



| 2020 ANNUAL REPORT

*"Community and
faith in action."*



Introduction

For 20 years, City on a Hill has been the embodiment of community and a touchstone of faith serving young people and their families living in poverty as they struggle to overcome life's challenges.

Here you will find examples of community and faith in action all around you. It's in the encouraging words between mentor and student, ensuring that a young woman is on the path to successfully fulfilling her dreams; it's in the voice of one of our alumni who began singing at Youth Camp, lifting hearts and spirits through song; it's in those gathered together for dinner church, heads bowed in prayer before sharing a meal and fellowship; it's in the compassionate care of a doctor reassuring a patient at the Health Clinic that all will be well; it's in the awakening of those attending a racial residue program; it's in the sense of accomplishment that radiates from young people as they work to break the cycle of generational poverty.

Through our work, we are reminded daily of God's love and grace. He is always with us as we walk this path together to end poverty in all its forms, in the life of every individual, family and group that sets foot on our campus.

A NOTE ON THE PHOTOGRAPHY: Photos included in this report were taken all across the 2020 calendar year. They reference various points in 2020, from pre-COVID-19 to late in year. Therefore, some of the photos you see here may not portray current masking practices or other adherence to safety and distancing guidelines.

Leadership Message

Dear Friends,

The year 2020 was arguably one of the most tumultuous in modern history. Yet through it all, the light shone brightly at City on a Hill. More than 2,330 people participated in the social, educational, spiritual and economic programs we provided, and the results were inspiring – proving that even in the most difficult of times, positive transformational change is possible.

In 2021, City on a Hill celebrates its 20th anniversary. So, we are taking this time to reflect on our beginnings, celebrate our past and plan for a strong future. None of our progress would have been possible without a broad coalition of supporters during the past two decades – including 10,000 training participants, 332 churches engaged in our work, 1,200 volunteers mobilized annually, 20 staff members leading courageously, and a long list of community partners and donors – all working tirelessly toward one common goal: to end generations of poverty in Milwaukee.

Yet perhaps the most remarkable quality of City on a Hill is not our success in changing lives, although that has been outstanding. Most remarkable may be what has remained unchanged. Two core values stand out as constant at City on a Hill: faith and courage. For 20 years, we have relied heavily on both to accomplish our goals and fulfill our mission. Today, like at any other time in our history, we remain deeply committed to demonstrating and inspiring faith and courage as together we alleviate the symptoms of chronic poverty, equip young people to break the cycles of generational poverty, and engage others in solutions to poverty and injustice.

As 2022 dawns, we will be faced with a new set of challenges and opportunities. How will we make City on a Hill's life changing services available to more children and families? How will we walk alongside people to help them meet the increasingly complex demands they face? A 10-year plan will address those questions and chart our course for the next decade. We will expand family involvement across our programs with a vision for intergenerational healing, connection and purpose. We will also answer the call to increase our justice training, bringing together

people from all walks of life to experience a shift in perspective that leads to transformative action and greater unity. And we hope to repurpose our large adjacent parking lot by building a much-needed multi-purpose space with a sports facility for the youth we serve, and a gathering place for neighborhood families and the broader community to dream, heal and set a new direction for our shared future.

We stand together at this defining moment in time. Guided by a rich past, inspired by a remarkable present and looking forward to a more just future, we know our work is just beginning. As we strive alongside our partners and the residents of Milwaukee's near west side to end poverty in all its forms, we remember that “we can do all things through Christ who strengthens us.”
Philippians 4:13

Sincerely,

ART SERNA
CEO

DIANE DE LA SANTOS
Founder





PROGRAM OVERVIEW



Health Care & Social Services

Accessing compassionate, non-judgmental health care can be challenging in the best of times for the uninsured and medically underserved. The coronavirus pandemic only exacerbated these struggles for residents of Milwaukee's central city and for them, City on a Hill's free Health Services was a safety net, meeting their medical, nutritional, social, emotional and spiritual needs.

A safe, welcoming, and restorative place, the clinic is staffed by an incredible team of volunteer doctors, nurses and social workers, who provide compassion, support, resources and care as they work to eliminate the barriers to accessing health care. The successful launch of the clinic's telehealth visits allows for even greater access and support throughout the pandemic.

In 2020, we collaborated with 15 community partners to deliver over 6,000 health service interactions and support over 3,000 health education interactions enabled by technology during the COVID-19 pandemic.



Nurse screening a guest during health outreach.

ALLEVIATING THE SYMPTOMS OF POVERTY

HEALTH SERVICES

- Doctor Visits
- Telehealth
- Blood Pressure Screening
- Diabetes Screening
- Free Prescription Medications
- Physical and Occupational Therapy
- Foot Care
- Vision Screening and Eye Care
- Breast Exams
- Health Insurance Navigation
- Nutritional Support

SOCIAL SERVICES

- Hot Lunch
- Emergency Food Resource Center
- Hygiene Pantry
- Social Worker Visits
- Community Health Worker Visits
- Prayer Support
- Sunday Dinner

2020 STATS



6,311

Social Services Interactions



3,044

Health Education Participants



15

Community Partners

Youth & Family Programs

**EQUIPPING PEOPLE WITH
THE TOOLS THEY NEED
TO BREAK THE CYCLE OF
GENERATIONAL POVERTY**

City on a Hill's youth and family programs are specifically designed to provide young people with the emotional, social and academic support and life skills, resources and mentoring they need to envision and plan for a better future. This helps them make positive life choices, stay in school and forge a path that leads to economic self-sufficiency and healthy adulthood.

