



ANNUAL REPORT

— 2020 —



Evangelical Lutheran Church in America
God's work. Our hands.





A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16



ATONEMENT
LUTHERAN CHURCH



Annual Report - January 10, 2021

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Atonement Staff

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Pastor
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**Deacon for Caregiving
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Communications Coordinator
Isabelle Seifert 414-550-8875
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Administrator for Office, Manager
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**Coordinator for Youth & Family
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**Coordinator for Children & Family
Ministry**
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Ministry**
Kara Mendez 262-744-5602
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Child Care Coordinator
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**Volunteer Coordinator/Small
Groups**
Jeanne Coughlin 414-232-5353
volunteer@at-onechurch.org

Bookkeeper
Larry Alber 414-422-0400
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**Coordinator for Contemporary
Music & Lead Musician**
Katy Klinnert 701-367-3031
katy@at-onechurch.org

**Video Creative for Ministry
Stories**
Kelly McDonald 414-839-8217
kellyaliciamcdonald@gmail.com

AV Technician
Michael Murphy 414-550-3544
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**Coordinator for Traditional Music,
Organist & Choir/Handbell
Director**
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Building & Grounds
Kurt Traeder 414-708-5891
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Church Council

President
Dan Christianson 414-422-9239

Vice-President
Lori Schantz 262-679-4509

Secretary
Joy Alber 262-363-4888

Treasurer
Jay Tews 414-430-6511

Administrative/Personnel
Adam Hodge 414-243-7603

Building & Grounds
Ron Nemke 262-271-7080

Stewardship/Finance
Lance Morgan 262-501-4075

Fellowship/Social Planning
Sally Puranen 414-422-9212

WELCA
Sue Ehrick 414-510-1050

Children, Youth & Family
Sara Johns 262-786-4213

Church in Society
Kathy Sanders 414-412-0083

Groups

Legend's MEN'S Group
Larry Alber 262-951-8263

MEN'S Group
Jay Herb 414-397-3410

Young at Heart (YAH)
Sandy Zielinski 262-679-1930

WELCA
Candy Nemke 262-679-5479

ROMEO
Bob Puranen 414-422-9212

Committees & Ministry Teams

Church & Society
Sharon Holden 414-423-5644

Altar Guild
Sally Munia 414-425-7081
Marilyn Kulas 262-679-1213

Apple Tree Society
Ron Petersen 262-212-8362
Larry Alber 262-951-8263

Caring Committee
Pat Gallun 262-402-7556
Barbara Brownell 414-422-1250

Creation Care
Bev Weber 262-853-6873

El Salvador Partners
Renee Stadler 414-858-2422

Fair Trade Products
Darlene Duklas 414-427-7123

Financial Secretary
Doug Ehrick 414-425-8111

Habitat for Humanity
Sally Munia 414-425-7081

Kitchen Committee
Val Hense 262-679-4161
Carole LaFond 414-421-9488
Bev Weber 262-853-6873

Knit-Wits
Mary Mooney 414-425-3299

Memorial Committee
Mary Tatera 262-784-0352

Outdoor Worship Center
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Prayer Shawls
Sandy Traeder 414-807-1952

Quilters
Beth Gooding 414-425-0484

**Safe Babies Healthy Families
(Ruth Circle)**
Marie Kallman 414-425-5537
Joan Pettitt 262-617-2185

Wedding Coordinator
Kelly McDonald 414-839-8217

ATONEMENT LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING

JANUARY 10, 2021

CALL TO ORDER

OPENING DEVOTION

APPROVAL OF BYLAW change: Motion to adopt this Bylaw policy: B10.01.04. This congregation may hold a remote congregational annual meeting during a time of emergency, when in person meetings are not allowed or advised.

