the cost of ministry.

For me, these have been thought provoking days. **I'm grateful that twenty years ago, the Presbytery of Plains and Peaks and the Highlands Committee had the courage and vision to build our Retreat Center.** It is an amazing facility for adults. **I'm grateful that the generosity of many have reduced our debt to below \$560,000. We anticipate eliminating this debt completely this year!** It will make the celebration of our 75th Anniversary a very joyous celebration.

We continue to explore how we can partner with congregations and our Presbyteries. The Highlands Committee has set aside \$25,000 of the gifts from Jane Hays to help us build new program partnerships, and we would like to partner with you! **Do you have an idea for leadership development or a spiritual retreat? Would you like to gather with a small group for regular times of prayer, reflection and support? Is there a topic or critical issue you would like to explore? Are you looking for help with your next (Youth, Women's, Men's, Family, Session, worship planning, etc.) retreat?**

Highlands can provide:

- Financial support.
- Planning experience and support.
- Publicity, registration and payment support.
- Beautiful facilities and great food!
- An outstanding natural setting!
- Communication and follow-up

Partners are invited to provide a group of at least 3 like-minded people with a desire for a program event at Highlands; share ideas, dreams and visions for new programs; work for shared and common ministry. Together we will build a strong partnership and share in ministry. If you have an idea for a Program Partnership I hope you will contact me so that we can begin to dream together!

Friends, God is calling us to think outside the box to explore new partnerships and ways of doing ministry. Highlands wants to partner with you, your congregation and your family that together we might be God's people in the world. Our Vision calls us to "Serve the needs of presbyteries and congregations and God's children of all ages." And to "Live as servants of Christ, who are grateful for seeds planted in the past, faithfully tending their growth in the present and planting for a hopeful future."

We look forward to working with you!



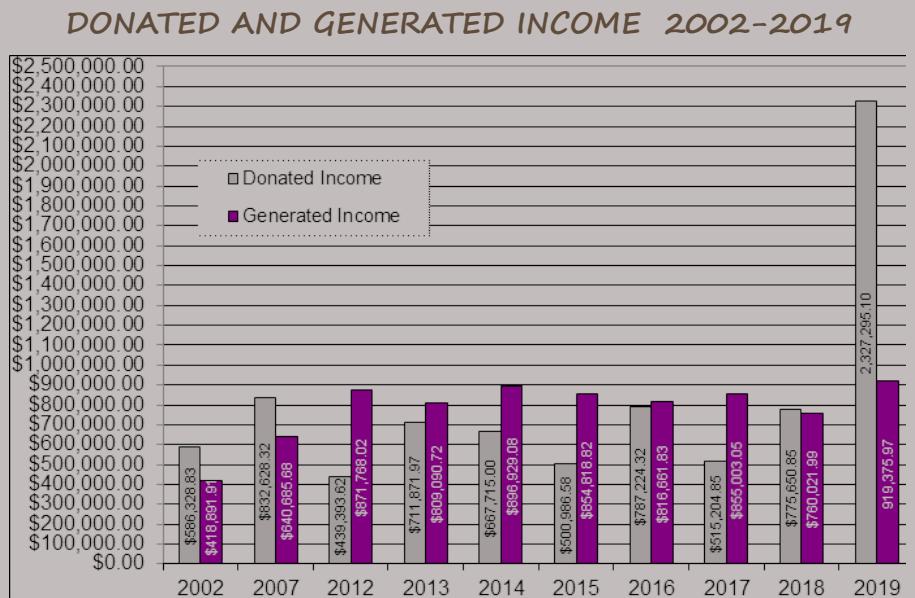
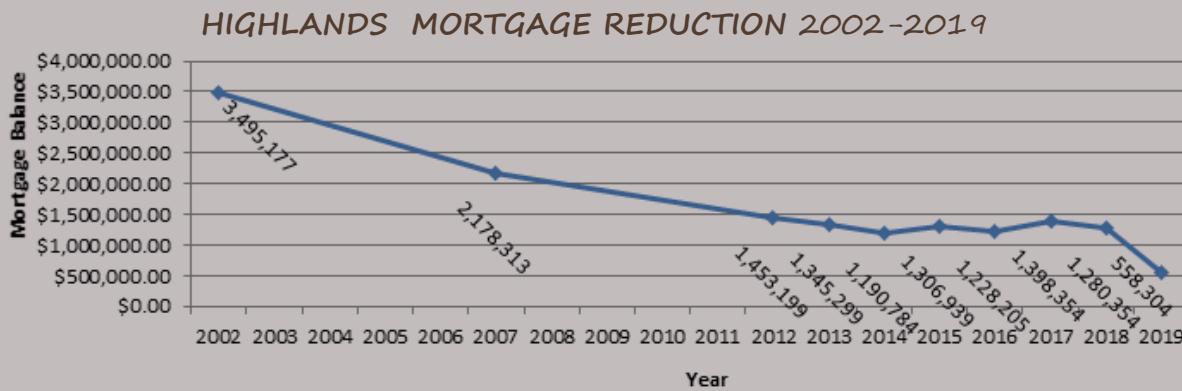
Maria Shupe