We equip central city children, youth and their families with a new vision for their future and the skills, values and support system necessary to end generational poverty in their families.



Shiyanna getting ahead at our remote learning center.

YOUTH DEVELOPMENT SERVICES

- Youth Center
- Youth Employment Program
- Educational Advancement Program
- Creative Arts Program
- Botvins Life Skills Training
- All-Stars Prevention Program
- Life Skills Training

FAMILY & COMMUNITY DEVELOPMENT SERVICES

- Pop-Up Events
- Family Engagement Events
- Family Outreach Events
- Compassion Resilience Program
- Alumni Program
- Community Center

2020 STATS



1,238

Household
Visits



649

Remote Learning
Support Sessions



10

Youth
Employed

Spiritual Growth



A student studies the Bible during a youth group gathering.

Rooted in our Christ-centered model of service, City on a Hill provides programs that strengthen faith, provide avenues for spiritual growth, and mobilize people to put their own faith into action for the greater good. We bring together people from all walks of life with people of faith to awaken a shift in awareness and perspective that leads to transformative action.

In 2020, we were able to engage nearly 100 children in discipleship conversations during our Super Saturday events, increased the number of youth we reached with a hope filled message sevenfold through technology, and delivered nearly 300 family engagement touchpoints. Young people experienced God's love and compassion and grew in understanding faith-filled lessons for life during challenging situations.

At the retreat, Shiyanna experienced God through nature, community and worship. She reflected back on her life during her time in foster care, noting, "I knew God was with me when I was in foster care, even though I didn't know Him yet."

EQUIPPING PEOPLE WITH THE TOOLS THEY NEED TO BREAK THE CYCLE OF GENERATIONAL POVERTY

FAITH FOCUSED PROGRAMS

Camps & Retreats

Discipleship Groups

J.A.M. Sessions (Jesus and Me)

Pulse Youth Groups

Dinner Church

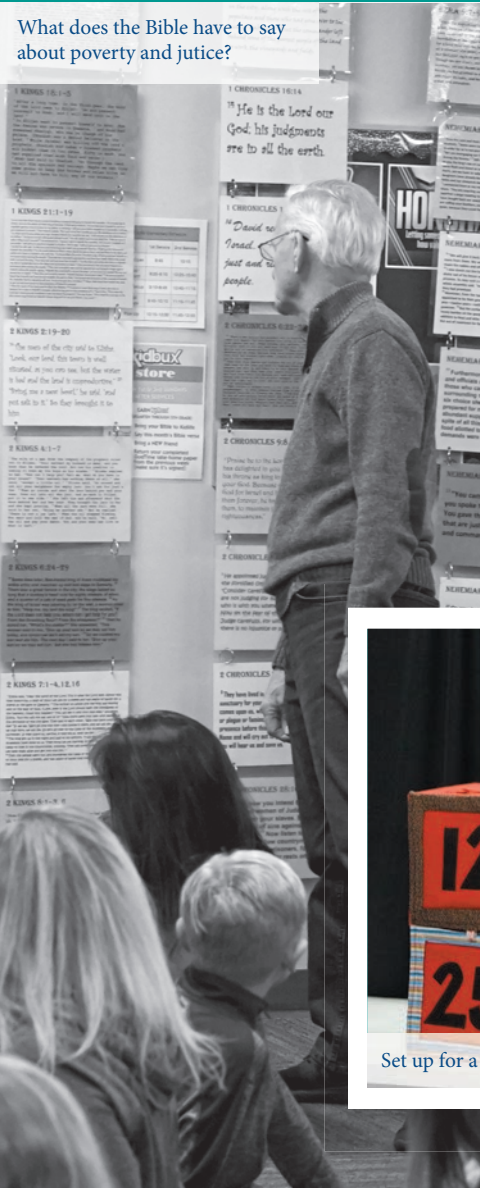
Super Saturdays



Shiyanna (far left) enjoys gathering with friends at the winter retreat.

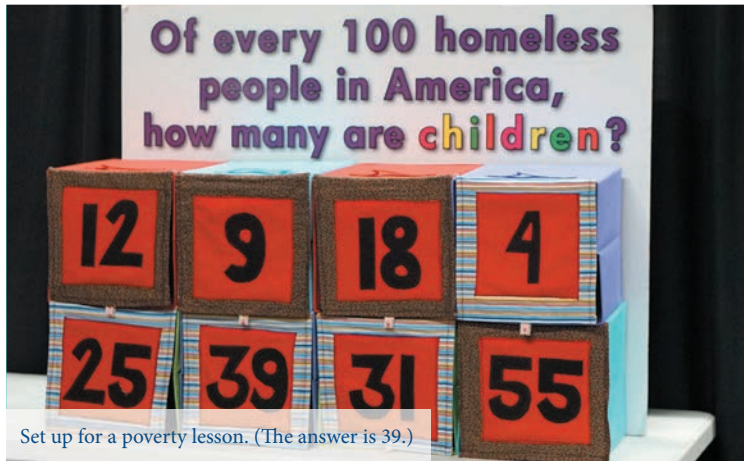
Poverty & Justice Training

What does the Bible have to say about poverty and justice?