APPROVAL OF JANUARY 12, 2020 ANNUAL MEETING MINUTES

PASTOR GREG: Stories of Faith in Action

PASTORS' REPORTS/COMMENTS for 2020 – Greg Van Dunk and Kevin Farrar

PRESIDENT'S REPORT – Dan Christianson

RECAP CASH SUMMARY REPORT and HANDS-ON-MISSION REPORT-Jay Tews, Treasurer

COUNCIL & MINISTRY TEAM REPORTS – Please refer to Annual Report

ELECTIONS:

- Nominating Committee Slate of New Council Members (2021-2023)

Treasurer	Michelle Goetsch
Secretary	Mark LaMahieu
Church in Society	Marty Petersen
- Nominating Committee (2021)
 - Lori Schantz – President
 - VP-To be selected by January Council
 - Dan Christianson – Immediate Past President
 - Brian Liedtke-Member at large from Congregation
- Nominating Committee Slate of Synod Assembly Delegates (2021)
 - Judi Henry (2018-2021)
 - Candy Nemke (2019-2021)
 - TBD – youth representative
 - TBD – youth representative
- Mission Endowment Fund (Apple Tree Society) – place holder, no election in 2020 Inactive committee until \$50,000 base funding is obtained to begin distributions

UNFINISHED BUSINESS: None

NEW BUSINESS

- 2021 ANNUAL MINISTRY PLAN PROPOSAL AND APPROVAL – Dan Christianson
- 2022 Annual Meeting Date (January 9, 2022)
- Recognition of departing 2020 Council Members
Joy Alber, Jay Tews, Kathy Sanders, Dan Christianson

ADJOURNMENT

CLOSING PRAYER

PROPOSED 2021 CHURCH COUNCIL/COMMITTEE MEMBERS

Council Officer positions (as elected by Congregation Council at their January 2019 meeting)

Church Council Officers**:		Term Expires
President	Lori Schantz	2021
Vice-President	TBD	2021
Secretary	Mark LeMahieu	2023
Treasurer	Michelle Goetsch	2023

PROPOSED Council Committee positions (as elected by Congregation Council at their January 2020 meeting)

Standing Committees:**

Executive Committee	(as defined in the Constitution)	
Administrative/Personnel	Adam Hodge	2021
Building and Grounds	Ron Nemke *	2022
Stewardship/Finance	Lance Morgan *	2022

“Special Committees” (Ministry Teams):**

Fellowship/Social Planning	Sally Puranen	2021
WELCA	Susan Ehrick	2021
Children, Youth, and Family	TBD	TBD
Church in Society	Marty Petersen	2023

Audit Committee (Council elected sequential 3 year terms):

<u>Previously elected: FYI: 2 Open Spots</u>	Michael Meyer	2021
TBD		
TBD		

Memorial Committee (Council elected 3 year terms):

FYI: Previously elected to position: Michelle Goetsch (Treasurer, 2021) / Mary Tatera (lay member, 2021)

President	Lori Schantz	2021
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* Notes new Council members if elected at January 2021 Annual Meeting

** Council officers and committee members need council approval at the January 2021 Council Meeting

ANNUAL Congregation Meeting: Date: 1/12/2020 Time: 12:15

Call to order	President Dan Christianson Atonement Lutheran Church Fellowship Hall
Attendees	Sign in: 85 members present and signatures on file (2019; 558 confirmed membership; therefore 56 is 10%). QUORUM ESTABLISHED
Opening Meditations	Congregation did exercise in reading/reflecting from articles in the Annual Report with table-mates

Motion: Judy Schiller 2 nd : Tom Larsen	Approval of Annual Congregation minutes 1/13/19 Adopted
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Christopher Kent (office staff)	Reviewed church statistics for 2019, Pages 10 & 11 of Annual Report
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Pastor's Report	Pastor Kevin and Pastor Greg reviewed. Annual Report, pages 7 & 8 Recognition of Staff by Pastor Greg and congregation
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President's Report	Dan Christianson discussed; printed in Annual Report (page 9)
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Staff Reports Council and Ministry Reports	printed in annual book; no questions
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ELECTIONS