Grace and Peace,
Maria Shupe
Executive Director



HIGHLANDS BY THE NUMBERS

- Church Scholarships helped 40 of our campers attend Highlands this past summer, helping 25% of our overall camper attendance to experience a week of camp!
- Our commitment is that no child will be denied the opportunity to come to camp because of the cost.** 55% of our campers pay Tier 1 rates. 16% of our campers pay Tier 2 rates and 29% pay Tier 3 rates which most closely represents the true cost of camp.
- In 2019, congregations provided \$6,107.50 in scholarships for campers, and Highlands provided an additional \$8,195 in scholarships! **Your generosity makes tiered pricing and Highlands scholarships possible! Thank you!**
- What do campers enjoy about their time at Highlands?** Nearly 95% of our campers wrote on their evaluations that they "made new friends" and that the staff at Highlands were "rad", "kind", "awesome"!
- Over 50% of camper parents credited **someone from their local church** for letting them know about Highlands summer camp programs.
- For 44% of our campers, this was their first time at Highlands. Over half of our campers are returning campers!
- Of our 160 campers, 39% of our campers came from Denver Presbytery and 27% from the Presbytery of Plains and Peaks. 23% of our campers come from households who didn't claim a church home, and the remaining 11% come from other denominations.
- Sixteen congregations with 360 children and teens participated in our Partnership Day Camp Program.** Ten congregations were from the Presbytery of Plains and Peaks and six congregations were from Denver Presbytery.
- Partnership Day Camp is funded with a grant of \$8,000 from Denver Presbytery, and a grant of \$10,000 from Presbyterian Church of the Covenant.** The remainder of this cost (over \$15,000) comes from the generous donations of individuals and congregations. **Thank you!**
- In 2019 our kitchen used 760 gallons of milk, 2,525 pounds of pineapple, 672 pounds of hot cocoa, 690 pounds of bacon and 10,000 pairs of gloves to provide meals for all of our guests!**



GUEST GROUPS AT HIGHLANDS

Highlands has many different guest groups who use our facilities . . . and return year after year. These groups are our partners in ministry, sharing the gospel with groups we would never reach on our own; and important to the long-term financial sustainability of Highlands.

Partnership with congregations is a key part of our mission. In 2019 groups from 17 congregations from Plains and Peaks Presbytery and 13 congregations from Denver Presbytery, as well as 5 groups from other Presbyteries, used Highlands for retreats, events and pastoral renewal. In addition, 81 other denominations and faith groups, 37 non-profit groups, and 14 schools utilized Highlands for their meetings, camps, and projects.



Our mission is to provide gracious hospitality in a safe and inclusive environment, and to help all of our guests have a renewing and transformative experience. We pray that time at Highlands renews people of faith for service in the world. Returning groups have the first opportunity to reserve the same corresponding dates each year. New groups can reserve dates up to twelve months in advance. Priority for new groups is given to our Presbyterian congregations and groups. Please contact Sue Spencer, Director of Sales and Marketing (sales@highlandscamp.org) as early as possible to request dates. It is often a challenging puzzle but we love putting the pieces together so that you and your group can be at Highlands!



Ministry to families is also a key part of our mission, and families appreciate coming to Highlands for their reunions. This year we had 39 families who enjoyed Highlands' hospitality. We had individuals wanting a chance to get away for a few days, single families coming to strengthen their family ties, and large multi-family reunions where different generations could reconnect. Families spend time renewing relationships, participating in Highlands' facilitated activities and visiting Estes Park and Rocky Mountain National Park.

Highlands is a great place for families to join together for the joyous occasions of weddings. **In 2019 we had 3 couples who enjoyed our beautiful mountain location for their wedding.** For the wedding fee, we provide couples an outdoor site and an indoor back-up location for their ceremony. Most couples also choose to add a second dining room where they can hold their reception, enjoying the amazing catering of our Food Service staff. Fun fact . . . this year we hosted the wedding of our Food Service Director, Daniel Hastings. This added a completely new dimension to planning . . . when our director and chef was the groom!



VOLUNTEERS ARE INSPIRING!

2019 DISTINGUISHED VOLUNTEER SUSANNE SHAW

- by Maria Shupe

Volunteers inspire me . . . Volunteers see a need at Highlands, recognize that they can help meet that need, and they give generously of their time to meet that need. No one does it for the recognition . . . they do it because they love the ministry of Highlands. And the ministry of Highlands wouldn't exist without volunteers. Whether you are a Summer Camp Volunteer and come because you love kids, and sharing the Gospel with kids in the out of doors . . . or you serve on a committee for Highlands . . . we are so grateful. We need your expertise, your wisdom and your knowledge!

