

2015 Annual Report Heritage Presbyterian Church



HERITAGE PRESBYTERIAN CHURCH
S63 W13761 College Avenue
Muskego, Wisconsin 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

2015

Pastor	Pulpit Supply 1/1 – 7/31 Stated Supply 8/1 – 12/31 Rev. Michelle Henrichs
Clerk of Session	Glenn Sheridan
Director of Music	Dale Pforr
Organist	Heidi Surprenant
Youth Music Leader	Connie Fellows
Church School Coordinator Assisted by:	Barbara Pforr Brandy Bellek, Connie Fellows, Susan Fellows, Roxanne Lawrence, Sara Pforr & Donna Robinson
Treasurer	Judi Fellows
Financial Secretary	Deb Soderland
Church Secretary	Heidi Surprenant
Elders	Janet Ahrens, Sue Fellows, Barbara Pforr, Sara Pforr, Jean Ripple, Donna Robinson, Steve Seeker, Glenn Sheridan & Jan Tesch
Session Councils	Revised at the 1/26 session meeting: Connections, Mission, Operations, Spiritual Growth & Worship
Deacons	Karen Anderson, Sue Carnahan, Geri Chesner, Jim Chesner, Glenn Kozicki & Meghan Wroblewski

Statistical Report

Total active membership as of 12/31/15:	91
Additions to the roll in 2015:	0
Removals from the roll in 2015:	16
♦ Deaths (3), includes W. Carriveau from 2014	
♦ Transfers (4)	
♦ Inactive (9), confirming letters were sent	
Baptisms:	0
Funerals:	4
CE Enrollment:	2
Congregational meetings:	4
Communion served during worship:	15
Average attendance at Heritage worship:	38

Pastor's Letter

To my brothers and sisters of Heritage Presbyterian Church:

2015 was a significant year for Heritage Presbyterian Church. Without a pastor for seven months, you continued to be an active community of faith. During this time, you engaged in conversation about where God is calling Heritage next. You continued to work through the issues related to the well while also looking forward. You continued to worship, teach Sunday School, serve in mission, and nurture your relationships with one another. This is a testimony to the quality of your leadership and the strength of your relationship with one another. None of this is easy work, but Heritage ends 2015 stronger than we began it.

In August, you invited me to join you in this journey as you seek your call. Together, Session has met almost every week since the beginning of September for discernment and to conduct the spiritual and administrative business of the church. The Deacons have reached out to their "families" to deepen relationships and enhance communication. Elders and Deacons received training to begin extending the communion we share at the table during worship to members and others who are unable to join us on Sunday mornings.

Despite the uncertainty and continued transition, Heritage has been willing to leave the building to help understand what new thing God is doing. Together, we brought our Sunday worship to Tudor Oaks, and experienced the joy of having the residents worship with us. Together, we went out to churches that are not like Heritage to experience different worship spaces. Together, we met in homes to discuss next steps with respect to our land and buildings. Together, in faith, we voted to sell our real estate to open ourselves to become the worshipping community God is calling us to in our shared life together. Together, we grieve our shared loss while looking forward in shared hope.

Heritage is not a dying church. **WE** are not a dying church. We are the Church of Jesus Christ, a member of the Body of Christ, in communion with our Risen Lord. We may not know what we will look like one year from now, but we do know that we seek to hear God's voice and faithfully respond to where God leads us. My prayer is that we become a community of stronger faith as we continue to walk this path together and that despite uncertainty, our hope is found in Christ alone. With thanksgiving I honor everything and everyone that has brought us to this place and celebrate the certain hope that when we seek God's Kingdom and righteousness, God will indeed respond.

In Christ as we be the Church together,

Michelle

Instead, desire first and foremost God's kingdom and God's righteousness, and all these things will be given to you as well. – Matthew 6:33

Worship Council

Worship Council Annual Report 2015

The people of Heritage gathered each Sunday and worshipped. As we considered the future to which God is calling us, it seemed wise to go exploring and so toward the end of the year we included the adventure of worshipping in different places. In the first eight months of the year, worship leadership was done with pulpit supply provided by Bill Humphreys, Erin Hittle, Jim Bender, Julie Craig, Marty Coons and Michelle Henrichs. Starting in September Michelle Henrichs became our Stated Supply Pastor and led worship on the first, third and fifth Sundays of the month. The second and fourth Sunday leadership was done by pulpit supply and Worship Council leadership.

Here is a brief look at worship experiences through the year.