POVERTY SIMULATION

Addressing issues of poverty and oppression involves working on a personal level to bring relief, change and restoration; and on a community level to bring understanding, compassion and justice. City on a Hill does this through a variety of programs that include hands-on simulations, games, skits, high-impact displays and discussions, people of all ages are able to learn about and experience the realities of poverty and oppression in our world, our nation and Milwaukee – one of America's poorest cities.



Set up for a poverty lesson. (The answer is 39.)

ENGAGING OTHERS IN SOLUTIONS TO POVERTY

All of these experiences take people on a journey to greater compassion, opening their hearts and minds to what it is truly like to live in poverty.

Racial Residue programs are led by multi-ethnic teams, and lay the foundation to help create a more equitable environment for people of color and helps others contribute openly and honestly about their experiences with diversity.

Poverty Simulations take people on a journey in which they experience some of the same hardships the poor experience every day. Participants receive cash – the equivalent of one day's income for a family of four living just above the federal poverty level of \$23,550. They must figure out how to provide for basic needs of a family, from food and shelter, to school supplies and medical care, and also decide what necessities the family will do without.

2020 STATS



43%

Milwaukee Children Living in Poverty



#4

Milwaukee: 4th Poorest Major City for Child Poverty



10,500

Compassion Training Participants since 2006

Poverty & Justice Training

Missions group sharing the love of Jesus in a practical way through neighborhood engagement and support.



POVERTY & JUSTICE PROGRAMS

Removing Racial Residue
Short-Term Mission Trips
Family Mission Trips
40-Hour Poverty Simulations
Passport to Compassion
Urban Plunge Weekend
Compassion Events

"No longer do the people of our church just imagine what the poor go through, they've experienced it through this life changing program, something every person should attend and every church needs to offer."

Preston Tippen, Children's Pastor
North Ridge Church, Marshfield, Wis.



In partnership with Joshua Ernst, City on a Hill trained 1,000 college students on race, poverty and justice at the 2020 SALT Conference.

