

2019 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

HERITAGE PRESBYTERIAN CHURCH

Staff and Officers

2019

Pastor	Rev. Michelle Henrichs
Clerk of Session	Glenn Sheridan
Director of Music	Connie Fellows
Accompanist	Heidi Surprenant
Choir/Ensemble Director	Connie Fellows* *assisted by Andrew Pforr as required
Treasurer	Susan Fellows
Financial Recording	Ogden & Company, monthly stipend
Church Secretary	Heidi Surprenant
Elders	Janet Ahrens, Jane Arloszynski, Brandy Bohman, Connie Fellows, Judi Fellows, Sam Henrichs, Jeanne Musolf, Steve Seeker and Glenn Sheridan
Session Councils	Mission, Operations, and Worship
Deacons	Kathy Buehler, Kathy Kozicki, Louise Osborn, Sara Pforr and Jineen Sheridan

Statistical Report

Total active membership as of 12/31/19:	75
Additions to the roll in 2019:	
Letter of transfer	1
Confirmed/joined	
Removals from the roll in 2019:	3
Inactive (2), confirming letter was sent	
Deaths (1), Gerald Zebrick	
Baptisms:	0
CE Enrollment - inactive	
Congregational meetings:	2
Stated session meetings:	9
Special session meetings:	0
Communion celebrated and served during worship:	*21
*Includes three Shelter Services	
Average attendance at Heritage/Tudor Oaks worship:	*49

Our congregation is a blended community consisting of legacy Heritage members (24) and those who reside at Tudor Oaks (25).

*Attendance does not include services at Tudor Oaks when Heritage is on the road with the Shelter Service, but does not reflect attendance at the Shelter Service.

Pastor's Letter

Love should be shown without pretending. Hate evil and hold on to what is good. Love each other like the members of your family. Be the best at showing honor to each other. Don't hesitate to be enthusiastic – be on fire in the Spirit as you serve the Lord! Be happy in your hope, stand your ground when you're in trouble, and devote yourselves to prayer. Contribute to the needs of God's people, and welcome strangers into your home.

– Romans 12:9-13 (CEB)

In his letter to the Romans, Paul wrote to a divided church struggling to be faithful in a world that valued money and fame over the good of all. Heritage is not a divided church, but we know that the larger Church grows more divided over partisan politics at the expense of those most in need. This makes our desire to be faithful in the ways of Jesus even more essential than it has been in the past.

As I read this Annual Report, I see many ways we nurture our faith and act faithfully.

We worship with energy and creativity. Certainly some weeks look “normal” but the act of gathering in the presence of God to offer our praise and build one another up is an act of resistance every time. It requires that we show up and take a stand for what's important. Our blended worshipping community reflects our belief that all are welcomed by Jesus. Whether a legacy Heritage member or a resident of Tudor Oaks who has become a part of us, we find our common identity in Christ.

From the presence of God, we go out into the world in the form of meals, Shelter Services, welcome home baskets, gathered goods needed by our mission partners, and intentional financial generosity. We may not be knocking on doors asking people if they know Jesus, but we are out in the world showing that *we* know Jesus. And we pray that in our care for the physical and emotional needs of others, we might bear Jesus to them.

Our faithful actions are also seen in the report from the Operations Council. Despite the endowment established from the sale of our property, as a community of faith we have committed to not simply being good stewards of these funds. We have also been steadfast in our offerings, which have increased each of the last two years. We are not content to idly sit by and let the endowment do our work. We continue to give generously to the work of the church. Even more so, we decided two years ago that our purpose was to join God in what God was doing in us and around us right now rather than focus on keeping Heritage alive forever. We continue give sacrificially to our mission partners, boldly accepting our mortality and living as Christ.

I am honored to be on this journey with you. As we reflect on 2019, I look forward to where we go next as we continue to follow Jesus into the world. May we continue to love without pretending, hold on to what is good, be on fire with the Spirit, live in hope, and care for the needs of friend and stranger alike.

In Christ,

Pastor Michelle

Worship Council

Worship Council Annual Report 2019

With the wonderful joy of the Christmas Eve service still lingering in the air, it is really tempting to start this report at the end of the year and work backwards. But tradition has a strong influence, so after Advent and Christmas reflections, worship for the rest of the year will be chronological.