I need to tell you a great story about this year's Distinguished Volunteer. It began with an email in which, what I would describe as an "older" lady, asked about volunteering at Highlands this summer. She wanted to be closer to her family for the summer and she was willing to volunteer in return for housing here. I was doubtful. Summer's at Highlands are busy and hard! Housing would be shared with 20 something's.

I was a little more encouraged after speaking with Suzanne. She sounded "vital" and energetic. I was not in any way prepared for the miracle that Suzanne Shaw is!! I watched her work circles around 20 year olds . . . and then go for a walk after work for the exercise. She is amazing! She is cheerful in her work, encouraging in her conversation and hospitable to all. She works well with young people, international students and overwork summer staff! She was a gift to us this year! When I asked staff for volunteer suggestions, Suzanne was the first person named and she was enthusiastically acclaimed by all of us!

At this year's Christmas Party we were delighted to have Suzanne Shaw return for a visit with her family so that we could recognize her as our Distinguished Volunteer. She is an outstanding example of the amazing people who volunteer at Highlands. This summer she volunteered over 606 hours in our kitchen, and she is looking forward to returning for Summer 2020! We are so grateful for Suzanne, her work, her generosity and her love!!

Volunteers are inspiring!

If you would like to join us for a day, or a week . . . on a committee or in the office . . . as a summer camp volunteer or a work day volunteer . . .

We would love to have your help!!



PARTNERSHIP DAY CAMP

Every summer Highlands partners with churches all across the states of Colorado and Nebraska to run a VBS-style program for their communities. In 2019, we partnered with 16 churches and reached 360 children and youth! **For 2020, we still have openings for partnerships with additional churches, so talk with your church today to consider applying.**

Applying is easy! Simply submit a short application to kick start this amazing opportunity for your congregation! Applications can be found on our website at www.highlandscamp.org/day-camps. Partnership Day Camp is supported by a grant from Denver Presbytery, gifts from congregations, and by gifts from generous donors like you!

June 7-12	Strasburg Presbyterian Church, Strasburg, CO
June 14-19	St John Church, Idalia, CO
June 21-26	Timnath Presbyterian, Timnath, CO
June 28- July 3	United Presbyterian with Rankin Presbyterian in Ft Morgan, CO
July 5- 10	First Presbyterian, Gordon, NE
July 12-17	Wheat Ridge Presbyterian, Wheat Ridge, CO
July 19-24	Iglesia Presbiteriana de Valverde, Denver, CO <i>One Space Available</i>
July 26-31	Buckhorn Presbyterian, Masonville, CO <i>One Space Available</i>
	Westview Presbyterian, Longmont, CO
	Presbyterian Church of Kimball, Kimball, NE
	Nederland Community Presbyterian Church, Nederland, CO
	First Presbyterian, Berthoud, CO <i>Two Spaces Available</i>

OUR CALL TO BE STEWARDS OF CREATIONS

"Highlands is a beautiful place!" We frequently hear these words, and in our Vision and Strategic Plan we are called to "appreciate and care for God's creation." At Highlands we do this in many ways!

- Highlands and the Allenspark area are part of the migration path for bluebirds, and we have a number of bluebird boxes which are monitored by local volunteers.** These boxes provide a safe place for bluebird to build their nest and lay eggs. Several boxes can be seen on either side of the driveway as you enter Highlands.
- Highlands strives to be good stewards of our natural resources related to water and infrastructure development by exercising and developing our water rights.** We are currently working to expand our available water sources by developing Point of Pines Spring #3, and working to use our seasonal water rights from Rock Creek. These water rights will ensure adequate water for our guests during times of drought in our area.
- We are also good stewards of our natural resources by maintaining our Water and Waste Water Plants with annual upgrades.** While these upgrades are costly, they ensure that we meet all local and state requirements for water and waste water treatment. In 2020, these improvements will include new pumps for our lift station, new grinder motors

for our waste water treatment plant, and plans to inspect our glass-lined water storage tank. Nearly \$50,000 in improvements.

- Volunteer woodcutters at Highlands work to maintain healthy forests, provide fire mitigation and address trees and limbs that are damaged by wind and snow storms.** These volunteers also split and stack wood in our barn to provide year-round firewood. And, our volunteers split and deliver fire wood to families in need to keep them warm in winter months.
- We have recently begun to encourage groups to eliminate single use water bottles, to reduce trash.** Our trash removal service also sorts all garbage for recycling to reduce the amount of waste going into landfills.
- In 2019, Buddy Jones built Bat boxes to be placed throughout our property.** Maintaining a healthy bat population reduce mosquitos, especially near the pond and wetlands.
- Did you know that the lobby of the Retreat Center is a bridge over wetlands?** In spring, water flows below this area, feeding wetlands all the way to the pond. These wetlands provide grazing areas for local wildlife. It is a special gift to be able to watch elk, moose, bobcats, wild turkeys, bunnies and more on our beautiful property.