ENGAGING OTHERS IN SOLUTIONS TO POVERTY



661

Volunteers

PERCENTAGE OF PEOPLE LIVING IN POVERTY BY ZIP CODE

Source: Census data, ACS 2019 5-year



62%

53233



39%

53206



29%

53208

REMOVING RACIAL RESIDUE



1,233

2020
Participants



91%

Profoundly Impacted
By Their Training
Experience



90%

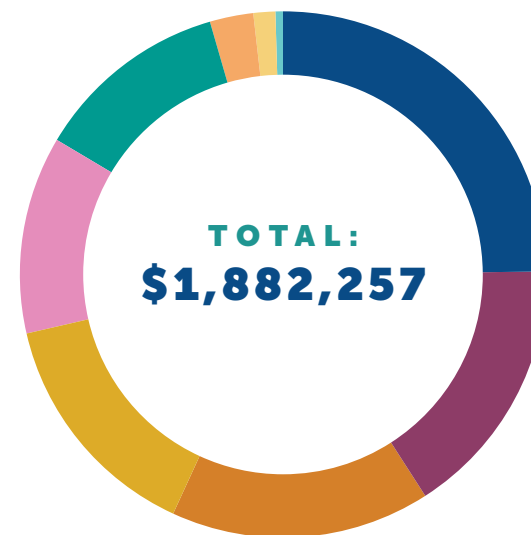
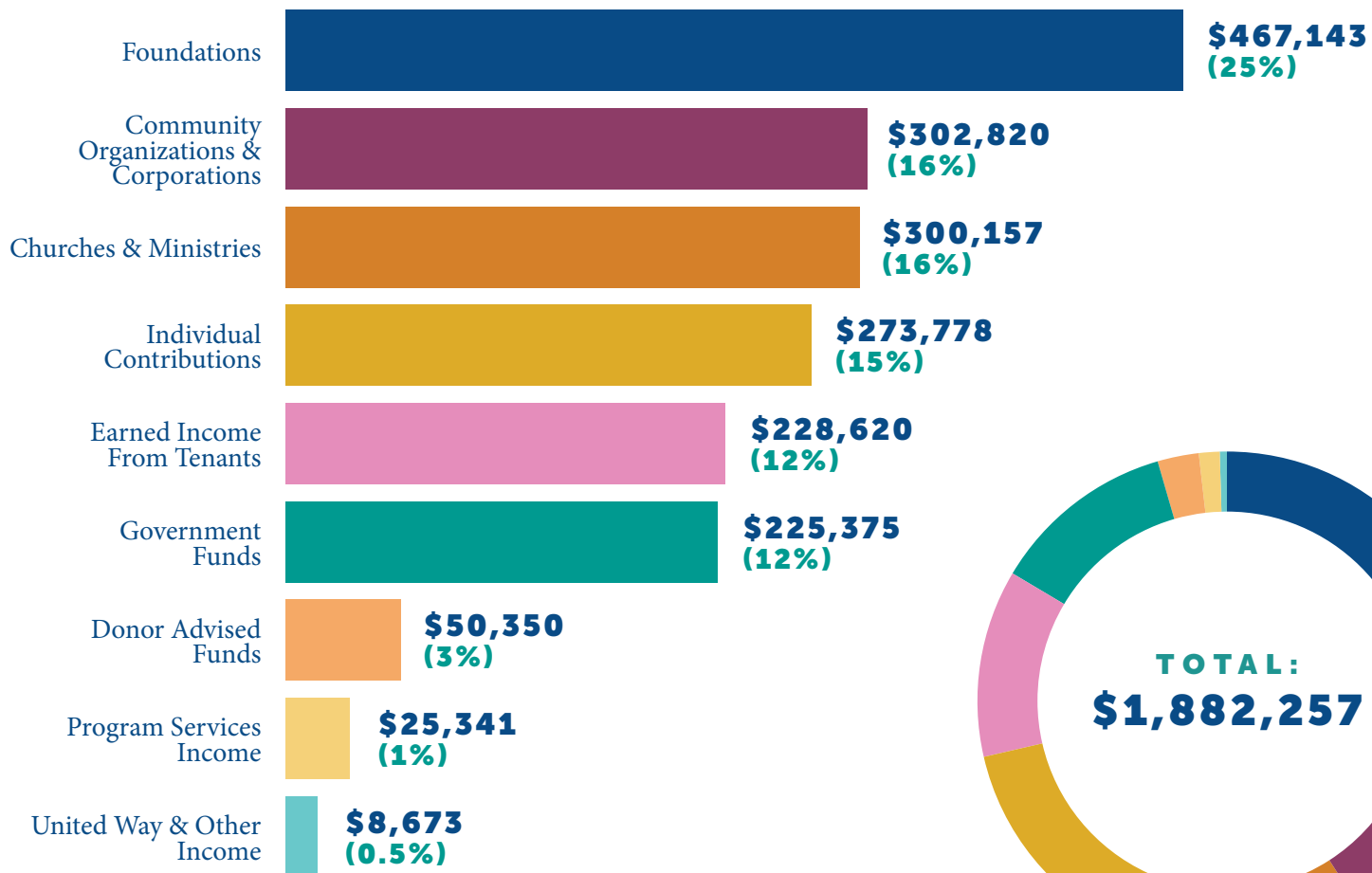
Committed to
Taking Action to
Reduce Racial Bias



