

# 2018 Annual Report

## Heritage Presbyterian Church



HERITAGE PRESBYTERIAN CHURCH  
c/o Tudor Oaks Retirement Community  
577 W12929 McShane Drive  
Muskego, WI 53150

Our mission at Heritage Church  
is to be a vigorous Christian Community  
which lovingly extends the ministry of  
Jesus Christ into the world around us,  
while honoring all people and  
nurturing our own relationship with God.

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# Heritage Presbyterian Church Muskego, Wisconsin

## Staff and Officers

## 2018

Pastor	Stated Supply Rev. Michelle Henrichs
Clerk of Session	Glenn Sheridan
Director of Music	Connie Fellows
Church Accompanist	Heidi Surprenant
Youth Music Leader	Connie Fellows – as required
Choir/Ensemble Director	Connie Fellows* *assisted by Andrew Pforr as required
Spiritual Growth	Barbara Pforr Roxanne Lawrence Connie Fellows Brandy Bohman
Treasurer	Susan Fellows
Financial Recording	Ogden & Company, monthly stipend
Church Secretary	Heidi Surprenant
Elders	Janet Ahrens, Brandy Bohman, Connie Fellows, Judi Fellows, Jeanne Musolf, Barbara Pforr, Steve Seeker, Glenn Sheridan and Jan Tesch
Session Councils	Mission, Operations, Spiritual Growth, and Worship Note: Connections was discontinued
Deacons	Geri Chesner, Kathy Kozicki, Louise Osborn, Sara Pforr, Jineen Sheridan and Deb Soderland

## Statistical Report

Total active membership as of 12/31/18:	77
Additions to the roll in 2018:	
Letter of transfer	0
Confirmed/joined	0
Removals from the roll in 2018:	
Inactive (1), confirming letter was sent	6
Deaths (2), Margaret Carnahan and George Michel	
Voluntary removals (3)	
Baptisms:	0
CE Enrollment - inactive	
Congregational meetings:	2
Stated session meetings:	10
Special session meetings:	1
Communion celebrated and served during worship:	*15
*Actual number higher with shelter services considered.	
Average attendance at Heritage/Tudor Oaks worship:	*45
*(28) Heritage Church members; (17) Tudor Oaks residents	
(62%)	(38%)

NOTE: Attendance reflects only services held at Tudor Oaks as recorded.  
Actual numbers higher if shelter services off premises are included.

## Pastor's Letter

You will know that I am in the midst of Israel,  
and that I am the LORD your God—  
no other exists;  
never again will my people  
be put to shame.

After that I will pour out my spirit upon everyone;  
your sons and your daughters  
will prophesy,  
your old men and women will dream dreams,  
and your young people will see visions. – Joel 2:27-28 (CEB)

This passage from the prophet Joel is a Pentecost reading (Pentecost holding a dearer place in my heart since it is the day we first worshipped together at Tudor Oaks). These verses of God's faithfulness after a period of struggle by God's people. Here, God promises not just to be present but to bathe the people in God's own Spirit. It will not just be a chosen few who prophesy to the Living God, but all people, young and old.

In 2018, we have continued to discern God's will for Heritage. The Elders continue to gather to reflect on God's Word and seek God's wisdom in leading our congregation. The Deacons continue to serve and love the people. The musicians continue to play and sing and lead congregation in worship. The Word continues to be proclaimed and the Sacraments celebrated.

As a congregation, we have worshipped, fellowshiped, and served with one another. For six Sundays, we held multiple worship services: one here at Tudor Oaks for the residents while leading another at one of our sister congregations to proclaim the Good News and the good work of Ezekiel CDC. We have served meals and eaten alongside the homeless while also helping to provide furniture and other necessities to the recently homeless. We have provided emergency funds those facing eviction or trying to escape from violence.

Certainly, God's Spirit has been active in us and among us this year. In response, we have carried God's Spirit with us in worship and mission. And in the process, our lives continue to be transformed as well.

As you read this Annual Report, may God's goodness overwhelm you and may we give thanks for all that God has done and continues to do in our presence.