Motion: Bruce Paul 2 nd : Renee Stadler Adopted Term – 3 years ending 2022	Motion to adopt the slate presented by the 2019 Nominating Committee: (C1.1/20) Sara Johns, Ron Nemke, Lance Morgan, and Lori Schantz
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<p>Motion: Nomination of Brian Liedtke to serve on Nominating Committee. Motion: Joy Alber No other nominations from the floor</p> <p>Motion to approve the 4 member Nominating Committee: Judy Schiller 2nd: Sally Munia Adopted</p>	<p><u>Nominating Committee 2020 (C2.1/20)</u> Automatic placement per Constitution: Dan Christianson (proposed for Council vote President – per Bylaws) Lori Schantz (proposed for Council vote Vice President per Bylaws) Gary Dostal (Immediate Past President per Bylaws) Brian Liedtke (lay person)</p>
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<p>Motion to approve Synod Assembly Delegates: Judy Schiller 2nd: Bruce Paul Adopted</p>	<p><u>Synod Assembly Delegates for 2020 (C3.1/20)</u> Judi Henry (2018-2021) Candy Nemke (2019-21)</p> <p><u>Two (2) Youth representative:</u> TBD</p>
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Apple Tree Society	No election in 2020. Inactive committee until \$50,000 is reached.
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UNFINISHED AND NEW BUSINESS

<p>Ministry Plan for 2020 (2020 Budget)</p> <p>Motion to adopt 2020 Ministry Plan: (C4.1/20)</p> <p>Motion: Judy Schiller 2nd: Nancy Hanks Adopted</p>	<p>Addendum distributed of final 2019 financial numbers; Treasurer: Jay Tews reviewed 2019 (income/expenses)</p> <p>Review of 2020 Ministry Plan; printed and distributed in Annual Reports (page 26 Annual Report)</p> <p>Discussion</p>
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Date of 2021 Annual Congregation Meeting	Jan 10, 2021
Recognition of outgoing Council Members	Bruce Paul, Sally Vogt, Sandy Zielinski

<p>Motion: Joan Pettit 2nd: Tom Larsen Adopted</p>	Adjournment: 1:00 PM
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PASTOR REPORT

Hybrid

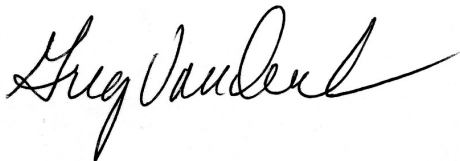
As I write my annual report, I think back one year ago to late fall 2019. In 2020 we planned to focus upon the two essential tasks of being the church; reaching people to become devoted followers of Jesus Christ AND form Christian community. Little did we know that the methods to pursue those goals were about to undergo a seismic shift.

God has been active online for a long time. It took this pandemic to make us aware. Learning to cope, putting ministry content online from recorded worship to sermons to devotions, to live interactive experiences, to cultivating generosity, to children youth and family resources to caregiving has been an enormous shift and I encourage you as we set our sights in 2021 to give thanks to God for faithful staff and volunteers who have turned our ministry on a dime and done so much this past year!

Our online ministry is just getting started. We have a lot to learn. People like you and me are “watching and staying involved.” That is a pleasant surprise. We never imagined ourselves as “televangelists.” How do we fulfill Jesus commission to reach new people? We are seeing small indications that people who have never been to our church are beginning to watch and follow our ministry. How do we form community online, engage and grow together?

We are learning how to invest in being an online church. We are understaffed but we’ve already made two big commitments. We have increased our staff investment by 25%. Isabelle Seifert is just getting started in a redesigned Communications role that includes online ministry strategy. Katy Klinnert adds the role of online ministry Creative to her ministry. This is just a start. We need to build capacity for our media production team—the way we record and publish media ministry. In part this will involve new volunteer roles. Let us know if you can help.