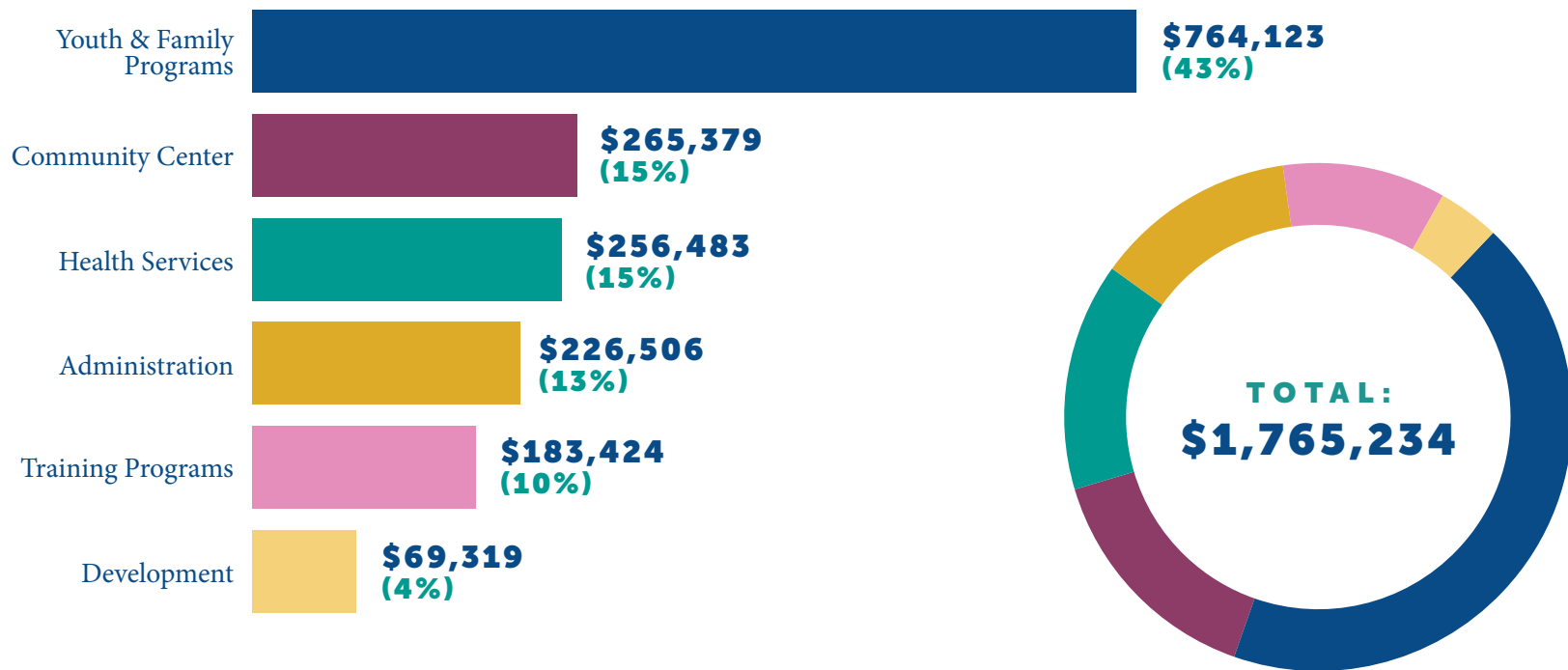
FINANCIALS

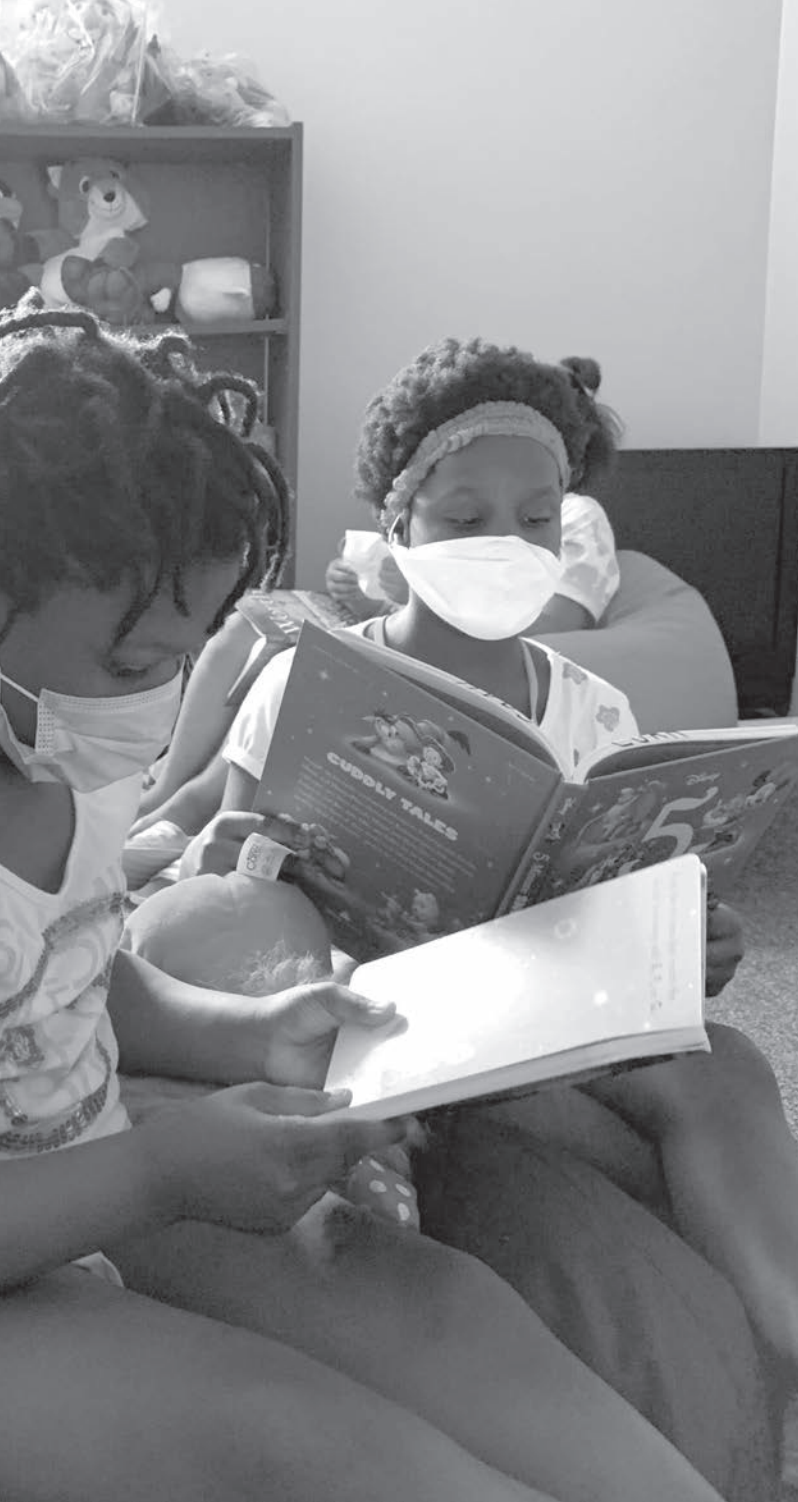


2020 SOURCE OF FUNDS



2020 USE OF FUNDS





CERTIFICATIONS



We earned a 2021 GuideStar Gold Seal of Transparency! Learn more about our organization's impact through our [#NonprofitProfile](#) on [@CandidDotOrg](#)



ECFA (Evangelical Council for Financial Accountability) accredited City on a Hill in 2021!