In gratitude and joy,

Pastor Michelle

## Worship Council

Wonderful experiences came to us through worship this year. Hopefully meaningful encounters with God were experienced by many people. The variety of offerings included the Shelter Services, the six-week series on different ways to worship, evening services for wholeness, joint services with the “Fab Four” for special observances, the summer series on David, welcoming a new Advent Wreath made from a branch from the old oak tree, “Bring Your Grandchild to Worship” Sundays, accordion/polka Sundays, ordaining and installing elders and deacons, and an expanding ministry of welcoming Tudor Oaks residents.

The first service of the year celebrated The Lord’s Supper and the Ordination and Installation of Officers.

Shelter Services were presented at Tudor Oaks, Faith Springs (Pewaukee), Faith (Franklin), Good Shepherd Trinity (Milwaukee), Presbytery Meeting at Crossroads (Mequon), Forest Park (New Berlin) and Southminster (Waukesha). The mission focus was for the Ezekiel Hope Project which restores houses in the inner city while training workers, some of them inmates, for new and good-paying employment. The generosity of Heritage folk provided over \$10,000 toward this project and \$10,000 was used as a matching “grant” for funds collected at the services. These funds were used to purchase tool kits for workers and welcome baskets for those becoming first-time homeowners. The marvelous talents we have been blessed with here at Heritage were such a gift for this to be so meaningful. So many people gave of their time and talents to write the liturgy, plan the service, pick the music, haul items, set-up, organize and play and sing and read. It was wonderful to get to know more of our fellow Presbyterians and to share worship and mission with them.

While many Heritage folk were at other congregations for the Shelter Services, services were still held at Tudor Oaks for some Heritage folk and the Tudor Oaks residents. Thanks to Paul Ahrens who arranged for pulpit supply for each of these Sundays and was the liturgist and coordinator for the service. Kathy Buehler and Roxanne Lawrence always served as ushers and set-up and take-down people – many thanks to them. It is good to note that this mission of providing worship is possible through the faithful giving of all of us. Since Heidi was at the Shelter Service and Michelle was often there too, pulpit supply was provided at Heritage at Tudor Oaks and a supply accompanist was provided at both Bethel Lutheran Church (where Heidi also serves) and at Heritage. This was part of Worship Council’s budget and was about \$390 per Sunday.

The opening of Lent with Ash Wednesday was at Forest Park Church. Lent was observed with the theme “Living Like You’re Dying” and former Advent candles were lit for each of the Sundays in Lent, with one less candle lit each week. Palm Sunday was the first “Bring Your Grandchild to Worship” Sunday. Several children came and enjoyed a choose-your-own-adventure story written by Michelle. A palm parade wove through the sanctuary and out into the hall. Maundy Thursday was held by the Fab Four at Heritage. A meaningful service around tables was held. Connie conducted a combined choir. It was wonderful to welcome more people than anticipated to this service.

**Worship Council** (continued)

Easter was a glorious service with lovely flowers arranged by Donna Seeker, brass players, special music by the choir, and seven white pillar candles on the communion table. These candles were lit throughout Eastertide and many were past Christ Candles. They were to bear witness to the new light we have in Christ, hoping that this light would become a part of our daily lives. As part of Eastertide, we had our first Accordion Service. Judi Fellows, Andrew Pforr, and Connie Fellows were our accordion players. Michelle wrote new words to the Pennsylvania and Beer Barrel polkas. There was even dancing in the aisles. God and the people had a wonderful time at worship. We did cancel worship on April 15 – weather was not good for traveling.

Pentecost, also the second anniversary of worshiping at Tudor Oaks, was another “double header” Sunday with the Shelter Service and worship at Tudor Oaks led by Erin Hittle.