Advent begins the church year and what a reflective and meaningful time it was. The group who went to the Worship and Music Conference at Montreat came home excited about the worship themes and music presented at the conference. Connie Fellows suggested we base our Advent worship on the Advent based liturgy for worship at the conference developed by the Rev. Jenny McDevitt. The main theme was ‘what is peace?’ Six replies to that question were used, one for each Sunday of Advent, Christmas Eve and Epiphany. They were:

Peace is not the absence of chaos;	it is the presence of hope.
Peace is not the absence of evil;	it is the boldness of righteousness.
Peace is not the absence of pain;	it is the compassion of presence.
Peace is not the maintenance of the status quo;	it is the courage to seek justice.
Peace is not the absence of conflict;	it is the embodiment of love.
Peace is not the absence of darkness;	it is the presence of light.

Sara Pforr went to the banner making class at Montreat and had learned how to make banners for these six themes using silk fabric and water based paints. She organized us and taught the skills needed to create our own set of six banners. Thank you to Sara and Andrew for helping us create so much beauty. And thank you to all who created and painted.

Michelle, Connie, Heidi and Andrew adapted the liturgy and music for our worship. Connie worked with the choir to learn the challenging music that added so much to the worship. And she organized the choir to be the liturgists for all the services and musicians to provide extra accompaniments and additions to the hymns and service music. Thank you everyone for all the preparation.

Then there was worship! Michelle was away on the First Sunday of Advent. Mission Council asked Marilyn Stone of Presbyterian Disaster Assistance to share the PDA story with us. PDA’s theme is often “Out of Chaos – Hope” and what was the first Sunday’s theme? (see above). And just to prove how true this theme is – projector malfunctions and fixes were part of the service. Thank you to Brandy Bohman and Andrew Pforr for their fine work. Michelle returned for the next three Sundays of Advent and fed us with thought provoking and encouraging messages. She also prepared and led a beautiful Service of Advent Longing on December 3. We highlighted and dedicated the Joy Offering in Advent.

Christmas Eve was special beyond belief. The music was wonderful and it seemed there was a calmness among all the musicians that helped the service flow beautifully. The Heritage Band played in the main entry before worship and brass, strings and other musicians made memorable music such a part of the service. Michelle dramatically portrayed two characters, the inn keeper’s wife and a shepherd, telling the story of how love was embodied that night so long ago. We sang songs, lit candles and greeted many longtime friends and new guests. It was a service filled with love.

We look forward to Epiphany 2020 for the conclusion of this wondrous series.

Now back to the beginning.

Worship Council (continued)

Epiphany was the first Sunday in 2019. We celebrated the Lord's Supper and dedicated the new worship items made by Bob Gorde from the oak tree branch taken from the old oak tree at the College Ave site. We dedicated, a cross, a cup and bowl, the Advent wreath, two large candelabras and various other pieces to be used to enhance worship. David Block joined us as our connection to Bob the woodworker and the Ribe Water project which helped with our Epiphany to sell our land and buildings and follow God to this new place. Special thanks to Barbara Pforr (and Dale too) for all the care and coordination of this project.

We moved into Ordinary Time with the Ordination and Installation of officers on two Sundays and had a jazz/gospel service on Feb 3. Not sure we should call it ordinary time at Heritage since we were also planning for four new Shelter Services with the Women's Center as our focus. Churches visited were Jerusalem (Wales) Feb 10, Heritage (TO) Feb 24, Crossroads (Mequon) Mar 3, and Vernon (Big Bend) Mar 10. Services were also held at Heritage Tudor Oaks with pulpit supply and our "stay-at-home" corps Brandy Bohman, Paul Ahrens, Ron Kohler, Kathy Buehler, and Roxanne Lawrence. Pulpit supply at Heritage was covered by Fiona Nicolaisen, Ted Anderson and Janet Ahrens.

We entered Lent with the Ash Wednesday service with the Fab 4/5 churches at Faith Presbyterian in Franklin. "Turning toward Jerusalem" was the theme we explored and followed during Lent. The new large "candelabra" branches were used to hold our Lenten candles as we extinguished one each week and celebrated The Lord's Supper each week. Starting this year, Worship was promoting the four Special Offerings of the PC (USA). One Great Hour of Sharing was promoted in Lent. It was the 20th anniversary of a placemat of giving for OGHS. The placemat was re-published for this anniversary. Brandy found a "wheel of fortune" and put some of the items listed on the placemat on the wheel. The wheel was spun each week suggesting what we could count in our household and give to match those numbers. Brandy reported on her household findings each week. Palm Sunday was festive with the Heritage Brass and the traditional palms. The 6th candle was extinguished and we ended on a more somber note as we contemplated the events in Holy Week. Maundy Thursday was observed with the Fab 4 group at Forest Park Church in New Berlin. We were invited to attend the Tudor Oaks Good Friday observance.