Epiphany

The beginning of the year saw us celebrate Epiphany and the Sundays of Ordinary Time before Lent.

Lent & Easter

We worshipped on Ash Wednesday with Greenfield Avenue Presbyterian Church, and then there was the Sunday in Lent when the guest pastor became ill and the substitute guest pastor also became ill. We worshipped and God was with us. Palm Sunday was led by the youth and wonderful music of the Heritage Brass Ensemble under the direction of Connie Fellows. The Spiritual Growth Council and Worship Council held a Seder Supper with Communion on Maundy Thursday. Bill Humphreys was our worship leader, and Barbara Pforr, Karen Anderson and Judi Fellows provided the lovely dinner and all the edible symbols. The Spirit sent the deer to graze in the yard as we celebrated and enriched our evening. Easter was a wonderful celebration with the Heritage Brass directed by Dale Pforr, beautiful flowers arranged by Donna Seeker and the Spirit of the Resurrection lifting our hearts and spirits.

Sundays of Easter & Pentecost

On the fourth Sunday of Easter we observed "Earth Day." Jim Bender shared with us the "Letter to all the People from Chief Seattle" and Jean Hancock created wonderful ecology displays. Pentecost was a special service as those of us worshipping in Muskego remembered those on retreat at the Fellows resort. Candles were lit on the Communion Table to remind us of the members on retreat.

Ordinary Time and Traveling Begins

On May 31st we recognized and thanked all our volunteers, musicians, teachers, ushers, deacons and elders, cooks, servers and each other. Serendipity Choirs graced worship on the first Sundays of the month during the summer months, except on July 5th when the Krofta-Fellows family provided the music as Heidi was away. In September, we welcomed Michelle Henrichs as our Stated Supply Pastor and had a special prayer of blessing for her on her first Sunday. September 20th was Rally Day and the grand kick-off of the program year. On October 4 we celebrated World Communion with many different types of bread which we continued to enjoy during Fellowship time. On November 1 we went traveling! We held our service at Tudor Oaks Retirement Community in Muskego. Worshippers were invited to light a candle(s) to remember saints from the past. It was moving and much appreciated. November 15 found us traveling again and in many different places to experience different kinds of worship. Groups went to:

Worship Council (continued)

Friendship Presbyterian northwest of Chicago, Lake Point at Muskego High School, Transformation City in Milwaukee, and Bethesda Presbyterian in Geneseo. On Thanksgiving Eve we traveled to Bethel Lutheran Church in Muskego and we joined choirs and shared a service with that congregation.

Advent and Christmas

Advent began on November 29th with Advent Candle Lighting and Communion. The poem "Annunciation" by Denise Levertov was the focus of worship during Advent. Again this year the Kozicki Family graciously donated and set up the Christmas tree for the second Sunday of Advent. A "Blue" Christmas Service was held on Wednesday, December 16. This service was offered for those who struggle to find joy in this season of merriment. It was a lovely time of reflection, prayer and food for the soul. The Fourth Sunday of Advent was blessed by Instrumental Caroling led by Connie Fellows, and a special litany of Thanksgiving and Blessing was given for Bill Humphreys' work with and among us before Bill departed for New Mexico. Christmas Eve saw a large crowd of worshippers. Many came to celebrate our last Christmas Eve in the building. It was a special night. December 27th was another travel Sunday with a Service of Lessons and Carols at Tudor Oaks Retirement Community.

And together the people said AMEN.

Worship Council also worked on some other concerns during the year.

After many years of wonderful service Steve Seeker ended his ministry as Head Usher. Many thanks to Steve for his devotion and care of the congregation in this ministry. Worship Council tried some different approaches to ushering. It was hoped to have a greeter at the door and have worship hosts in the sanctuary. A volunteer system for sign-ups was tried. This was not very successful and great thanks to Steve for once again helping find ushers also to Jineen Sheridan for helping with this ministry.

Time with Children has been a wonderful part of worship for many years. Since the number of children has dropped, it was decided to not include this on a regular basis. Worship Council does keep this on its agenda each month as a reminder that it will become a regular part of worship when needed.

Professional Nursery Care was discontinued this year and Worship Council maintained a list of people who would be willing to be with little people in the nursery if needed.

The old attendance pads were worn out and new attendance pads were purchased and are now in use.

The sound system in the sanctuary was evaluated and personal hearing assistance devices were considered. After talking with individuals and considering our move, it was decided not to pursue this kind of system. Thank you to Dale and Andy Pforr for having the broken lavalier microphone repaired.