Ordinary Time was anything but ordinary at Heritage. We recognized graduates and sent them with our prayers and best wishes. We enjoyed a summer series about David becoming King of Israel and had a chance to get to know Tudor Oaks residents better. Then in September it was Kick-Off Sunday complete with foam footballs and a tasty cookout prepared by Andy and Sara Pforr. We presented the Shelter Service on Sept 30. In the meantime, Worship Council was reading the book “What’s Your God Language?” by Dr. Myra Perrine. This book suggests that there are different ways we connect to God. Many of us have a preferred way but can enjoy many ways. Worship was based on these ways to experience and approach God for the six weeks before a Congregational Conversation on November 4. We explored the Intellectualist and the Enthusiast on Sept. 16 with insights into symbols of our faith; the Naturalist on Sept. 23 with green plants added to our worship space and many beautiful nature photos and videos used throughout worship; the Sensate on Oct. 7 with baking bread for World Communion, incense, and Accordion music and dancing, the Traditionalist on Oct. 14 with processions and very traditional hymns; the Caregiver and the Contemplative on Oct. 21 with a moving message by Megan Wroblewski and a time of Lectio Divina; the Ascetic on Oct. 28 with much silence in the service, the Activist on Nov. 4 with guest pastor Joe Ellwanger delivering the morning message. Then over lunch, the congregation participated in a wonderful conversation about the various types of worship and what we had learned. It was a Shelter Service Sunday on Nov. 11. Stewardship Sunday was Nov. 18 and various members spoke about their faith and ministry leadership. It was a moving and meaningful service and became so long that Michelle did not give her sermon that day but shared it in the Highlights. The end of Ordinary Time culminated with Christ the King Sunday led by Brandy Bohman and Dale Pforr using a message written by Rev. Marty Coons.

Advent saw us using our new Advent Wreath made from the oak tree branch and “Bring Your Grandchild to Worship” on the third Sunday of Advent. Wonderful music and meaningful preparation were ours as we awaited celebrating the birth of Jesus on Christmas Eve. Christmas Eve was lovely with instrumental music greeting worshipers in the lobby area of Tudor Oaks. Instrumental pieces enriched much of the service. It was such a joy to welcome back the college students and young adults who swelled the choir and enriched our lives. We hope to carry the light of Christ with us through the whole year.

**Worship Council** (continued)

This a narrative of some of what happened in 2018 in worship. It cannot capture all the energy, imagination, intelligence and love that was with us each Sunday. Grateful appreciation is extended to so many people: Michelle Henrichs who plans and writes and brings such creativity to worship; Connie Fellows who makes music fill worship by a wave of her hand and attention to countless details and planning and finding musicians who share their skills; Heidi Surprenant who week after week gives us beautiful music that feeds our souls and marked her 30th anniversary as our Organist/Pianist; Andrew Pforr who arranges music, accompanies many songs and manages the A/V equipment so we can all see and hear better; Ron Kohler and Sam Henrichs who help with set-up and take-down to make our space more inviting, ALL the musicians who sing and play and bring extra meaning to worship; all those who usher and transport Tudor Oaks worshipers, move chairs, wrangle walkers and wheelchairs and make all welcome; to communion preparers; and the Worship Council Members who plan and study and pray and help this all happen.

Paul Ahrens, Brandy Bohman, Connie Fellows, Michelle Henrichs, Dale Pforr, and Heidi Surprenant

Respectfully Submitted with Great Thanksgiving to God for All Who Make Worship Happen,  
Janet Ahrens

# Deacons

## Deacons' 2018 Annual Report

Active Deacons for 2018 were Jineen Sheridan, Kathy Kozicki, Sara Pforr, Louise Osborn, Geri Chesner, and Debra Soderland. Geri Chesner and Debra Soderland have finished their terms as Deacons. Thank you for your service. Kathy Buehler has been nominated as a Deacon for the year 2019. Ordination will take place in January 2019.

Deacons prepared and served communion for the traditional dates during 2018.

Communion dates for 2019 have been set for: 1/6, 2/3, 3/3, 3/6 (Ash Wednesday), 4/7, 4/18 (Maundy Thursday), 4/21 (Easter), 5/5, 6/2, 7/7, 8/4, 9/1, 10/6, 11/3, 12/1, and 12/24 (Christmas Eve). In addition, each Sunday in Lent.

The Deacon Tree was updated and placed on the movable white board.

Deacons planned a luncheon for a congregational meeting on February 3.

Deacons Gigi Sheridan and Kathy Kozicki prepared and served a meal for Divine Intervention guests at Tippecanoe Presbyterian Church on February 12. Deacon Geri Chesner prepared and served a meal on February 19.

Deacon Kathy Kozicki prepared and delivered lunches to "Larry Under the Bridge" on March 12, and March 19. Deacon Gigi Sheridan prepared and delivered lunches on March 26.

Deacons prepared a "Sweet Treat Buffet" on Easter before worship for about 35 guests.