Easter Sunday started with sweet treats and coffee in the private dining room with worship following. This year the choir did not sing but very special music was a gift to us from Jessica Surprenant. With the congregation's generous donations for flowers, Brandy purchased a beautiful array of potted spring flowers. On Easter and throughout Eastertide seven white candles were lit each Sunday.

The sixth Sunday of Easter was also Memorial Day Weekend and Michelle was away. Brandy and Janet led worship using a meditation written by Michelle in the style of St. Ignatius titled "A Sabbath Walk with Jesus."

Pentecost and the 3rd Anniversary of coming to Tudor Oaks was celebrated. Fiona Nicolaisen was pulpit supply. We also dedicated the Pentecost Special Offering.

As we moved into the long stretch of Ordinary Time until Advent, we recognized our graduates and thanked all who helped make worship happen – musicians, ushers, liturgists, set-up folk, pretty well the entire congregation. We commissioned and sent with prayers our group going to the Worship and Music Conference at Montreat at the end of June. That group led worship after their return on June 30.

Worship Council (continued)

During the summer Michelle did a series focusing on the Minor Prophets.

Kick-off Sunday and Dedication of the newly hung Stained Glass Windows was September 8th. The choir was back. Fiona Nicolaisen was with us and said it was quite a treat to have a full congregation and a choir, since she had been with us for Shelter Service Sundays when most of us were away. The stained glass windows were hung in the Tudor Oaks Green House and were from the life of Christ panels that were in the sanctuary of the College Ave building and designed and made by Marion Grisa. On September 22, Presbyterian International Peacemaker Rev. Lydia Neshangwe was with us and helped lead worship. Rachel Yates, Presbytery Executive, was also worshiped with us that day. October 6th was World Communion Sunday with Brandy's homemade pita bread and the dedication of the Peacemaking and Global Witness Special Offering. The last Sunday of October we welcomed Erin Hittle to the pulpit.

November saw Shelter Services on Nov 10 Southminster (Waukesha) and Nov 17 at Greenfield Ave (West Allis). Services were also held at Tudor Oaks with Rachel Yates and Janet at Heritage. On November 24 we celebrated the Christ the King Sunday. Heritage hosted the Fab 4 Thanksgiving Service on Tuesday, November 26. In November, we also added a paid Worship Assistant. This person helps with set-up, clean-up and ushering duties. We welcomed Abby Savageau to this position.

Worship Council also noted that the Funeral Care Group had completed their work and was dismissed with thanks. (Results of this group's work is now part of Heritage's Manual of Operation.)

That brings us to Advent. (see above)

Well this is the recounting of some of what happened this year in worship. But part way through the year Michelle shared this insight with us. Worship at Heritage is about mission each and every Sunday and each and every member is involved in mission, as we welcome and worship with the residents of Tudor Oaks and their families and friends. Her insight is so true. Worship happens only because of all of us working together to worship God. And so thank you to EVERYONE!

And as we all work together some extra thanks to the following people:

Pastor Michelle for her leadership and superb crafting of worship, Heidi for wonderful music and week after week gluing us altogether with bulletins and everything else, Connie for Shelter Services and as Director of Music making such wonder happen for so many, Glenn and Gigi Sheridan for faithfully ushering and greeting most weeks, all who transported Tudor Oaks folks to worship and back to their units, the faithful corps of liturgists who help lead worship, Ron Kohler for marvelous set-up and take-down help, Andrew Pforr for faithful sound system management, Sam Henrichs for wonderful set-up help and slide projecting, Brandy for beautiful slides and worship leadership when Michelle is away, Paul Ahrens for finding pulpit supply for all those Sundays Michelle is away and proof reading the bulletin every week, to ALL the musicians who give of their time and talent.

Thanks and Praise be to God for each of you and all the glorious worship that has happened every week – sometimes in two places.