City on a Hill received a 93/100 Give with Confidence rating from Charity Navigator

BALANCE SHEET AS OF 12/31/2020

Total Assets	\$1,737,788
Total Liabilities	\$813,456
Total Net Assets	\$924,332
Total Liabilities & Net Assets	\$1,737,788
<hr/>	
Change In Net Assets	\$114,848

2020 Donors

\$100,000+

Anonymous
Bader Philanthropies

\$50,000-\$99,000

Lynde and Harry Bradley Foundation
Oak Creek Assembly of God

\$20,000-\$49,999

City of Milwaukee Office of Violence Prevention/ReCast
Greater Milwaukee Foundation
Anonymous
Wisconsin/Northern Michigan Ministries Network
The Ridge Community Church
City of Milwaukee- CDBG
Christ Church
Fidelity Charitable
Katz Foundation
Brent and Marge Nicholson

\$10,000-\$19,999

Robert and Christine O'Keefe
The Frank L. Weyenberg Charitable Trust
Friendship House of Milwaukee
Yabuki Family Foundation

\$5,000-\$9,999

Kristin Bendlin
Central Church - Green Bay
St. Christopher's Episcopal Church
Brave Church
Pathways Church
Darryl and Sharon Ponder
American Family Mutual Insurance Company
Diane De La Santos
Facebook
Kathleen Quarles
J.P. Morgan Charitable Giving Fund
Gerald Brennan
Robert and Danette Buikema
Paul and Barbara Dwyer

\$2,000-\$4,999

Journey Church- Kenosha Campus
Brookfield Christian Reformed Church
Lighthouse Assembly of God
Gustav and Gladys Kindt Foundation
New Life Church - Peshtigo
Redeemer Evangelical Free Church
National Christian Foundation Wisconsin

Vanguard Charitable
Carol Feigleson
Jerry and Cecelia Lorenz
Molina Healthcare
Sturgeon Bay Community Church
Jeff and Monica Koehn
Wisconsin Association of Free & Charitable Clinics
Poplar Creek Church
Weatherstone Church
The Lakes
North Ridge Church - Marshfield
Immanuel Presbyterian Church
Barbara Birchler
Anthony and Christine Clements
Gerald and Lisa Norz
Portview Christian Center
Nancy Ferguson
Ronald and Karol Mirenda
Raymond and Patricia VanDerLinden
Calvary Church
North Ridge Church - Abbotsford
Shorepoint City Church
Silver Creek Church
AG Financial Solutions
We Energies Foundation
Woman's Club of WI Foundation
David Jakubowski
Dwayne and Georgine Wenzler-Johnson
Robert and Shannon Young

\$1,000-\$1,999

Christian Life Church - Plymouth
Marc and Sarah Brucker
Calvary Church
United Way of Greater Milwaukee & Waukesha County
New Life Assembly of God - Sparta
Prayer House Assembly of God
Divine Shepherd Lutheran Church
Nancy Bastian
James and Arlene Bauernfeind
Russell and Mary Kay Rayeske
Christian Life Fellowship - Mayville
David and Kirsten Gaskin
Nuance Foundation
Greater Milwaukee Association of Realtors Youth Foundation
New Life Church - Escanaba, MI
Parklawn Assembly of God
GE United Way Campaign
Ervin and Shirley Boeckers
Tiffany Gulinson
Foundation Church
Schwab Charitable
Keith and Mary Dorey
Highland Church
Saxeville Community Church
Mary Resch
Central Assembly of God - Superior
Cornerstone Assembly of God - Athelstane
Cornerstone Assembly of God - New Richmond
Church in the City
The Mill Church, Inc.
Alma Center Assembly of God
Bridge Church - Waukesha
Celebration Assembly of God
New Life Assembly of God - Janesville
Northron Church
Seymour Assembly of God

Rodney and Joyce Chapman
John and Diane Davis
Brendon and Rev Carla Dorn
Kenneth and Dorcas George
Kathy Hatch
Nagaraju and Haripriya Mogili
Tom and Jane Weigt
Mark Dwyer
Pete and Heather Haug
Ronald and Nancy Smith
Eunice Ajayi
Ella Armstrong
David and Marge Eidson
River Valley Church
Tim and Brooke Hall
Church of Christ Presbyterian
Grace 242
KW Electric, Inc
Milwaukee Bucks
National Financial Services
Darleen Behrendt
Charles and Cathy Conger
Brent Jesko
Patrick Keily
Gregory and Joanne Kendall
Anonymous
Roger Meyer
Keith Morgan
Paul and Barbara Parks
Philip and Mary Perso
Theodore Platz
JoAnne Potter
Richard and Sally Preuss
Diane Rosenberg
Margot Schwartz
Kevin and Krista Sederwall-Casey