Deacons helped the families at the Memorial Services of Fred Christiansen and George Michel.

Kathy Kozicki continues the card ministry for members and friends of Heritage Church.

Deacon Sara Pforr organized and prepared a picnic lunch on the patio at Tudor Oaks for "Rally Day" in September.

Deacons shopped for, packed and shipped 13 "Care Packages" to college students during exam week.

Deacons remain very active greeting, ushering, and counting during regular worship services. They also help transfer Tudor Oaks guests to and from worship on a regular basis from the health center and memory care.

Respectfully submitted,  
Jineen Sheridan, moderator

## Nominating

The nominating committee for 2018 consisted of Glenn Sheridan, Jean Ripple, Gigi Sheridan and Judi Fellows, chair.

The nominating committee met September through November, 2018. We completed our due diligence by meeting with several members and had informative and valuable discussions about their interests in fulfilling the open officer positions. We were pleased to announce at the December 2, 2018 Congregational Meeting that we have a full slate for 2019.

The following were elected by the congregation for one-year terms:

Ruling elders: Jane Arloszynski, Sam Henrichs, and Glenn Sheridan

Deacon: Kathy Buehler

Respectfully submitted,  
Judi Fellows

## Spiritual Growth

The Spiritual Growth Council: Brandy Bohman, Roxanne Lawrence, Connie Fellows, Barbara Pforr, Pastor Michelle Henrichs

### Church School:

As decided mutually with parents, students and council, classes for our youth were discontinued at 9:00 a.m. in September 2018. Instead, mission experiences for the students would be provided and the youth would also be encouraged to assist with activities that involved greeting worshipers, setting the TO space for worship, welcoming children, etc. Pastor Michelle offered a change in curriculum that aligned with the mission of Heritage. Her suggestion was "Stewardship and Mission" which would coincide with Heritage's focus and discernment for the congregation of Heritage. Unfortunately, there were no students in the fall of 2018.

### Adult Study:

Upon popular request, "The Wired Word" continued to meet on Sunday mornings. In December 2018, it was suggested that we move the class from 9:00 a.m. to 11:00 a.m. following Worship beginning January 2019.

### Graduates:

Students graduating from high school included Rosie Wroblewski and Jonah Pforr. They were presented with a card and a coffee mug with the Presbyterian logo on it from our Heritage congregation and friends.

### College Students:

Gift boxes were sent to our college students to give them a perk and encouragement before their exams. Upon receiving them, students expressed their appreciation and thanks.

### Memories:

The beautiful burr oak tree at the Heritage Church building on College Avenue has shaded us with many beautiful memories, but now we have beautiful mementos of the tree in our new location at Tudor Oaks. From a limb or two we have a beautiful wooden cross and a communion set along with oak limbs that will serve as candle holders during the season of Lent. Sincere thanks to David Block's acquaintance, Bob Gorde, who generously shared his time and talents in fashioning the beautiful oak tree items.

The year 2018 was one of settlement and joy! The new visions for Heritage had been launched and they have been fine-tuned. However, Heritage will continue to make adjustments because we know that changes can be both fulfilling and a blessing! Thanks be to God!

Respectfully submitted,  
Barbara Pforr,  
Spiritual Growth Council, Chairperson

# Music

## Heritage Music Annual Report, 2018

*I will sing to the Lord as long as I live;  
I will sing praise to my God while I have being.*

*Psalm 104:33*

And boy, has our choir been singing God's praises this year! Thanks to all of our choir members for continuing to share their musical talents, energy and praise with us on Sunday mornings. Throughout the school year, the choir sings about 3 out of 4 Sundays each month, rehearsing before church at about 9:25, as well as a few extra Saturday practices. Thanks also to the choir members for the leadership role that they play in our Shelter Services, as we travel and join together with other area choirs.

Throughout the year, the various musical ensembles have contributed to the weekly Sunday services and many of the special services held at Heritage as well. Lent highlighted the contemplative Taizé service music, with strings, woodwinds and percussion. Our Polka Sunday featured Judi Fellows and Co. on accordions and even some dancing! Thanks to those who played or sang a solo on Sundays when there was no choir. World Communion Sunday featured music from all over the world with more styles, instruments and percussion to saturate your senses. Christmas Eve was a delight as all of our talented young adults returned to share their instrumental and vocal talents with us.