Many thanks to God and to all of you who helped make worship happen this year.

Many thanks to all the pastors who helped lead worship this year and a special thanks to Michelle for her help, care and great leadership.

Special thanks to Dale Pforr, Heidi Surprenant, and Connie Fellows for all their ministry of music and leadership this past year. The hours of planning, selecting music, scheduling rehearsals, e-mailing enabled us to have beautiful music glorifying God and speaking to our hearts and souls.

Worship Council (continued)

Special thanks to Paul Ahrens who arranged all of our pulpit supply.

Thank you to all who have sung, played musical instruments, been liturgists, been candle lighters, ushered, done nursery care, prepared bulletins, cleaned up after worship, packed and hauled hymnals, unpacked hymnals, undecorated from Christmas and cleaned up, decorated for Advent and Christmas and cleaned up, who hung banners, prepared communion, served communion, who faithfully came to worship and gave glory to God.

Very special thanks to Worship Council Members Dale Pforr, Heidi Surprenant, Connie Fellows, Paul Ahrens and Michelle Henrichs.

Respectfully Submitted,
Janet Ahrens, Chairperson

Spiritual Growth

Spiritual Growth Annual Report, 2015

SPIRITUAL GROWTH/CHRISTIAN EDUCATION

The Spiritual Growth/Christian Education Committee helped to provide Heritage members of all ages with a variety of spiritual and educational experiences.

"The Whole People of God" was the curriculum for our young people and the "Wired Word" for our adults. While our elementary youth had only two in attendance, they were very faithful attenders. Likewise, the adult study met regularly on Sunday mornings at 9:00 a.m., discussing stimulating current events enhanced with Bible references.

Our youth were invited to be involved in serving at the Gathering, ushering, greeting, singing in the choirs, leading as liturgists and participating in worship services including Christmas Eve: it was a real joy to have our college kids participating.

The 12th annual Variety Show was enjoyed on January 31st. The theme "The Water Frolics" proved to be a most frolicking event! It was fun to put our cares aside and appreciate being together by sharing our gifts and talents. Of course, the delicious spaghetti dinner, prepared by our in-house cooks, was enjoyed by all! Laughter and applause prevailed!

Our college students were sent "encouragement boxes" of St. Nick treats just before their exams. We learned that they appreciated being thought of during their stressful exam times.

Several folks went Christmas caroling at Tudor Oaks and stopped at the rooms of our members. Signed Christmas cards were given to them to remind them of their friends at Heritage.

Our 6th Annual Egg Hunt for the surrounding community was held on Saturday, March 28, earlier than other years (8 days before Easter). Attendance was lower than in 2014, probably due to cold weather and other neighboring egg hunts. At Heritage, the Easter story was told, stories were read to the children, eggs were found, and a light lunch was enjoyed by all.

During Lent, Spiritual Growth and Worship Committees created a Seder service for Maundy Thursday, April 2. It was attended by about 30 members. Our pastor for this service was Rev. Bill Humphreys. We learned the significance of the Seder plate and experienced a Seder service. A Seder dinner was prepared by members of Heritage and enjoyed by all.

Easter baskets were assembled once again to help spread Easter joy at the Waukesha Women's Shelter.

A book study group met at various homes throughout the year. It was enjoyed and all were welcome, even those who did not have a chance to read the book.

Spiritual Growth (continued)

A highlight for our youth was the retreat held at the "Fellows and Family Up-North Retreat" in Townsend, Wisconsin during Memorial Day weekend. The purpose of the retreat was to have our youth share their ideas about "church." Heritage youth spent several hours with Pastor Humphreys, our resident pastor for the weekend, discussing their thoughts about what they like about church today and what they would like to see in "the church" in the future.

Accommodations were wonderful, food was delicious and kid appealing, and activities were awesome! You name it, it was available: studying, discussing, worshiping, bocce ball, swimming, boating, kayaking, trampolining, bicycling, and pontoon boating. Bill Humphreys and the kids enjoyed them all! About a dozen Heritage youth were actually gathered in one place for at least 48 hours! Several adults enjoyed the activities, ambiance and food, as well. We all returned safely after driving through a pouring rain for four hours. We thank the Fellows families for sharing their special space. The kids would love to repeat this event in the future.

We appreciate the many contributions of all the members of the Spiritual Growth/Christian Education Committee in carrying out the activities of 2015.