HIGHLANDS AMBASSADORS

Kristie Funk (Denver Presbytery) and Donna Herman (Presbytery of Plains and Peaks) serve as coordinators of the Highlands Ambassadors Program. Ambassadors strengthen the relationship between congregations and Highlands by making sure that announcements are in your bulletins and newsletters, materials are available on display, and that your congregation has the opportunity to have Highlands staff and volunteers visit . . . to preach, to do a Minute for Mission, or lead a youth event to introduce families to Summer Camp.

Ambassadors are the key link between congregations and Highlands. Want to help?? Share these Ambassador Updates with your congregation . . .

Today's news . . . Now is the time for college students to apply for Highlands Summer Staff. We promise a summer that will change your life as you share your faith, build life-long friendships and play in Rocky Mountains. **Apply online at www.highlandscamp.org.** We have openings for Summer Camp staff, Guest Services staff and Kitchen staff. **Don't miss a summer that you'll always remember!**

MARCH	APRIL	MAY
<ul style="list-style-type: none"> Summer Camp Volunteers make all the difference! Now is the time to invite members of your congregation to volunteer as, Bible Study leader, Work Camp Director, or Adventure Camp Director. There are many wonderful and needed ways you can help with Summer Camp! Invite members of your Mission Committee to join us for the Mt. Meeker Society Dinner on Sunday, March 8th at 4:00 p.m. Learn about the ministry of Highlands, and our partnerships with congregations! 	<ul style="list-style-type: none"> Highlands believes that no child should be denied the opportunity to come to camp due to costs. Ambassadors can make sure that your church newsletters share your congregation policy regarding scholarship for summer camp. Highlands Scholarship Applications are available online at www.highlandscamp.org. Your gift to scholarships helps us provide this opportunity to everyone who asks. Thank you in advance for your generosity to help make summer camp available to all children! 	<ul style="list-style-type: none"> Join us for our our Spring Workday on Saturday, May 16th from 9:00 a.m. to 1:00 p.m. We'll provide lunch and tools. Yes, we are planning to have an Auction at the Christmas Party in December. Now is a great time to invite artists in your congregation to begin making unique items for the Highlands Auction!



JUNE

- Summer Staff training begins on May 25th and our first campers arrive on June 7th. **Please pray for our summer staff, campers, day camp partners and mission work camp teams.** These are busy days for sure!
- Invite members of your congregation to join us for our "Seeing is Believing" celebrations on **June 19, June 26 or July 10**. These Friday night celebrations include our cookout, the Summer Camp Closing Program and a video of the week's fun-filled summer camp activities!

JULY

- Are families in your congregation thinking about a reunion? Highlands can be the perfect location. Cabins are great for smaller families to have their own space and the Retreat Center, especially on weekdays, provides a great place for larger families to gather. We book up fast so it is time to think about family plans for next summer!

AUGUST

- Please invite members of your congregation to join us for our Fall Workday on Saturday, September 12th. We can use your help to be ready for winter. Please join us from 9:00 a.m. to 1:00 p.m. Let us know you are coming by emailing info@highlandscamp.org.

SEPTEMBER

- Fall Sunday School is up and running. Now is the time to plan your church's Confirmation retreat, youth retreat or session retreat at Highlands! Remember, we book groups a year in advance, so get your date today! Contact Sue Spencer at sales@highlandscamp.org to discuss dates.
- Invite artists in your congregation to donate an item to the **2020 Highlands Auction**! Our Christmas Party and Auction will be held Saturday, December 5th, the Auction helps meet special needs at Highlands.

**OCTOBER**

- Highlands is already planning for the summer of 2021! If your congregation is interested in being a partner in our **Partnership Day Camp Program**, be sure to get your application in as soon as possible. Applications are available on our website and by emailing registrar@highlandscamp.org.

NOVEMBER

- Invite your congregation to join us on Saturday, December 5th from 1:00 p.m. to 4:00 p.m. for the Annual Highlands Christmas Party and Auction! We hope you'll join us for this special event as we thank volunteers and celebrate the ministry of Highlands.

DECEMBER

- Your year-end gift makes all the difference! The ministry of Highlands is sustained by the individuals and congregations that faithfully support it! Thank you for your generosity! Remember, you can make an online donation at www.highlandscamp.org.

JANUARY

- Check out the Highlands website for the latest news on Summer Camp, Partnership Day Camp and the Celebration of our 75th Anniversary!

FROM THE DIRECTOR OF SUMMER CAMPS . . . DOT STICKLAND

Dear Camp Families,

Growing up, I looked forward to that precious week where I packed my bags and headed to camp to spend a week singing loudly and off-key, forming life long friendships, and learning about Jesus' plan for my life. Camp changed my world in a way I would never have foreseen: I went to Bible college instead of the military, went into full time camp ministry, touched countless lives for Christ, and have grown in my own faith journey as well. This was very different than what high school Dot had in mind.