We are becoming a hybrid church. I realize that sounds like seed corn rather than church. Remember the parable of the sower (Matthew 13). Jesus said that growing the reign of God was like a farmer planting seeds. The Gospel is being spread both in-person and online. Rest assured; in-person church will continue and thrive. At some point in 2021 we will gather again, we will embrace again, we will sing together again, we will serve side by side again, we will laugh over coffee together again. As we prepare for that day remember that God is doing something new in 2021 and we are committed to the future.



Pastor Greg Van Dunk

PASTOR REPORT

I began my last annual report, "2019 was a year with an eye to the future." If that was true, a (rather unexpected) future came in 2020! Beyond upheaval of normal life and immense human suffering, this past year has accelerated already-existing trends, particularly decreasing significance of church buildings and increasing significance of our digital presence.

In response to these changing trends, we have hired Isabelle Seifert as our new communications coordinator. Isabelle is an expert both in graphic design and in digital media. We also have invested in technology that allows us to stay connected with you.

A substantial portion of my time is now spent on maintaining and establishing a digital presence--especially for worship. I am learning and am very open to feedback on how we can best do this to fit your needs.

A lot has changed but a lot has also stayed the same. In my annual report last year, I discussed our commitment to welcome, service, and growth in faith. These three commitments remain!

Welcome now happens in digital spaces. A friendly face at the front door now is also an informative and well-organized website.

Service is less of a hands-on task but we have continued to support our ministry partners, whose need is as acute as ever. We also have had meaningful conversations in our church about race this past year, too.

Growth in faith is still happening. Confirmation now entails family conversations, short videos, and zoom check-ins. So far, it has been well-received! We also continue to celebrate small group ministry and worship together.

One of the best parts of Atonement is its warm, caring community. This year, we have learned how crucial community and human contact truly is. We have looked for creative ways to continue to support this community (outdoor worship, Zoom check-ins, confirmation students playing Among Us together, and the Advent Extravaganza) and will continue to do this into the future.

It's been different in 2020 but it is still good to be church with you!

+Kevin+



Pastor Kevin Kretzmann Farrar

CHURCH COUNCIL PRESIDENT REPORT

2020 will be a year that we will not forget; a year that brought about many changes to the world, the state, our local community, our church and our personal lives.

Covid-19 has changes our lives our daily routines and our relationships with one another.

This started out as a very normal year for us all, and then suddenly our world was turned upside down. Wearing a mask, washing our hands, social distancing and limits were placed on how and when to gather. We, as a church met those challenges ... the pastors, dedicated staff and especially you, the members of Atonement.

The church council was faced with a number of decisions, many of which we had never faced before. The decisions we made did not come easily or without great discussion. Limited access to the church, no indoor worship, small groups or in person gatherings were just a few of the challenges we faced. Many changes and adjustments were put into place.

I cannot begin to thank the 2020 council for their dedication this past year. It was not an easy year. Staff made the necessary adjustments and new technology was used for services and gathering. ZOOM became a common household word and avenue to meet.

To all Atonement Members, THANK YOU for your financial support and your understanding in this difficult year.

My term as council president is coming to an end and I leave you in good hands with our new president, Lori Schantz, and the new council.

As I have said before:

We are a church of God's People. Together we do great things...Thanks Be to God.

A handwritten signature in black ink that reads "Dan Christianson". The signature is written in a cursive, flowing style.