Barbara Pforr, Spiritual Growth Session Elder

Roxanne Lawrence, Connie Fellows, Brandy Bellek, Sara Pforr, Amy Lehman

Nominating Committee

Nominating Committee Annual Report, 2015

The nominating committee for 2015 was still in place from 2014, as we had not been dissolved. We added one new member, since one from 2014 was ineligible this year. Our committee consisted of: Jan Tesch, elder; Glenn Kozicki, deacon; Michael Breitbach, Deb Soderland and Jeanne Musolf.

We met 3 times and did communicate via e-mail.

I am thankful for this team and they worked hard to bring a full slate to the congregational meeting.

Many, many thanks and blessings for their time and effort in 2015.

Respectfully submitted,
Jan Tesch, Moderator

Music Ministry

Heritage Music Annual Report, 2015

Visiting pastors have often commented on the fact that the Heritage congregation, choir and other music ensembles bring to the worship service a passion for the music of the church.

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. These ensembles are the Chancel Choir, often augmented with the youth of the church, the Hand Chime Choir, the Heritage Brass, and solo instrumentalists as well. Every service had special music from one or more of these groups.

Those Heritage musicians, and friends of Heritage, that have been part of this service are:

Janet Ahrens	Brandy Bellek	John Bellek
Emily Cliff	Kelly Eshbaugh	Connie Fellows
Judi Fellows	Susan Fellows	Mike Krofta
Dan Fellows	Bill Humphreys	Erin Krofta
Ryan Krofta	Roxanne Lawrence	Amy Lehmann
George Michel	Andrew Pforr	Jonah Pforr
Barbara Pforr	Aby Robinson	Aly Robinson
Sam Robinson	Zach Robinson	Jessica Surprenant
Isaac Surprenant	Meghan Wroblewski	

Special thanks must go to Heidi Surprenant for her work as organist and pianist, which entails countless hours of preparation and rehearsal accompanying, and to Connie Fellows who acted as substitute choir director. Connie's musical work with the church school youth and the special youth centered services must also be noted and commended.

We all look forward to continuing the music program at Heritage as we move into a new year with new challenges and new music to discover and present as an offering to God. Join those you see listed in helping to express our love of God and our love for each other through the music of the church. Music at Heritage has held a significant place in the worship of our Lord and Savior. Our hymnals are titled "Glory to God" precisely for that reason.

Glory to God in the highest. Amen and Amen!

Dale Pforr

Music Director

Mission Council

2015 Annual Report - Mission Council

Christ has no body but yours,
No hands, no feet on earth but yours.
Yours are the eyes with which he looks with
Compassion on the world.

St Teresa of Avila

Here are some of the ways Heritage tried to follow this prayer.

The Women's Center - A shelter for victims of domestic violence and their children

In March donations to the Women's Center were matched dollar for dollar on Match Day. Heritage donated \$250.00, thus making a gift of \$500.00.

At Easter, thanks to Brandy Bellek, Easter baskets were supplied to the children of the women who are clients at TWC.

In the Fall, we responded to a request for food, as the TWC food pantry was running low.

At Christmas we took part in Gifts Under the Tree, a program to see that all the women and children at TWC received gifts. We were able to provide gifts for two mothers and their six children.

Divine Intervention - A homeless ministry run by Tippecanoe Presbyterian Church

We responded generously to a request for supplies - everything from paper towels to a vacuum cleaner.

In the summer we provided three meals for the Share Our Suppers program, which we cooked and took to the meal site and shared with homeless guests.

Community Involvement

In January, we paid for two people to attend a series of lectures dealing with racism in Milwaukee, sponsored by Interfaith Conference of Greater Milwaukee.

In May, we held our Undie 500, which collected underwear and socks for the Hope Center in Waukesha.

Mission Council Report (continued)

In June, we joined Common Ground, a coalition of churches and businesses dedicated to improving the quality of life in the greater Milwaukee area.

In late summer, we showed the documentary movie *Trigger: the Ripple Effects of Gun Violence*. We offered a light supper and held a discussion following the movie, which deals with the impact of gun violence on families and communities. It then addresses what we can do to prevent gun violence. We were pleased to welcome several guests who were not members of Heritage.

Connection to the PCUSA

We paid 10% of our pledge total, \$6468, to Presbytery for General Mission.

We paid our per capita in full, a total of \$4050.

We participated in the four special offerings of the Presbyterian Church:

- One Great Hour of Sharing
- Pentecost Offering
- Mission and Peacemaking
- Joy Offering

Operations: Building and Grounds

Building & Grounds:

There were some larger projects that we did tackle in 2015.