Since becoming Highlands' Director of Summer Camps in April of 2019, I've gotten to watch campers and staff be transformed by the presence of God in the camp environment. Here at Highlands, there is power in a campfire. There is bonding in a Bible Study. There is intentionality in a cabin activity. There is serenity in a scenic outlook. Here at Highlands, camp changes lives in both the planned and spontaneous moments!

Sure, as a director I can plan moments that have a high chance of being impactful. This summer I saw campers conquer their fear of heights while rock climbing. It was fun celebrating those victories with the campers. However, that is nothing compared to the spontaneous moments that God provided. I saw quiet children arrive in a shy demeanor, but leaving hugging a slew of best friends they made while at Highlands. I saw young

teens who didn't want to hear anything about Jesus and rebelled against their counselor, end the week by participating in worship and saying "the staff are nice... I liked Highlands." Seeds were planted in things I didn't plan for.

I cannot set up those spontaneous moments, but I sure can thank God for them! **There is no doubt that camp is life changing and Highlands is living proof of it!** 2019 was an amazing summer and our staff was incredible! Join us in marinating 2020 in prayer that God will be glorified, the seeds of the Gospel be planted, and that campers will be impacted by their week at camp! Pray for more unplanned moments of impact!

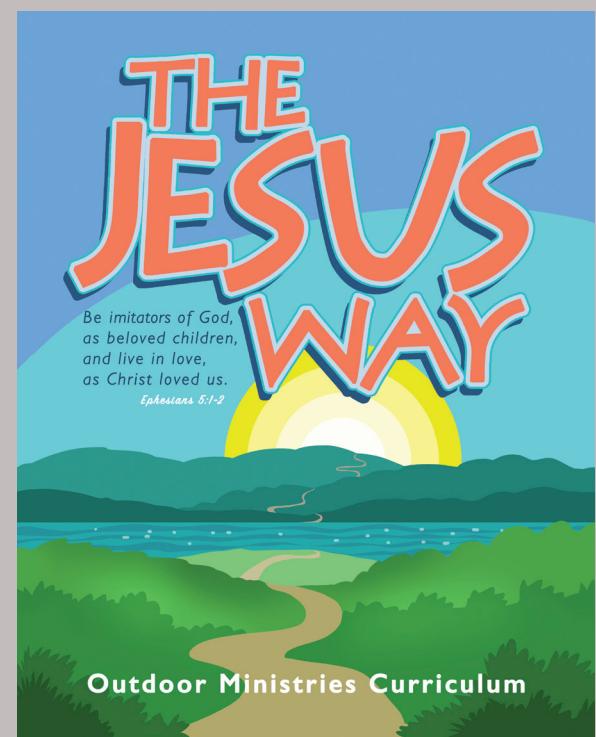


Dot Strickland
Director of Summer Camps and Registrar

WHAT DOES 2020 LOOK LIKE

Our summer theme for 2020 is "**The Jesus Way**" and how we can be "**Imitators of Christ**" (Ephesians 5:1-2). Each day our campers will learn of a practice of Jesus' that we can duplicate in our own lives and how those practices can impact those around us such as serving humbly, forgiving others, feeding others, loving your neighbor, and prayer. These practices will not only be taught, but will have the ability to be practiced right here at Highlands! Lives will be impacted and God will be glorified as campers practice "**The Jesus Way**" this summer!

We are also planning on re-opening the zipline at Highlands! Open for older campers, this will be a breathtaking activity to experience a different viewpoint of the mountainous scenery. Additionally, we have added a second Adventure 2.0 camp, hired a videographer/photographer for footage of Highlands camp experiences, and are building a mountain bike course! It will be a summer your camper won't want to miss!



"THE JESUS WAY" . . . SUMMER CAMP 2020!