\$500-\$999

Maxpath Ministries
New Life Assembly of God - Milwaukee
Spring Green Community Church
West Ridge Church
Gabriel and Eileen Piasecki
Evangel Assembly of God
Robert and Pamela Meyer
Advocate Aurora Health
Nikki Verheyden
Stanley and Franki Spiewak
Candice Koehn
Joseph and Sally Simon
Racine Assembly of God
Walter and Marilyn Lindbloom
Matthew and Wendy Mirenda
Daniel and Debra Nordquist
Michael Piskula
Lynn and Barbara Sedelbauer

Vernon Evangelical Lutheran Church
Viroqua Assembly of God
Daniel DeDecker
Gordon and Lori Ehr
Gayland and Linda Hendrickson
Scott and Mary Tomatz
Denny and Linda Christenson
CrossPoint Assembly of God
Family Worship Assembly - Black River Falls
Family Worship Center - Beloit
First Assembly of God
Journey Church of River Falls
New Harvest Assembly of God
Renew Church
Michael Benson
Fred and Mary Felch
Dave and Ruth Freeberg
Connor and Meghan Gindt
Wilma and Charles Lormis
Don and Patty McKinnon
Michael Peppers
Daniel Charpentier
Davis and Kay George
New Life Community Church - Oshkosh
New Life Community Church - Grafton
River of Life Assembly of God - Onalaska
John and Karen Schlesner
Russell and Carol Sells
Jill Frantz
Laurie Trice
Hillside Fellowship Assembly of God
James Bauernfeind
Charles and Jennifer Craddock
Mike and Alisa Ackerman
Scott and Kathy Travers
Crossroads Church
Arletas Collection
Brookfield Congregational Church
City Church
Covenant Community Presbyterian Church
Fidelity Brokerage Services
Praise Church
Wisconsin Landscape Contractors Assoc. Metro Milwaukee
Blair and Ann Anderson
Paul and Philis Beran
Barry and Ann Bonneau
Ronald and LaDon Held
Lucas Hewitt
Richard Jacobson
Benjamin Jefferson
Richard and Diane Lemberg
Marvin and Marilyn Lindbloom
Matthew and Wendy Mirenda
Daniel and Debra Nordquist
Michael Piskula
Lynn and Barbara Sedelbauer

\$250-\$499

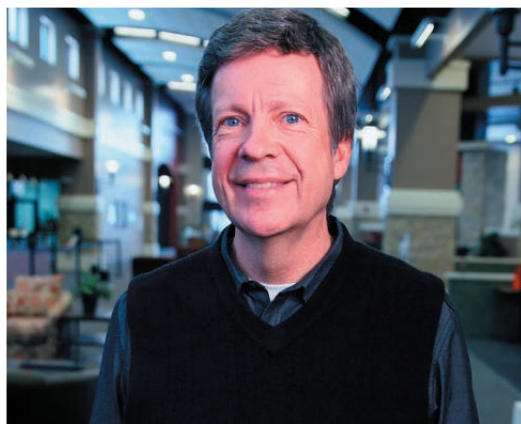
Anna Poppe
Donna Howland
New Hope A/G
Scott and Julie Juedes
River of Hope
Mary MacIsaac
Focus Church - Sun Prairie
Teirney and Leah Christenson
Robert and Gaile Hanson

Gladys Painter
Boyd and Karen Pitney
Jeffrey and Catherine Winkelman
Family Life Center
Hillside Community Church - Neillsville
Norris and Judi Erickson
Brian and Vicki Smith
Lucille Stahl
James and Deborah Swanson
Joseph and Kaye-Lynn Collins
Aptargroup Charitable Foundation
David and Gudrun Braker
Mary Zillman
Scott and Rene Karow
Fox Valley Christian Fellowship
New Life Assembly of God - Plainfield
John and Bonnie Joswick
Nathalie Rindt
Thrivent Choice Program
Adams Assembly of God
Michael and Patricia Casey
Wayne and Helen Pattengill
Allen and Claudette Bechtel
Jon and Elizabeth Carlson
Preston and Jane Ludtke
Sandy Witt
Hope Church
Keshena Assembly of God
William Feierstein
Dennis and Judy Held
Kenneth and Kristine Higgins
William Irving
Rick Johnson
Ruth Kastello
Joseph and Betty Kewley
Linda Leitner (Brown)
Patricia Love
Edward and LeAnn Sluga
Paul and Mary Sneesby
Stephen and Barbara Wilburn
Vicki and Joseph Woods
Jeffrey and Jennifer Schiller
Edward and Krysia McCoy
Fred and Melanie Varin
George Corliss
Steven and Sherri Tande
Mark and Natalie Howard
Ivory and Phyllis Peoples
Lisa Neureuther
Laura Wallace
Morgan Stanley GIFT
Reader's Digest Foundation
ATT YourCause
Abigail Bartz
Greg and Joan Bennett
Keith and Angela Bruesewitz
John and Jaime Dechamps
Robert Fischer
Gwenn Harmann
Terry Leonard
John and Patricia Papador
Daniel Prevost
Jennifer Robinson
Dale and Patricia Schraml
Joseph and Amy Silvers
Steve and Terrie Willicombe
Jacob and Jacky Wirth