- The most important project was revitalizing the prayer garden. Rick's Lawn Care completed this project and did a wonderful job for a very fair price of \$2,263.00.
- The parking lot was repaired, sealed, and freshly striped for approximately \$4,300.00 by the company, The Driveway Guy, LLC.
- Completed some needed projects at the manse for about \$5,000.00 throughout 2015. Projects included: finishing the ceiling and lights in hallway, repair damaged concrete on the front porch, completed the plumbing/drywall repairs in the master bedroom's bathroom, put on new doors that had been previously purchased, cleaned the gutters, added a wider door so a wheel chair could be used, and other miscellaneous repairs.
- The final payment for the well drilling and testing was paid in 2015 for approximately \$11,000.00
- Repaired the lighting in the parking lot for \$970.00.

There were also many other repairs that happened in 2015:

- Repaired lawn mower
- Removed large bee hive
- Completed roof repairs on rubber roof
- Repaired the automatic doors
- Continued to replace lights and light ballasts
- Brought the building up to fire codes
- Water extraction and cleaning from sump pump failure
- Replaced sump pump
- Provided wireless access throughout the church
- Repaired boiler sensor
- Cleaned carpeting, tile and grout
- Cleaned and tuned up the AC units
- Repaired collapsed ceiling tiles
- Repaired dishwasher
- Septic system pumped out

“Priceless” volunteer help throughout 2015:

- Glenn Kozicki's amazing lawn care throughout the entire season
- Glenn Kozicki, Glenn Sheridan, and Steve Seeker's organizing, running, and participating in two “work days”
- All the participants of those work days!
- Glenn Kozicki's completion of some exterior projects which helped a youth of our church obtain the volunteer hours needed
- Many additional volunteers who just pitched in by doing some cleaning, shoveling the walk, vacuuming after an extra event, emptying the garbage, and so much more that you may not realize how appreciated those tasks are and how they help Heritage maintain upkeep. Thank you!!

Operations: Personnel

Personnel:

- Reverend Michelle embraced Heritage's mission and became our stated Pastor in 2015
- Heidi Surprenant continues to make Heritage proud by handling her two roles with such passion, professionalism, and care of the congregants.
 1. Organist and Pianist
 2. Church Secretary
- Huge Thank You to Dale Pforr for his work as Heritage's Director of Music!

Operations: Budget Highlights

2016 Budget Highlights and Assumptions

We budgeted for 2016 without considering the fact that we plan to move to a temporary location and sell the properties.

1. \$60,000 General offering based on \$52,000 pledge
2. Pay full per capita for 107 members (\$3,210), collect \$1,440
3. Reduce our General Denominational giving to \$750
4. Pastor Michelle full year at \$2,500/mo, pulpit supply for 16 weeks
5. Dale continues to donate his services
6. Continue to rent manse
7. Biweekly church cleaning contract
8. No major capital projects (water, sewer, roof)
9. \$5,000 budgeted for transition and planning (investigations, reports, studies)

Deficit \$30,000 (excluding major capital expenses and investments)

Operations Committee, continued

Operations: Corporate Affairs

2015 Annual Report - Operations Committee

Committee Reorganization: The committee consists of the former Corporate Affairs, Stewardship, Personnel, and Building and Grounds Committees. Members are: Sue Fellows, Steve Seeker, Glenn Sheridan, Glenn Kozicki, Jon Robinson, Judi Fellows (Treasurer), Deb Soderland (Financial Secretary) and Pastor Michelle

Corporate Affairs

2015 Budget We developed a budget which forecasted reduced regular offering due to lower membership, continuing to rent the manse, pulpit supply worship services, higher expenses due to major projects (well, parking lot, prayer garden), directing 10% of our pledges to General Denominational giving, and conducting a fund raiser to pay for the well. Budgeted deficit was \$27,826. The budget was approved by Session and supported by the congregation at the first quarter Congregational Meeting.

Ogden/Yardi Financial System We converted our financial system from Peachtree to the Yardi financial system which is operated by Ogden and Co. In the new system, Heritage counters deposit our weekly offering after counting. The information (giving categories, donors, deposits) is then electronically transmitted to Ogden who enters the information into the financial system. Ogden also processes our expenditures once they are approved by the Heritage treasurer, issues the checks, and reconciles the checking account. The budget information is input into the Yardi system, and reports can be generated monthly or on demand. The system is working very well, and has greatly reduced the amount of time we have to spend on keeping up with the financial system. Thanks to Sue Fellows and to Ogden, who is providing the system and service on a pro bono basis. In 2016, we plan to incorporate the Servant Keeper system into the Yardi system.