Week #	Camp	Camp Dates	Ages/Entering Grades	2020 Tier 1	2020 Tier 2	2020 Tier 3
1	Adventure 2.0	June 7-12	6th - 10th	\$730	\$955	\$1,170
1	Mission Work Camp	June 7-12	7th - 12th	\$450	-	-
1	CIT	June 7-12	10th-12th	\$450	\$600	\$760
1	3rd and 4th Grade Camp (4-day)	June 7-10	3rd and 4th	\$340	\$475	\$610
1	You and Me Camp – Adult (3-day)	June 10-12	Adults	\$355	\$460	\$565
1	You and Me Camp – Child (3-day)	June 10-12	Ages 5 -12	\$330	\$435	\$540
2	3rd - 5th Grade Camp	June 14-19	3rd - 5th	\$560	\$630	\$700
2	Middle School Adventure Camp	June 14-19	6th - 8th	\$730	\$955	\$1,170
2	Middle School Camp	June 14-19	6th - 8th	\$560	\$660	\$760
2	Mission Work Camp	June 14-19	7th - 12th	\$450	-	-
2	Sr High MAD Camp	June 14-19	9th - 12th	\$560	\$675	\$785
3	Elementary MAD Camp	June 21-26	3rd - 5th	\$560	\$645	\$725
3	Middle School Adventure Camp	June 21-26	6th - 8th	\$730	\$955	\$1,170
3	Night Owl Camp	June 21-26	7th - 10th	\$570	\$675	\$770
3	Mission Work Camp	June 21-26	7th - 12th	\$450	-	-
4	Adventure 2.0	June 28- July 3	6th-10th	\$730	\$955	\$1,170
4	Mission Work Camp	June 28- July 3	7th- 12th	\$450	-	-
4	You and Me Camp – Adult (4-day)	June 28 - July 1	Adults	\$395	\$510	\$625
4	You and Me Camp – Child (4-day)	June 28- July 1	Ages 5-12	\$360	\$480	\$595
4	3rd and 4th Grade Camp (3-day)	July 1- July 3	3rd and 4th	\$315	\$455	\$570
5	3rd - 5th Grade Camp	July 5-10	3rd - 5th	\$560	\$630	\$700
5	Middle School MAD Camp	July 5-10	6th - 8th	\$560	\$675	\$785
5	Extreme Adventure Camp	July 5-10	9th - 12th	\$785	\$990	\$1,190
5	Mission Work Camp	July 5-10	7th - 12th	\$450	-	-
6	5th and 6th Grade Camp with Respite Care	July 12-17	5th and 6th	\$560	\$630	\$700
6	Youth Arts Camp	July 12-17	8th -12th	\$685	\$725	\$760
6	Middle and Sr. High Adventure Camp	July 12-17	6th - 10th	\$730	\$955	\$1,170
6	Mission Work Camp	July 12-17	7th - 12th	\$450	-	-

SUMMER CAMP NEEDS YOUR HELP AND SUPPORT . . .

- Dot Strickland would love to visit your congregation this spring and share with your church what your campers can expect from a week at Highlands! Dot is available to come to your church and share about the ministry of summer camp with your congregation, youth group, or other gathering.
- We are looking for Volunteer Weekly Directors to help with each week of the 2020 summer camp program! These directors will have the opportunity to direct a musical with our M.A.D. camps, lead an adventure camp with teens as they "rough it," facilitate a week of intergenerational bonding and spiritual growth within our You and Me Camps, and more! Each director will lead Bible Study daily, teach from scripture around a campfire in the evening, and have an amazing opportunity to impact both campers and staff! All volunteer directors have the ability to underwrite up to \$350 of the cost of camp for a camper of their choice... **their child or grandchild, or any camper they choose!**
- Now is the time for college students to apply for summer staff and Dot is ready and excited to chat with them about serving this summer! Know anyone looking for a summer job that will impact more than their wallet? Have them connect with Dot today!
- Camp Registration is open and scholarship help is available! We offer many types of camps for a wide range of ages and camp experience! Not sure if you can afford camper fees? Camperships are available! Scholarship applications are available on our website at www.highlandscamp.org/register. Highlands is committed to making certain that no one is denied the opportunity to come to Summer Camp because of the cost.

*Online registration for 2020
Summer Camp is now available
at www.highlandscamp.org!
Highlands staff would be
delighted to visit your church
for a Minute for Mission,
Youth Event, Parent's Meeting,
Sunday Worship or other
special event!*

THE COST OF SUMMER CAMP . . .

Highlands is committed to ensuring that no person is denied the opportunity to come to Summer Camp because of the cost. Highlands takes several steps towards this mandate:

First we offer tiered pricing. Realizing that families have different abilities to pay, Highlands has instituted a voluntary three-tier fee program. You may choose the tier that is most suitable for your family.

Tier I: Our historically subsidized rate and does not reflect the true cost of operating summer camp programs. **This tier is underwritten by our donors.**

Tier II: Our partially subsidized fee for those who can pay a little more but still cannot afford the actual cost of camp. **This tier is underwritten by our donors.**

Tier III: More closely accounts for the true costs of camp. **Adventure Camps are still partially subsidized by our donors even at this tier.**

Second, for those families that cannot afford Tier 1, additional scholarship funds are available to ensure that all children have the opportunity to attend Highlands Summer Camps! Scholarship applications are available on our website at www.highlandscamp.org. Scholarships are made possible through the generosity of many donors.

Third, Highlands works diligently to control costs related to Summer Camp. Many cost increases are beyond our control, and must be reflected in an evaluation of the cost of Summer Camp. Food costs rise through the year and campers will have sixteen meals and 5 snacks while they are with us. Families all get to enjoy our Friday afternoon closing picnic! In 2019 we added a paid nurse to our staff. This is important for camper safety and parent confidence, but is a new cost for us. Our outside vendors for Rock Climbing, rafting, national park permits, forestry service permits, etc. are all raising their rates, and this increases our cost. Finally, each year, we work to improve the pay provided to our summer program staff. These dedicated folks work 22 hours per day, six days a week during the summer season, and we couldn't do it without them.

We work diligently to insure that no one is denied the opportunity to attend Summer Camp because of the cost. You can help, but letting us know of your need so that we can provide scholarships and by donating to underwrite the cost of camp and scholarships.