Music plays a big role in the Shelter Services, too. Thanks to everyone who helped with the singing and the instrumental parts of those services. Who knew that an air compressor is actually a musical instrument? We couldn't have done it without "The Band!"

Special thanks to Heidi Surprenant for her outstanding piano playing and help in choosing and preparing the music for Sunday. Thanks to Dale Pforr for his musical arrangements and guidance. And thanks to Andy Pforr for all of his help with guitar, music arrangements and sound systems everywhere!

Thanks also to our congregation, the first choir, for joining us as we sing to the Lord! Your energy and appreciation mean so much! We all look forward to continuing the music program at Heritage with new music to discover and present as an offering to God.

Musically yours,  
Connie Fellows  
Director of Music

# Mission Council

## Mission Annual Report 2018

Members include: Jan Tesch, moderator, Connie Fellows, Sue Fellows, Jean Ripple, Jeanne Musolf, Glenn Kozicki, Jane Arloszynski, and Meaghan Wroblewski.

Mission council has had an incredible year! It has become the busiest and largest council in the church. Thanks and Glory to God!

Our council purpose is:

To Discern how Heritage can be Christ's presence in the world!

We developed criteria for choosing to support an organization or group as a Mission Project. We used our name, "HERITAGE" as a guide.

**Hands On** - Organization gives congregants opportunities for involvement in ministry.

**Evangelism** - Allows members to evangelize through our actions and examples, giving us the opportunity of involvement in the mission project.

**Reliability** - Organization meets mutually understood plan of action.

**Informed** - and properly researches mission project.

**Teamwork** - Organization will collaborate to fulfill the energy of congregation

**Accountability** - Organization has a defined plan of responsibility for carrying out each aspect of the project.

**God's work in the world** is supported through the organization.

Enables a service for the least of those among us

With that criteria in mind, we have developed ongoing relationships with our mission partners at Ezekiel Hope, Civitas, The Women's Center, and Divine Intervention including the summer ASLC Camp, and Common Ground. We met at least once a month, and a few of us met with our partners between meetings of the Council.

Heritage and its members prepared and served at least 4 evening meals for Divine Intervention SOS meals and 4 Mondays for Larry Under the Bridge lunches.

Since 2017 Heritage has been deeply involved with Project Home Divine Intervention, donating, gathering, storing and delivering home goods and furniture. We have coordinated deliveries to 38 households - mostly recently placed homeless people and completed 77 pickups in order to gather goods - logging over 3,300 miles in the effort. In 2018, the Heritage Mission Council allocated 2 units for storing items and paid for 5 truck rentals. This ministry has recently been expanded, providing furniture to an Ezekiel homeowner, and we are open to expanding to other organizations in need. We are in the process of developing a laundry ministry for the homeless with Project DI as well.

**Mission Council** (continued)

Through our connection to Civitas Law Firm, we were able to provide financial support for one of their client families impacted by deportation of the bread winner in the family. A small but important stance we took helped a few of those impacted by our country's immigration policies. Money going to the operational expenses at Civitas helps those who cannot pay for legal services.

We are excited to announce that we will be supporting each of the Presbyterian Offerings of \$125 each. We have also decided to make 3-year commitments of support next year for The Women's Center and Project DI programs.

Our talented members at Heritage helped put together another service for SHELTER, raising money for our Shelter Project Ezekiel. We led our Shelter Service seven times, raising over \$10,000! We were even invited to do the Worship service at the Presbytery meeting as well. A highlight of our Ezekiel Project Hope Mission project was that Richard, the man in our video, was able to move into and take ownership through a land contract of one of the homes that he was helping to fix up! Heritage also helped him to move in with one of our Welcome Home Baskets, as well as a stove and refrigerator! What a wonderful story! The home that Heritage helped to clean up the yard one day in June was also sold and the new owners were incredibly grateful for the Welcome Home Basket!

In December we were able to generously donate to The Women's Center for many Thanksgiving Dinners and to Project DI for the basic needs of their overnight shelter, in addition to our annual contributions. When the Women's Shelter needed money for Trac Phones and calling cards because the phone company had stopped that donation program, we were able to help. When a family of five needed temporary housing while waiting for their apartment to be ready, so they would not need to be homeless for a few nights, we were able to help! The two families that Heritage sponsored through Waukesha County were ecstatic over the wonderful and generous Christmas gifts and gift cards that they received this year for Christmas.