Worship Council – Dale Pforr, Connie Fellows, Heidi Surprenant, Rev. Michelle Henrichs, Brandy Bohman, Paul Ahrens and Janet Ahrens.

Respectfully Submitted,
Co-Chairs Brandy Bohman and Janet Ahrens

Deacons

Deacon's 2019 Annual Report

Active Deacons for 2019 were Jineen Sheridan, Kathy Kozicki, Sara Pforr, Kathy Buehler, and Louise Osborn.

Deacons:

*prepared and served communion, greeted and ushered members and guests, and counted and recorded offerings associated with worship. Assisting Tudor Oaks memory care and health care residents to, from, and during worship became a regular mission.

*helped organize luncheons for congregational meetings/luncheons on February 3rd, April 7th, May 5th, August 4th, and December 15th.

*supported our church's missions, by making and serving meals at Divine Intervention, making and delivering lunches to "Larry Under the Bridge," and participating in the Waukesha Women's Center programs.

*organized refreshments for the "Fab Four" communion Thanksgiving service held at Tudor Oaks Olivewood Theater on November 26th.

*ordered celebration cakes for:

Heidi Surprenant's recognition of 30 years of musical service to Heritage church.

The dedication of stained-glass windows from Heritage Church to Tudor Oaks.

Welcoming Bob Feil as a member of our congregation.

*shopped, packed, and shipped "care packages" to eleven of our college students during exam week in December.

*Additionally, Sara Pforr organized and led an activity she learned at Montreat. Volunteers made silk banners for display during worship.

*Kathy Kozicki continued the card ministry for our members.

*Jineen Sheridan established the budget for 2020 with Heritage treasurer.

*Louise Osborn provided constant encouragement to residents of Tudor Oaks to attend Heritage Church's Sunday services.

Respectfully submitted,

Jineen Sheridan, moderator

Nominating

Nominating Annual Report – 2019

The Nominating Council for 2019:

Kathy Kozicki, Sara Pforr, Jineen Sheridan, Pastor Michelle and chair, Judi Fellows.

The Nominating Council met late September through November 2019. We completed our due diligence by meeting with several members and had informative and valuable discussions about their interest and ability to fulfill the open officer positions. We were pleased to announce nominees at the December 15, 2019, Congregational Meeting.

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

Ruling Elder:

Jane Arloszynski

Connie Fellows

Dale Pforr

Deacons:

Kathy Buehler

Kathy Kozicki

Sara Pforr

Jineen Sheridan

We extend our appreciation for the service of those who completed their term/s in 2019:
Janet Ahrens, Sam Henrichs, Steve Seeker and Glenn Sheridan.

Thanks!

Respectfully submitted,
Judi Fellows, Chair

Music and Shelter Service

Heritage Music and Shelter Service Annual Report 2019

Be still and know that I am!

Thanks to Janet and Brandy for covering all of the music activities for the year in the Worship Annual Report! They were very detailed and descriptive. All that needs to be added is a grateful THANK-YOU from me to all of the musicians who shared their time and talents. This includes vocalists and instrumentalists at many Sunday services at Tudor Oaks and Shelter services out in the community. You are awesome and we all appreciate your musicianship and enthusiasm!

The six Heritage Members who were ever so lucky to attend the Montreat Worship and Music retreat this year would like to thank the congregation for their support of this meaningful and beautiful experience. Dale Pforr, Barbara Pforr, Andy Pforr, Sara Pforr, Mike Krofta and Connie Fellows are so appreciative for our days at Montreat where we were given:

Time to catch our breath!

Time to appreciate and contemplate the beauty around us!

Time to really feel God's presence:

Through the music, art and worship in the gorgeous Montreat setting.

Time to hear and participate in amazing music!

We had many moments to feel God in our lives that week and are so thankful for the opportunity!

Shelter Services

We asked at our six 2019 Shelter Services "Do you ever want to make a difference, a real difference?" We all joined together, and with God's help, we really are making a real difference in the lives of so many. Thanks to the generosity of members at all six churches we were able to donate over \$7500 to The Women's Center, Waukesha County's only resource for adults and children affected by domestic violence, sexual assault, child abuse and trafficking. Blessings and thanks to all who participated and shared your time and talents!

And finally, thanks to our congregation, the first choir, for joining us as we sing our praises to God and supporting us in our music making journey!