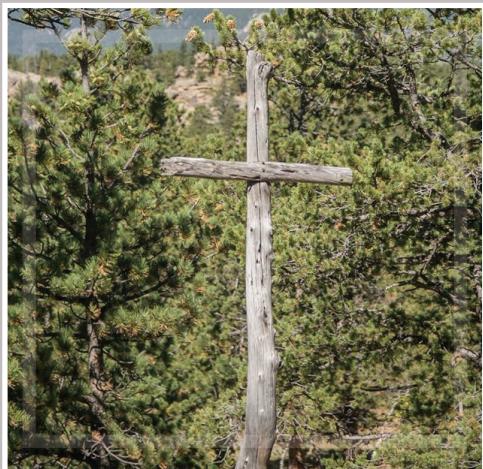
MISSION WORK CAMPS AT HIGHLANDS

Is your youth group in search of a mission work experience this summer? **Highlands offers 6 weeks of Mission Work Camps for youth groups containing 7th-12th graders and their leaders!** Join us for a week of service projects and Biblical emphasis this summer. Projects take place in the morning and may include painting, trail maintenance, roofing, special projects, fence repair, or other projects tailored to the skill set and ability of your group. After you serve alongside your youth group members, enjoy the second half of your day filled with Bible Study, rock climbing, archery, hiking, crafts, and evening worship! Not only will your group bond closer together, but you will also play a huge role in improving the ministry of Highlands. Students and Leaders are \$450 a person and spots fill up quickly, so contact Highlands today to claim a week for your teens!

You can find more information about Mission Work Camps at www.Highlandscamp.org/mission-work-camp.



IMPORTANT DATES IN 2020 . . .

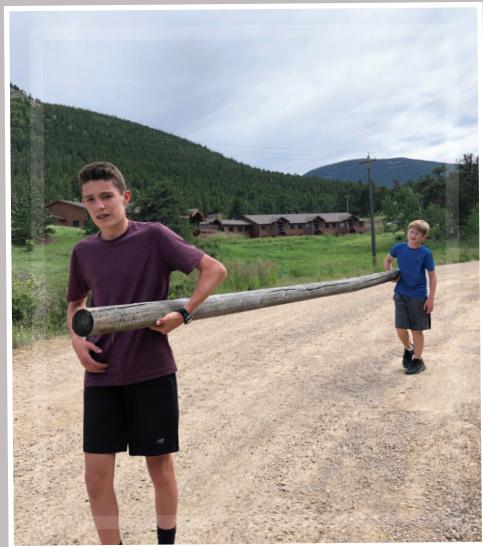


2020 Middler Retreat

"Leap into Faith!"

February 28-March 1, 2020

For Youth in Grades 5-8



Arts Camp for Adults!

October 16-18, 2020

Our fall weekend will feature fused
glass,

Precious Metal Clay and more!

*Arts Camp is a great place for
beginning & experienced artists to try
something new!*



SPRING WORK DAY

May 16, 2020
9:00 a.m. – 1:00 p.m. +

This is a great opportunity for families, youth groups & others who love to help out!

R.S.V. P. to info@highlandscamp.org

+ We will wrap up the day with lunch at 1:00 p.m. and we would love to have you join us!

FALL WORK DAY

September 12, 2020
9:00 a.m. – 1:00 p.m. +

This is a great opportunity for families, youth groups & others who love to help out!

R.S.V. P. to info@highlandscamp.org

+ We will wrap up the day with lunch at 1:00 p.m. and we would love to have you join us!

SEEING IS BELIEVING!

June 19, June 26 and July 10

Join us at 4:00 p.m. on one of these Fridays for a tour and update about Highlands.

At 5:00 p.m. we'll join the Summer Camp Closing Picnic and Celebration.

You'll hear stories from the week, see photos of our Summer Camp in action,
and experience the joy campers feel at the close of camp.



ANNUAL HIGHLANDS CHRISTMAS PARTY & AUCTION

Saturday, December 5th | 1:00 p.m. to 4:00 p.m.

We would love to have your work for our Auction! It is the work of our artisans that make this annual event so successful!

Please let Maria know what you are creating!
It is helpful to have your donation at Highlands by November 24th!



YOUR GENEROSITY HAS MANY BENEFITS . . .

- Congress has made permanent the IRA gifting strategy for those 70-1/2 and older. These IRA owners are allowed to make tax-free charitable contributions of up to \$100,000 directly out of their IRAs. These contributions take the place of Required Minimum Distributions (RMDs), and unlike RMDs, they are not taxable.
- The second attractive giving strategy is the contribution of appreciated stock or real estate. It is possible to get a charitable deduction for the fair market value of the stock without selling the stock and paying the capital gains tax.
- Highlands is also a licensed child care facility in the state of Colorado and your gifts qualify for the Colorado Child Care Tax Credit. **All donors will receive documentation for the Colorado Child Care Tax credit to be filed with your state tax return.**

If you are considering one of these opportunities to make a donation to the ministry of Highlands, please consult with your tax advisor for details.