Financial Assets Our financial assets are invested in New Covenant Mutual Funds, a short term bond fund at Scottrade, and a checking account at Associated Bank. We closed the money market account at Wells Fargo and transferred the funds to checking in August. The investment allocation is reviewed quarterly at an Operations Committee meeting. In September, we transferred \$25,000 from the bond fund to the checking account. Full year results:

	<u>YE 2014</u>	<u>9/2015</u>	<u>YE 2015</u>	<u>\$chg full year</u>
NCBGX (balanced growth)	\$59,216	\$56,990	\$58,752	-\$464
NCBIX (balanced income)	\$54,050	\$53,171	\$54,203	\$153
VFSTX (short term bond)	\$50,530	\$26,127*	\$26,065	\$535
Total	\$163,796	\$136,288	\$139,020	\$224

*\$25,000 transferred to Checking account.

Stewardship Campaign Pledges were received totaling \$50,570 from 26 of 39 potential giving units. This compares to \$65,104 in 2015, and \$72,454 in 2014. We plan to follow up with people who didn't pledge.

Operations Committee, cont.

Market Study We commissioned a market study with Moegenburg Research to determine the highest and best use of the Heritage properties (Church building, Manse, and vacant land on Janesville), specifically addressing whether an assisted living facility would be feasible. Results of the study are that the vacant land could be successfully developed into an assisted living facility, leased to a master operator and the highest and best use of the rest of the property was continuing to operate as a church and residence. Cost of the study was \$3,500, and it answered many of the questions concerning sales and use of the properties. The results of the market study and the previously commissioned property appraisal were made available to the congregation.

Contingency Plan for post May occupancy The Wisconsin DNR has extended our deadline to secure potable water to May 16. We conducted an investigation to identify potential worship relocation possibilities, in case we need comply with this order. After researching Tudor Oaks, Bethel Lutheran, Lake Point Church, Elmwood School, and commercial real estate we determined that we have several feasible opportunities to continue our worship in a new location. We will be investigating the manse possibilities in the coming months.

2015 Financial Highlights

- a. Offerings were \$82,558 (including \$67,578 in regular offering, \$1,950 per capita, \$2,113 in denominational offerings and an in lieu of payment donation of Music Director salary. Budget for offerings was \$83,576.
- b. Total Income was \$99,524 (including offerings, church and manse rent, fund raisers and investment income). Budget for total income was \$105,456. The principal reason for the shortfall was that we cancelled a budgeted fund raising project to pay for the well.
- c. Total Expenditures were \$128,147 versus budget of \$133,282. Largest expenditures were:
 - ◆ Personnel (pastor, secretary, organist, pension) \$50,403
 - ◆ Building and Ground Expenses (including major projects) \$39,009
 - ◆ Per Capita and General Mission \$10,518
 - ◆ Corporate Affairs (Property tax, insurance, market study) \$10,151
 - ◆ Worship (including \$7,800 pulpit supply) \$9,809
- d. Deficit for the year was \$28,624 versus budget of \$27,853
- e. Total Assets were \$1,158,833 which includes \$995,000 land and buildings. We have \$124,142 in restricted funds and \$39,691 in general operating funds.
- f. Financial Asset recent history :

2011	\$242,693
2012	\$228,878
2013	\$213,934
2014	\$191,443
2015	\$163,833

Heritage Church 2016 Budget Comparison

	2016 Budget	2015 Actual
INCOME		
OFFERING INCOME		
Regular Offering	60,000.00	67,577.57
Loose Offering	240.00	387.60
Flower Income	120.00	174.00
Designated General Fund Offering	0.00	2,112.97
Per Capita Income	1,440.00	1,950.00
In Lieu of Payment (non-cash)	10,008.00	10,356.08
TOTAL OFFERING INCOME	71,808.00	82,558.22
OTHER INCOME		
Rent - Church Use	960.00	480.00
Rent - Manse	10,800.00	14,300.00
Rent Concession - Church Maintenance	0.00	-4,850.00
Reimbursements & Other	2,400.00	4,817.90
Fund Raiser Income	0.00	2,184.98
Interest Income	0.00	32.72
TOTAL OTHER INCOME	14,160.00	16,965.60
TOTAL INCOME	85,968.00	99,523.82
EXPENSE		
GENERAL ASSEMBLY, SYNOD, PRESBYTERY EXP		
Per Capita Expense	3,210.00	4,050.00
General Mission Pledge Exp	750.00	6,468.00
TOTAL GEN. ASSEMBLY, SYNOD, PRESB. EXPENSE	3,960.00	10,518.00
WORSHIP EXPENSE		
Pulpit Supply Expense	3,200.00	7,800.00
Worship Supplies Expense	504.00	784.29
Flower Expense	108.00	0.00
Banners & Paraments Exp	204.00	0.00
Sheet Music & Recordings Exp	504.00	814.87
Music Supply Other Exp	600.00	230.00
Organist & Director Supply Exp	1,104.00	180.00
TOTAL WORSHIP EXPENSE	6,224.00	9,809.16
MISSION EXPENSE		
Mission Educational Material Exp	0.00	120.00
Mission Project Expense	500.00	1,491.32
Mission Fund Raise Giving	0.00	281.00
TOTAL MISSION EXPENSE	500.00	1,892.32