Musically yours,

Connie Fellows

Director of Music

Mission Council

Mission Council Annual Report

submitted January 21, 2020

Our Mission Council had a very busy year, we were blessed to work with many partners and spread God's love to so many!!!

2019 was a very busy and productive year with Tippecanoe Presbyterian Church and all of the missions they provide to homeless and to children!

This year, and the next two years, we made the financial commitment to donate \$1,500 to the ASLC program Tippe runs in the summer for children. We also encourage our members to volunteer if they can. In addition we donated, and again we committed to this donation for the next two years, \$5,000 to Divine Intervention, a program for the homeless. But besides these two major donations, our mission group, members from our church, and people who aren't members but want to volunteer, have made and served meals for SOS/Divine Intervention and have assembled sandwiches for Larry Under the Bridge. This year two of our mission members helped kick-off the laundry program for Tippe! Throughout the year Tippe/DI will send a request of items needed for the homeless programs - and our members and our out-reach members always step up and donate! This year the need was great so we were able to provide hats, gloves, socks, long underwear sets, sweatpants, toilet paper, soap, razors, paper supplies and more just before the cold weather hit again. Another way we support DI/Tippi is that our very own "Heritage Homes" collects and delivers furniture when someone through Divine Intervention is in need. Not only do Heritage's members give monetarily, a total of just over \$10,000, but we volunteer our time to deliver furniture, cook, serve and some even stay overnight with the people in need.

Our commitment and partnership with Tippe has been a long one and we plan to continue to support and grow this in the future years.

SOS Meals

Heritage and our wonderful volunteers have provided meals and lunches for the homeless that are supported through Divine Intervention at Tippecanoe Presbyterian Church.

Those SOS meals were prepared and served in February 2019 on every Monday.

Our lunch volunteers prepared approximately 20 lunches for each Monday in March for Larry Under The Bridge (LUTB). Some of these were done as part of our church service, and some were done after church on Sunday.

We also prepared and served a couple of meals in July, that travel to neighborhood churches near Tippe.

Many of our members and extended families of members continued to volunteer for extra dates on their own and we give great thanks for all of these volunteers who help support our mission partners.

Mission Council (continued)**Divine Intervention Laundry Ministry**

In 2019, Glenn Kozicki and Jeanne Musolf began piloting a laundry ministry with DI folks and some people from other congregations. Throughout the winter, volunteers took two to five DI guests/week to a near by laundry. Judi Fellows participated also, as well as some from other congregations. The pilot was funded entirely by Heritage's Mission Committee.

After the season was over, and into fall of 2019, a core group met to plan a way to continue to offer the laundry ministry to the 2019-2020 DI guests that would be funded through donations to DI and be available to all DI guests every week. This new season of ministry began again on 12/8/2019, and was organized so that as many of the guests who wanted to go to a laundromat free of charge (to them) could do so.

Providing a means for guests to have clean clothes enhances a person's self-dignity and worth. DI requested donations to this ministry from all participating congregations, and so now, Heritage has been able to step away from providing the funds. Glenn and Jeanne will continue to volunteer into 2020, and ask Heritage's members to consider becoming part of the laundry team. Laundry is currently done on Sunday afternoons. It requires only about a 3 hour commitment and the use of your vehicle to transport guests and laundry. It is a wonderful way to offer fellowship and support to the guests by being present with them, possibly sharing a snack, and participating in a normal life experience with some of God's beloved people.

Heritage Home Delivers

In 2019 we expanded our furniture/home goods ministry under the name Heritage Home Delivers and the outreach to the community has been amazing.

We continue to serve the homeless thru Tippecanoe Church requests and have added the Asian/Middle East refugee community through the International Institute of Wisconsin.

In December, we added homeless clients directly from the housing placement department of Milwaukee County (HHD already did 5 deliveries and more are in the pipeline).

In 2019 there were a total of 71 events for this ministry including 46 pickups and 25 deliveries. This brings our totals for the last 3 years to 190 total events - 126 pickups and 64 deliveries - logging over 5,700 miles.

Almost all donations are through our church members, friends of our members, and some from Tudor Oaks residents. We sincerely thank you for your generosity and for the small but efficient crew that coordinates and executes these events.

We should all be proud of the difference this ministry makes in the lives of so many in our community.