GIFTS IN HONOR OR MEMORY OF

In Honor of Barbara Adamson's 100th birthday
In Honor of Delaney Bensler
In Honor of Maria & Hannah Bond
In Honor of Gary Forbes
In Honor of Briannan & Hannah Kapsak
In Honor of the King Grandchildren
In Honor of Leadville, First Presbyterian Church
In Honor of Ruth Lewis birthday
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In Honor of Rayne Randall
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In Memory of Lorraine Bayton

In Memory of Jean Bernath
In Memory of Paula Carlson's son who loved horse camp
In Memory of Phil Cochran
In Memory of Harold Coley
In Memory of Gale Day
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In Memory of Wilma Gillespie's Parents
In Memory of Ray Hauser (Multiple Gifts)
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In Memory of Original Founders of Camp Highlands in 1947, Rev. Glenn House (Akron 1st) and Rev. Francis White (Sterling 1st)
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In Memory of Dave Strom (Multiple Gifts)
In Memory of Diane Wailes

In Memory of Kent Waltermire (Multiple Gifts)
In Memory of Al & Phillis Winzenried



HONOR ROLL OF DONORS

Highlands is deeply grateful to all who generously give to support this ministry! You make a difference in the lives of children, youth, adults, families and congregations! Thank you!

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MT. MEEKER SOCIETY

Members of the Mount Meeker Society are those who have given \$1000 or more annually to Highlands Presbyterian Camp and Retreat Center.

The Mount Meeker Dinner

"Planting Seeds, Nurturing Growth, Grateful for the Fruits!"

Sunday, March 8th, 2020, 4:00 p.m.

Highlands Presbyterian Camp & Retreat Center

All are welcome to join us as we celebrate the generosity of the donors who support the ministry of Highlands! This year we recognize the vision and generosity of
 Calvary Presbyterian Church and Bruce Jones

R.S.V.P. info@highlandscamp.org. We would love to have you there!

Join us on the Sunday we "spring forward" . . . we promise you'll be headed down the mountain before dark!

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The Hollars Society recognizes those individuals who share the philanthropic spirit of Highlands' founder, Reverend Andrew Hollars, and who have invested in Highlands' future through planned gifts. You can become a Hollars Society member when you name Highlands in your will, as a beneficiary of a life insurance policy, or as a beneficiary of your retirement plan; or establish a life income arrangement such as: a Charitable gift annuity, Charitable remainder trust, or Charitable lead trust. To notify Highlands of these arrangements, please contact Executive Director, Maria Shupe.

GIFTS IN KIND

Many folks donate "Gifts in Kind" to Highlands. These include all of the beautiful items made for our annual auction and many other items that enrich the ministry of Highlands. We are grateful to all those who support our ministry with the work of their hands, their gifts of time, as well as their financial resources!

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 Bob & Shirley Briggs
 Camp for Change
 Barbara & Loren Donaldson
 Ft. Collins, Vineyard Church of the Rockies
 Marty Jewell
 Don & Ruth Lewis
 Kathleen M. McGannon
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Annely & Geoff Noble
 Quilters Stash
 Shelly Riester
 Janie Rogakis
 Thom Shafer
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 Sue Spencer
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If you would like less mail, please email info@highlandscamp.org or call 303-747-2888 to request a consolidated giving statement at the end of the year instead of individual gift receipts throughout the year.

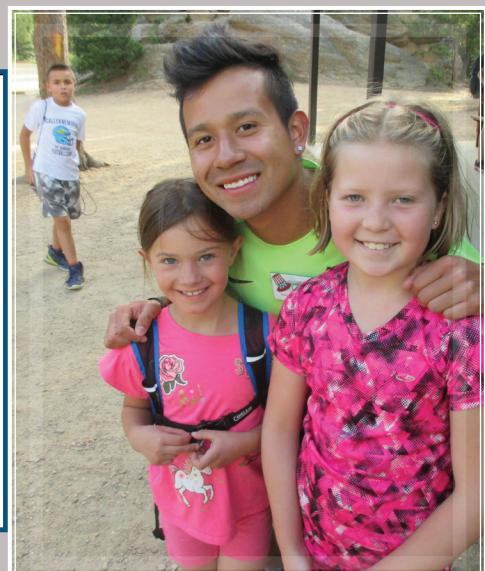
Highlands is now a part of the Amazon Smile and iGive programs.

Turn your online shopping into support for Highlands!

www.highlandscamp.org

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MISSION

*The mission of Highlands is
to provide gracious hospitality and quality Christian programs
in a majestic mountain setting
and to nurture spiritual renewal and transformation
in a safe and inclusive environment.*

*For more information about
Highlands Presbyterian Camp &
Retreat Center
Contact 303-747-2888*

info@highlandscamp.org ◆ www.highlandscamp.org