What an incredible year for Mission at Heritage doing the work of the Spirit and serving our community by being the hands and feet of Christ!

Respectfully, Jan Tesch, Moderator  
and members of the Mission Council

# Operations

## 2018 Annual Report - Operations Council

Members are: Sue Fellows, Steve Seeker, Glenn Sheridan, Glenn Kozicki, Pastor Michelle.

### 2018 Financial Highlights

Regular Offering Income was \$65,298 which was \$13,998 over budget. Per Capita income was \$1,894. Total offering was \$67,683. This figure includes miscellaneous income items such as memorials. In addition, when considering designated giving by Heritage members and other congregations for the shelter service, total inflows were \$79,648.

Expenses were \$108,169 compared to \$111,914 budget. Major Expense categories were:

Personnel \$65,959

Mission \$20,164

Per Capita \$2,890

Worship \$6,961 (including \$5,960 for pulpit, pianist, and music director supply)

Tudor Oaks Rent \$2,960

Operations \$2,390 including \$539 insurance

Office Expense \$4,927

For the year, we budgeted a \$58,389 deficit and ended up with \$40,486.

Considering land contract interest \$24,558 and miscellaneous items, our net deficit was \$19,009.

Our Total Outreach giving for the year was \$32,878. This grand total includes Mission Projects, General Mission to Presbytery, Denominational offerings (Joy, Peace, OGHs, Pentecost) and designated gifts by members and collections for Ezekiel and The Women's Center.

### Financial Assets

Total financial assets at year-end were \$1,030,142. This consisted of:

Checking \$40,466

Morgan Stanley \$591,039

Land Contract Principal \$398,637

The Endowment Fund principal at year end was \$581,024. The principal amount of the land contract (\$398,637) will be added to the Endowment fund on an annual basis when received.

Loss on the Morgan Stanley account was \$54,893 (-8.52% return). This result essentially offsets the prior year investment earnings (\$51,022).

### Stewardship Campaign

The annual Stewardship campaign resulted in 19 pledges for a total of \$48,092. The pledges were dedicated at a Stewardship Sunday service which included testimonials from ten individuals.

**2019 Budget** A budget was developed and was approved by Session which projects a deficit of \$71,551. This includes income of \$62,758 and expenses of \$134,309. The budget assumes that we stay in Tudor Oaks throughout 2019 and does not include land contract principal or investment results. When anticipated land contract interest (\$23,355) is added, the budgeted deficit is \$48,195.

**Operations** (continued)

The budget includes \$75,838 in personnel expenses and \$35,000 in Mission projects.

**Property Sale** Living Waters Christian Church paid \$19,492 in principal and \$24,558 in interest (6%) on the land contract. Principal at the end of the year was \$398,637 which is scheduled to be paid off in January 2022 in a \$330,639 balloon payment.

The balance of the escrow for the sewer connection to church and manse was released. This was the final obligation in the sale of the property to MSP Real Estate/Heritage Senior Living.

**Tudor Oaks** A contract extension was signed with Tudor Oaks which extends through April 30, 2019. This included addition of a storage area in the Dogwood wing for our file cabinets, choir robes and other equipment formerly stored in the storage areas connected to the Olivewood Theatre. Annual rent remains at \$2,920.

**Investment Management** In April 2017, the Muller Group of Morgan Stanley (MS) was assigned responsibility for managing our investment accounts, which primarily consists of the Endowment Fund. The Scottrade account was closed, and proceeds transferred to MS. We revised our agreement with MS in 2018 to include target investment allocations of 60% equities, 30% fixed income and 10% other; and revised the agreement to clarify the requirements for two signatures for any withdrawal from the account.

**Mission Support** We developed a proposal to budget Mission Project spending of \$120,000 over a 3-year period, beginning with \$35,000 in 2019. This is separate from per capita, Presbytery designated mission, denominational offerings and money collected from our members and other congregations from Shelter projects. Session approved the proposal and the initial \$35,000 is included in 2019 budget.