Mission Council (continued)**Civitas**

Civitas Law is a nonprofit firm that offers sliding scale fees (and some pro bono work) to people in their southside community that need family law support or help with immigration or asylum issues. In 2019, they were able to move to a new, sparsely furnished office at 2618 W. Greenfield Avenue in Milwaukee. Civitas now has 3 attorneys that share 2 offices. They have only a part time volunteer receptionist, as their focus is on providing for their clients' needs.

Heritage Mission Committee gave the firm \$3,000 in 2019 which was used to pay attorneys' bar dues, and also covered some pro bono expenses for 2 asylum cases. They continue to make improvements to their organization by enhancing their information technology, and expanding their board who can concentrate on fundraising and bylaw development.

The mission committee plans to continue support to the law firm in 2020 as they work with people to stay in the US with their families - many after escaping domestic abuse, torture and rape in their home countries. For-profit law firms typically do not take on asylum cases because they are time consuming, costly, and drag on for years. Most asylum seekers do not have funds to pay an attorney. All court appearances are in Chicago which adds to the expense. Civitas' lead attorney is seeking out experiences and training to become an expert in this field of law. The Firm's goal is to be able to provide assistance for up to 50 asylum seekers/year.

International Institute of Wisconsin (IIW) became a new mission partner in 2019.

We have networked with IIW on 9 furniture deliveries to refugee families, the congregation received an IIW presentation in May, we have met their CEO and donated \$3,839 to their un-budgeted emergency needs fund.

IIW services refugees, mainly from Asia and the Middle East, by meeting them at the airport, getting them housing, rides to hospitals, teaching financials and English as a Second Language, along with helping them to gain employment and being a resource as they settle in.

A staggering, tragic statistic is 37,000 refugees worldwide are forced to flee their homes daily and a very small percentage ever get to relocate to another country. The good news is 95% of the 300 annual relocated refugees in the Milwaukee area gain self sufficiency.

We can all learn more as about refugees as we are featuring Asian/Middle East refugees in our 2020 traveling Shelter Services.

Ezekiel

Ezekiel Community Development Corporation continues to live into its mission of "Revitalizing Milwaukee Neighborhoods by providing onsite training to minority firms and creating affordable housing." In 2019, this included the sale of 2 homes, one of which sold to a single, minority woman. The sale of a third home fell through but should sell in early 2020. At the end of 2019, Ezekiel had two other homes in progress.

Mission Council (continued)

During the year, Ezekiel does work for Milwaukee County projects. There were two of these projects in 2019. This allows Ezekiel to keep their contractors working and train men from the House of Corrections. The men utilized on the county projects are now working with Ezekiel on the homes they own for additional training and employment.

Ezekiel is also involved in a training project with the Social Development Commission of Milwaukee County. This includes teaching in SDC's classrooms plus on-site training on Ezekiel homes. In addition to providing a revenue stream for Ezekiel, students from the program are often hired by Ezekiel's contractors.

The big news of 2019 was the Amani project. Funded by Northwestern Mutual and the Local Initiatives Support Corporation, this project will rehab 38 homes on the 2900 block of N. 26th Street. The project scope was completed, and initial work began. Ezekiel is the project manager and has also purchased one home on the block. The hope is that this will be a pilot for other block projects in Milwaukee.

In late 2018, Richard moved into his home and Ezekiel finalized a land contract with him in 2019 until he can arrange other financing. The work on the home is complete and Richard has rented the upstairs unit. Heritage continues to support Ezekiel by providing Welcome Home baskets for houses as well as tool kits for new employees. Pastor Michelle serves on the board and will become its Treasurer in 2020.

The Women's Center

We continued to have a strong relationship with The Women's Center. TWC was the focus for Heritage's Shelter Service in 2019. Through the service, Heritage was able to raise awareness of domestic violence issues and secure donations for this organization that does so much in Waukesha county, and beyond. Several of the hosting church's members spoke after our services about the impact that TWC has had on them, either personally, or with family or friends. Domestic Violence was not an easy topic to share in our service, but unfortunately it does speak to many people who were touched by our worship service.

In addition to our annual pledge of \$7500 we contributed an additional \$1620 for various emergency needs at TWC. Heritage also sponsored a partial table at their annual anniversary luncheon and some of our members also attended a series of early morning presentations about the work they are doing in cooperation with various law enforcement agencies.