Operations Committee—Budget Comparison, cont.

CONNECTIONS EXPENSE	2016 Budget	2015 Actual
New Member Expense	120.00	0.00
Event Expense	600.00	0.00
Social Media/Website Exp	355.00	598.00
Advertising Expense	300.00	303.81
New Connections Development Exp	120.00	0.00
TOTAL CONNECTIONS EXPENSE	1,495.00	901.81
DEACONS/CONNECTIONS EXPENSE		
Special Services Expense	204.00	222.24
Member Nurture Expense	204.00	58.22
Communion Expense	24.00	0.00
Greeting Card Expense	96.00	83.33
The Gathering Expense	34.00	34.00
College Care Package Exp	60.00	233.71
Other Deacon Expense	72.00	64.75
TOTAL DEACONS EXPENSE	694.00	696.25
OPERATIONS: PERSONNEL EXPENSE		
Pastor Salary Expense	30,000.00	12,500.00
Pastor Pension Expense	0.00	5,228.90
Pastor Auto Allowance Exp	2,000.00	968.94
Pastor Study Leave/Prof. Service Exp	500.00	0.00
Administration Salary Exp	9,420.00	8,347.00
Organist/Pianist Expense	12,240.00	12,000.00
Organist/Pianist Cont. Ed. Exp	240.00	0.00
Director of Music Expense	10,008.00	10,008.00
Director of Music Cont. Ed. Exp	240.00	0.00
Child Care Expense	0.00	1,350.00
Director of Youth Music Expense	300.00	0.00
Director of Youth Music Cont. Ed. Exp	240.00	0.00
TOTAL OPERATIONS: PERSONNEL EXPENSE	65,188.00	50,402.84

Operations—Budget Comparison, continued

	2016 Budget	2015 Actual
OPERATIONS: SESSION/CORP EXPENSE		
Banking Fee Expense	0.00	51.00
Future Planning Expense	5,000.00	3,650.00
Session Supply Expense	120.00	92.50
Discretionary Gifts Expense	360.00	309.43
Session Moderator Expense	0.00	800.00
On-Call Pastoral Care Expense	300.00	242.10
Committee Supply Expense	0.00	3.50
Manse Property Tax Expense	3,150.00	4,006.70
Insurance Expense	3,359.00	844.75
Stewardship Appeal Expense	0.00	151.00
Chamber of Commerce Expense	105.00	0.00
TOTAL OPERATIONS:SESSION/CORP EXPENSE	12,394.00	10,150.98
OPERATIONS: BUILDING & GROUNDS EXPENSE		
Internal Church Repair Expense	3,600.00	4,332.54
External Repair Expense	600.00	1,907.42
Grounds Maintenance Expense	2,300.00	52.77
Snow Removal Expense	2,500.00	2,085.61
Trash Removal Expense	0.00	340.90
Church Utility Expense	9,480.00	7,245.70
Janitorial Expense	1,140.00	746.90
Manse Repair & Improvement Exp	1,800.00	5,007.26
Manse Other Expense	560.00	714.85
Major Project Expense	0.00	16,574.72
TOTAL B & G EXPENSE	21,980.00	39,008.67
OPERATIONS: ADMINISTRATIVE EXPENSE		
Office Supplies Expense	900.00	1,839.18
Copy Machine Service/leasing Exp	1,020.00	0.00
Postage Expense	120.00	220.58
TOTAL OPERATIONS: ADMIN EXP	2,040.00	2,059.76
TOTAL OPERATING EXPENSES	116,055.00	128,147.40
NET INCOME BEFORE CAPITAL EXPENSE	-30,087.00	-28,623.58
CAPITAL EXPENSE		
Roof Replacement	13,400.00	0.00
Water Installation	28,000.00	0.00
Sewer Installation	8,000.00	0.00
TOTAL CAPITAL EXPENSE	49,400.00	0.00
NET PROFIT/LOSS	-79,487.00	-28,623.58

Connections

Connections Annual Report 2015

In February 2015, Connections was established as a committee with a specific focus on building relationships and involving the congregation in the conversations about Heritage's future.