Featured Donors



MARIA LOPEZ VENTO
Vice President - Grants & Impact Investments



JERRY BROOKS
Senior Pastor

BADER PHILANTHROPIES

bader.org

Bader Philanthropies supported the following programs:

COVID relief in 2020
Youth & Families - Launching Leaders
Youth Arts Program

OAK CREEK ASSEMBLY OF GOD

oakcreekag.org

Oak Creek Assembly of God has provided leadership guidance, volunteer teams and various means of support to fuel our growth at City on a Hill since our inception. They believe that every person deserves to hear the message of God's love and have been active in many areas of our programming, including all aspects of our youth center program, family engagement, health outreach and adopt-a-block. Members of their congregation helped us make many important programming pivots during COVID-19 to continue to meet the needs in our neighborhood.

Board of Directors

JOHN DAVIS, PRESIDENT

District Superintendent
Wisconsin Northern Michigan
Ministries Network

KEITH STANLEY, VICE PRESIDENT

Executive Director
Near West Side Partners

ROBERT O'KEEFE, TREASURER

VP Finance & Administration & CFO
Mount Mary University

ROBERT YOUNG, SECRETARY

Co-Founder/Business Psychologist
Ascend Talent Strategies

TERRY (T.J.) BERNANDER, JR.

Vice President / Bank Manager
BMO Harris Bank National Association

MELANIE GRAY, PH.D., RN

Program Manager – Trauma Informed Care
Aurora Sinai Healing Services

GAYLAND HENDRICKSON, EX OFFICIO

Missions Director
Wisconsin Northern Michigan
Ministries Network

ART SERNA, EX OFFICIO

CEO
City on a Hill

STACI YOUNG, PH.D., NEIGHBORHOOD ADVISORY COUNCIL CHAIR

Associate Professor and Director
Center for Healthy Communities and Research
Medical College of Wisconsin

Individual Volunteers

■ Volunteer Name
■ # of Volunteer Hours
■ # of Times Volunteered

Jamie Walter	82.5	10
Taytum Kahl	72.5	6
Sydney Blomme	61.5	5
Laurel Woods	59.25	12
Tailei Miller	54.5	4
Gregory Johnson	49	11
Rebecca Troeller	48	9
Kathy Mortensen	35.75	8
Bonnie Tesch	33	6
Abigail Boesl	33	7
Bobbie Spitz	31.75	7
Leigh Sullivan	28.5	3
Tammy Maydak	27	5
Jesus Reyes	27	5
Mary King	23	6
Lavante Smith	22	4
Mary Ellen Moldenauer	21	4
Sarah Brucker	21	4

Volunteer Events

■ Event Name
■ # of Volunteer Hours
■ # of Volunteers

Health Outreach	1,610	292
Weekday Health Clinic	536.25	81
Facility Work	402.25	110
Stocking Outreach	308	77
Sunday Dinner Church	313	103
Adopt-a-Block	305	99
Youth Center	243.25	65
Tuesday Evening Programs	78	22
Clerical Work	63.5	15
Super Saturday	55	10
Family Christmas Party	60	20
Saturday Service Day	45	9

Volunteer Groups

■ Volunteer Group Name
■ # of Volunteer Hours

University of MN - Chi Alpha	18
Trinity Bible College	11.5
The Mill Church, Inc.	6
Edgewood Community Church	6
Bridge Church of the AG	6
Faith United Methodist Church	6
Meadowbrook Church	5.5
Brooklife Church	5
UW Milwaukee Chi Alpha	4
Christian Life Church	4
Weatherstone Church	4
Brookfield Christian Reformed Church	4

Grand Totals

INDIVIDUAL VOLUNTEERS

# of Volunteer Hours	4,127.45
# of Times Volunteered	967

VOLUNTEER EVENTS

# of Volunteer Hours	4,219.5
# of Volunteers	983

VOLUNTEER GROUPS

# of Volunteer Hours	80
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City on a Hill Current Priorities



REMODEL

20,000 square feet of space in our existing facility to serve more youth with 21st century skills – and to generate more earned income.



BUILD

a new Youth & Family Center with a gym/multipurpose space on the block we own adjacent to our facility to increase youth program capacity and serve more families.



LAUNCH

a learning lab to share insights of our model broadly and increase impact in urban communities through a residency program.



EMPOWER

a network of young leaders (our alumni) and their families to become the voice, face and inspiration for reducing generational poverty.



About City on a Hill

City on a Hill seeks to end poverty in all its forms by engaging and empowering people with the spiritual, social, educational and economic resources they need to realize their full potential, making transformational change possible in our community.

The organization serves as a catalyst working to save children, reach parents and transform families in our central city neighborhoods and see the Lord Exalted and His Kingdom enlarged as we equip Christians in our city and engage churches across our nation to break the cycle of generational poverty.

TO DONATE OR FOR MORE INFORMATION:

 www.cityonahillmke.org

 2224 West Kilbourn Avenue | Milwaukee, WI 53233

 414-931-6670