Tudor Oaks Volunteers

We currently have two active volunteers from Heritage working with the residents- visiting and getting to know them as friends, as well as engaging in some of the activities (various games and concerts) with them.

We also have several people that help residents get to Heritage services from the Health Center and Memory Care wings.

Hoping to expand our possibilities in the new year - working with the new management.

Mission Council (continued)**Wisconsin Council of Churches**

The Wisconsin Council of Churches (WCC) is a network of Christian churches and faith-based organizations committed to working together across our many differences. Exercising holy imagination, they help one another make courageous choices that lead toward peacemaking, social and economic justice for Wisconsin's most vulnerable residents, the vitality of the church, and the well-being of our neighbors. The WCC hosts events and creates resources around its core policy issues.

Consistent with Heritage's focus as a Matthew 25 church, the 2020 WCC policy initiatives are new legislation to reduce systemic causes of poverty and hunger, new legislation to reduce gun violence of all types, support of immigration policies that are just and compassionate, and work in Wisconsin's Native American tribes and communities to dismantle the Doctrine of Discovery.

The WCC is supported by the Presbytery of Milwaukee and Pastor Michelle serves on its board as Secretary.

Summary of 2019 Donations			
The Women's Center		\$15,200.00	direct donations, raised donations, conference
Tippecanoe/Divine Intervention		\$10,115.93	meals, laundry, ASLC, donations, clothing
International Institute of Wisconsin		\$3,839.03	cash and supplies for family
Civitas		\$3,000.00	cash donation
Joy, Peace, OGH, Pentecost		\$1,995.70	donations and mission giving
Wisconsin Council of Churches		\$1,500.00	one time donation
Common Ground		\$800.00	dues

Operations

2019 Annual Report- Operations Council

Members are Sue Fellows, Steve Seeker, Glenn Sheridan, and Pastor Michelle. Glenn Kozicki retired in November with our thanks for serving since 2015.

2019 Financial Highlights

Income was \$68,363, which was \$5,605 over budget and \$679 higher than 2018. This included \$1,334 per capita contributions by our members.

Expenses were \$130,920, compared to \$134,309 budget. This represents a \$22,750 increase over 2018, primarily due to higher Mission and Payroll expense. Major Expense categories were:

Personnel	\$76,305
Mission	\$32,638
Per Capita, Gen Mission	\$ 4,654
Worship	\$ 4,406
Office	\$ 4,436
Congregational life	\$ 2,910
Tudor Oaks rent	\$ 2,960
Session/Corporate	\$ 2,611

In addition, we paid \$2,421 capital expense for a sewer/water meter for the church and manse.

For the year, we budgeted a \$48,196 deficit and ended with \$41,263. This includes consideration of \$23,355 in interest from the land contract but excludes investment income.

Financial Assets

Total financial assets at the end of the year were \$1,075,454. This consisted of:

Checking	\$ 21,217
Morgan Stanley	\$676,294
Land Contract Principal	\$377,943

The funds in the Morgan Stanley account grew by \$85,255 (14.4%).

The principal payments on the land contract received during the year (\$20,694) were added to the Endowment Fund, which was \$601,718 at year end. The balance of the outstanding land contract principal (\$377,943) will be added to the Endowment Fund in the year received.

2020 Budget

A budget was developed and was approved by Session which projects a deficit of \$87,968. This includes income of \$61,710 and \$149,678 in expenses. The budget does not include land contract interest or anticipated investment results. When anticipated land contract interest (\$22,079) is added, the budget deficit is \$65,889. The budget includes \$85,163 in Personnel expenses, \$40,000 in Mission giving and \$4,945 in Denominational expense (Per capita and General Mission).

Property Sale

The Church in Wisconsin, formerly Living Waters, paid \$23,355 in interest and \$20,694 in principal on the land contract. The remaining principal at year end was \$377,943. The loan is scheduled to be paid off in 2022 with a balloon payment of \$330,639. However, the loan can be extended for an additional 5 years.

Operations (continued)

The Church in Wisconsin made improvements to the property in 2019 including parking lot repair and re-sealing, roof replacement, window replacement in the manse, floor replacement in church, perimeter fence, and shed. They were granted permission to expand the sanctuary by utilizing portions of the narthex. This project is expected to be completed in the first quarter of 2020.