Initiatives

Congregational Luncheons

Congregational luncheons were held in collaboration with the Deacons. The April luncheon included a presentation on change, discussions about options for Heritage and a "dot sticker vote," to understand the congregation's ideas about the future. The May luncheon included a presentation from members who had attended a workshop about change, an update on the well and a recap of the previous luncheon. The June luncheon was primarily a social event of yard games, but also included an announcement that the session decided to move forward with a market study of the property. There was no luncheon scheduled for July and the August luncheon was rescheduled for September. The congregation was provided with a recap of the market study findings and was invited to discuss how the findings impact our decision for the future.

Coffee Hour Conversations

Conversation starters such as "where did you grow up" and "what is your favorite hobby" were printed in the bulletin each week to encourage members to discuss personal interests in an effort to build stronger relationships with one another.

Tables

Two standup height tables replaced two of the standard tables in the fellowship area to encourage increased mingling at coffee hour.

Calendar

In an effort to heighten awareness and encourage participation of church activities, a master calendar was introduced in the fellowship area.

Connecting with Visitors

Handwritten cards were sent to visitors of Heritage expressing our gratitude for their visit and an invitation to return in the future.

Christmas Care Packages

Care packages were sent to eight college students in December.

Cross-committee initiatives

Seder Dinner: In collaboration with Spiritual Growth, a Seder dinner was held.

Youth Retreat: In collaboration with Spiritual Growth, a 2.5-day youth retreat in Townsend, Wisconsin was held to learn more about the perspective of young adults as it relates to church. Pastor Bill Humphreys facilitated the conversations and reflections. Twelve young adults/youth and ten additional church members attended the event.

Connections (continued)

Stewardship campaign

Connections facilitated the annual per capita campaign.

Deacons

Connections committee was established as liaison between the Deacons and the Session.

Deacons

Deacons 2015 Annual Report

Heritage Deacons for this year were Karen Anderson (moderator), Megan Wroblewski, Geri Chesner, Jim Chesner, Sue Carnahan, Glenn Kozicki .

Deb Soderland was approved as a Deacon by the congregation for 2016.

Changes to Deacons Ministries and ongoing ministries for the Deacons:

The session has taken over responsibility for:

Muskego Food Pantry

Mitten Tree

The Gathering

Donations to the Women's Center

Connections Luncheons

Sara Pforr has joined us as liaison between the Deacons and Session.

The Deacons will be concentrating on ministering to those in need. We have developed a call list for each Deacon. A letter was created with a photo of each Deacon to introduce the Deacons to the members for whom they are responsible. We also have a Deacon tree up in the narthex to introduce ourselves.

Communion The Deacons prepared and served communion with the Elders per our schedule. We have also begun taking communion to four homebound members and to four members at Tudor Oaks, and several other residents have joined us for communion. Six church members have joined the Deacons to do this. This has turned out to be a rewarding experience.

Annual Easter breakfast We organized, prepared and served Easter breakfast before worship service.

Other various events Deacons prepared and served 3 funeral lunches, we also organized and prepared 3 Connection lunches with help from Sara and Donna.

Card ministry Kathy Kozicki continued this ministry, sending a variety of cards to members of the congregation.

Deacons (continued)

Quilters and Knitters These members come under the financial umbrella of the Deacons. Monies are donated to them to purchase supplies needed for their projects. They made quilts, prayer shawls, and baby sweaters. These will be donated to Tudor Oaks and the Women's Center. We have given some of the shawls to members who are recovering from illness or surgery. We used one baby quilt for a baptism and another for shower gift.

Care Notes We have put them on hold due to the overabundance of them.

Deacon Moderator Binder A binder was started to be passed along to future moderators.

Sanctuary Christmas Tree Was purchased, donated, and placed in the sanctuary by Deacon Glenn Kozicki and family.

I am thankful for the dedication and extra service of my fellow Deacons in getting started in our new ministries.

Respectfully Submitted.

Karen Anderson, Moderator