A proposal to lend \$125,000 to Ezekiel was developed and approved by Session and Ezekiel BoD. This proposal expired at the end of 2018. A Temporary Restricted Fund (TRF) was established in the amount of \$10,266.90 which is designated for Ezekiel in 2019. This is from unspent donations from 2018.

**Personnel** 2019 contract for Pastor Michelle was developed and was approved by Session. This includes bringing her contract up to the new Presbytery minimums for pension, continuing education, professional expenditures and other items. It also includes additional Sundays where Michelle will assist in the service without preparing a sermon, in addition to the regular number of Sundays. Heidi's hours for secretary and accompanist were revised in 2018 and continue in 2019.

The weekly stipend for music director, pulpit supply and accompanist supply were developed and were approved by Session.

Sue Fellows agreed to continue as Heritage Treasurer and was re-elected by Session in January 2019.

**Operations** (continued)**Other**

Storage An additional storage unit was obtained for storing items for Divine Intervention.

Financial Procedure Review Rob Wilson, friend of Heritage, and Laurie Sather of Apostles conducted a review of our 2017 financials.

Insurance Acuity continues to provide our rental insurance, which includes a \$1,000,000/\$3,000,000 liability. Annual premium is \$539.

Stained Glass Glenn Sheridan completed the project to frame our small stain glass windows and will make a proposal to Session and TO to display them.

Heritage Presbyterian Church	2018			2016	2017	2019
	Actual	Budget	Variance	Final Actual	Final Actual	Proposed Budget
Offering Income	67,192	52,805	14,387	79,763	58,511	61,938
Other - Church Use			-	490		-
Other Income - Manse			-	9,000		-
Other	491		491	7,504		820
<b>Total Income</b>	<b>67,683</b>	<b>52,805</b>	<b>14,878</b>	<b>96,757</b>	<b>58,511</b>	<b>62,758</b>
Denominational Expense	3,640	3,640	-	3,960	2,730	4,654
Worship - Supply Expense	5,960	5,280	680	2,000	2,510	3,200
Worship	1,000	1,800	(800)	1,126	2,137	3,612
Mission	20,164	21,262	(1,098)	4,339	7,097	35,000
Spiritual Growth	336	430	(94)	254	130	280
Connections	102	550	(448)	578	414	
Deacons	731	730	1	272	686	960
Payroll	65,959	66,973	(1,014)	55,016	60,939	75,838
Operations - Session / Corporate	2,390	2,459	(69)	12,081	1,978	2,405
Operations - B&G / TO	2,960	2,960	-	26,027	3,931	2,960
Operations - Administrative	4,927	5,110	(183)	4,374	4,149	5,400
<b>Total Expense</b>	<b>108,169</b>	<b>111,194</b>	<b>(3,025)</b>	<b>110,027</b>	<b>86,701</b>	<b>134,309</b>
<b>Net Deficit</b>	<b>(40,486)</b>	<b>(58,389)</b>	<b>17,903</b>	<b>(13,270)</b>	<b>(28,190)</b>	<b>(71,551)</b>
Interest Income - Land Contract	24,558	24,558	-	-	23,507	23,356
Investment Income	(3,081)		(3,081)	-		
Water/Sewer Hook-up			-	21,000		
Bequest						
<b>Pro Forma Net Deficit</b>	<b>(19,009)</b>	<b>(33,831)</b>	<b>14,822</b>	<b>7,730</b>	<b>(4,683)</b>	<b>(48,195)</b>

<b>Heritage Presbyterian Church</b>	<b>12/31/2018</b>	<b>12/31/2017</b>
	<i>Final</i>	<i>Final</i>
Cash and Equivalents	\$ 40,466	\$ 89,287
Escrowed Cash		77,274
<b>Current Assets</b>	<b>40,466</b>	<b>166,561</b>
Invested Assets	591,039	583,710
Land Contract	398,637	418,129
Fixed Assets		
<b>Total Assets</b>	<b>\$ 1,030,142</b>	<b>\$ 1,168,400</b>
Current Liabilities	\$ 689	\$ 2,932
Endowment Fund	581,024	543,542
Temporary Restricted Funds (Ezekiel)	10,267	10,000
General Fund / Retained Earnings	438,162	611,926
<b>Total Liabilities and Fund Balance</b>	<b>\$ 1,030,142</b>	<b>\$ 1,168,400</b>