We agreed to pay \$2,421 for the addition of a Sewer/Water meter required by the City of Muskego to complete the connection of city sewer facilities for church and manse.

Tudor Oaks

Our contract with Tudor Oaks was extended an additional year (through April 30, 2020). Annual rent remains at \$2,920. Pastor Michelle met with the new Executive Director, Jeanne Piccione, and advised her that we consider Tudor Oaks to be part of our mission and our long-term home.

Investment Management

In April 2017, The Muller Group of Morgan Stanley was assigned responsibility for managing our investment accounts, which primarily consists of the Endowment Fund. The Council met with the Muller Group on four occasions during the year to review our accounts. Our funds are invested in securities with high ESG ratings. Asset allocation is 58% Equities, 38% fixed income, 4% cash/other.

We reviewed and revised our financial policies and included them in the Manual of Operations.

Personnel

Pastor Michelle's contract was developed and approved by Session. We worked with Session to conduct a performance and mutual expectation review. We converted the Accompanist/Secretary position to an employee status with W2 including Social Security withholding. The Worship Helper position was also created, applicant screened and included as an employee for tax purposes. Salary increases for Pastor, Accompanist/Secretary, and Music Director were approved by Session and included in 2020 budget. Sue Fellows agreed to continue to serve as Heritage Treasurer and was re-elected by Session January 2020. We continue to employ Ogden to handle the bookkeeping and payroll for \$75 per month.

Other

Financial Procedure Review Rob and Linda Wilson, CPA's and friends of Heritage, conducted a review of our 2018 financial procedures on May 17, 2019. Results, recommendations and plans for improvement were approved by Session.

Insurance Our insurance policy with Acuity was renewed. We included Southminster and Atonement as additional insured for the purpose of using their facilities for funerals. The annual premium is \$544 which includes the recommended \$1,000,000/\$3,000,000 liability coverage for rental insurance.

Disaster Recovery Plan Glenn S. worked with Presbytery personnel to develop a disaster recovery plan. It is mostly dependent on following Tudor Oaks established policies.

Stained Glass Glenn S. worked with Tudor Oaks to have our framed stain glass panels hung in the Greenhouse.

Lock Boxes The lock box for Olivewood theater was relocated and an additional lockbox was located outside the office area to allow off hours access.

Operations (continued)

Heritage Presbyterian Church	2019		2018		2017		2020	
		<i>Final Actual</i>		<i>Final Actual</i>		<i>Final Actual</i>		<i>Approved Annual Budget</i>
Offering Income	\$	68,043	\$	67,192	\$	58,511	\$	61,350
Other		320		492				360
Total Income		68,363		67,684		58,511		61,710
Denominational Expense (per capita/mission)	\$	4,654		3,640		2,730		4,945
Worship - Supply Expense		1,200		5,960		2,510		3,600
Worship		3,206		1,001		2,137		3,620
Mission (net of in/out)		32,638		20,164		7,097		40,000
Congregational Life		2,910		1,169		1,230		1,860
Payroll		76,305		65,959		60,939		85,163
Operations - Session/Corporate/Administrative		2,611		2,390		6,127		2,430
Operations - B&G / TO		2,960		2,960		971		2,960
Operations - Administrative		4,436		4,927		2,960		5,100
Total Expense		130,920		108,170		86,701		149,678
Net Deficit	\$	(62,557)	\$	(40,486)	\$	(28,190)	\$	(87,968)
Interest Income		23,355		24,558		23,507		22,079
Sewer Hook-Up		(2,421)		(3,081)				
Bequest								
Pro Forma Net Deficit	\$	(41,623)	\$	(19,009)	\$	(4,683)	\$	(65,889)

Heritage Presbyterian Church	12/31/2019		12/31/2018	
	<i>Final</i>		<i>Final</i>	
Cash and Equivalents	\$	21,217	\$	40,466
Escrowed Cash				
Current Assets		21,217		40,466
Invested Assets		676,294		591,039
Land Contract		377,943		398,637
Fixed Assets				
Total Assets	\$	1,075,454	\$	1,030,142
Current Liabilities	\$	4,490	\$	689
Endowment Fund		601,718		581,024
Temporary Restricted Funds (Ezekiel)		8,145		10,267
General Fund / Retained Earnings		461,101		438,162
Total Liabilities and Fund Balance	\$	1,075,454	\$	1,030,142