Dan Christianson-Council President

STATISTICAL REPORT (January 1 to December 31, 2020)



New Members (15)

Karen & Nick Bellante (Luca, Ellie, Dominic)

Wade & Kelly Nelson (Reid)

Jennifer Kagerbauer (Ian, Kaden)

Erika Muehlbauer (Havyn)

Rebecca Przybyla

Lisa Hamilton



Baptisms (2)

Havyn Ann Muehlbauer 08/05

Charlotte Rae Fronczak 08/23



First Communion (16)

January 19, 2020

Olivia Bartels	Andrew Liedtke
Lauren Cravatta	Megan Liedtke
Nate Dietrich	Lilly Luttmann
Sophie Grasse	Jacob Meller
Cali Heltemes	Sophie Rich Nathan
JJ Hughes	Amelia Rutkowski
Matthew Johns	Claire Zabkowicz
Isabella Kundinger	Olivia Zuehlke



Confirmation (10)

October 25, 2020

Niyah Borgman
 Matthew Connor
 Matthew Gandrud
 Jonathan Geiger
 Madelyn Kostka
 Caleb Moore
 Jackson Moore
 Kaylee Nevins
 Logan Spadanuda
 Isabella Zuehlke



Deaths (members) (5)

02/03 Elaine Ryder
 03/26 Joyce Stahl
 05/28 Clyde Gallun
 10/17 Marcella Ikeler
 11/9 Judy Erickson



Released from Membership (2)

During the year 2019, 2 members were released from membership at Atonement, by means of transfer to another congregation or through annual role adjustment.



Total Atonement Membership

	2019	2020
Members - Baptized	227	234
Members - Confirmed	558	576
Members - Associate	2	2



Worship Attendance

	2019	2020*
<u>Average Weekly Attendance</u>		
8:00 a.m. Worship	89	*
9:15 a.m. Worship	134	*
9:15 Kids BLAST	75	*
10:45 a.m. Worship	89	*
10:45 Kids BLAST	20	*
Average Weekly (reported on annual ELCA parochial report)	357	*
<u>Average Summer Attendance</u>		
8:00 a.m. Worship	97	*
9:30 a.m. Worship	179	*
10:45 a.m. Worship	39	*
<u>Average Wednesday Attendance</u>		
4:00 p.m. Wed Lent	50	*
6:30 p.m. Wed Lent	48	*
Summer Wed Services	n/a	*
<u>Holiday Worship Totals</u>		
Ash Wednesday		
4:00 p.m.	90	*
6:30 p.m.	84	*
Maundy Thursday	122	*
Good Friday	305	*
Easter Sunday	550	*
Thanksgiving Eve	92	*
Christmas Eve	862	*

Online due to Covid since 3/15/20

Staff Reports

CAREGIVING COMMUNICATIONS COORDINATOR Marian Wasierski

Two are better than one, because they have a good reward for their toil. For if they fall, one will lift up the other; but woe to one who is alone and falls and does not have another to help. Again, if two lie together, they keep warm, but how can one keep warm alone? And though one might prevail against another, two will withstand one—a threefold cord is not quickly broken. Ecclesiastes 4: 9-12

This scripture is my attempt to share my feelings regarding my discovery about my role as Caregiving Communications Coordinator at Atonement Lutheran Church. After I met with Pr. Greg on 10/19/19, I thought I could do the work he described. I was thankful to be hired, starting 11/19/19, and honored to be installed 1/26/20. And I continue confident, thankful, and honored. The past year showed me how caregiving, and most everything, is done at ALC. The culture of ALC affirms everyone's gifts and encourages each one to share their gifts with others. So, while I have had opportunity to give care, I have also had opportunity to join in, affirm, encourage, and appreciate the great caregiving activities and relationships already happening. This discovery has helped me see the broader impact beyond the activity of this report and brings me satisfaction and joy in the work.

Here is my summary of the year:

- 1) Impressed to have ALC Personnel Committee Contact assigned to me. Thank you, Ruth Christianson.
- 2) Honored (a little intimidated) to be invited to share my Faith Journey Story on Good Friday.
- 3) Overview of caregiving communications process
 - *Our framework starting out was Church on Sunday x3/month with weekly pastoral meetings.
 - *Last in-person worship 3/8/20, but continuing weekly triage meeting, to pray for and review personal needs of members experiencing special circumstances.
 - *We contact people with emergent and ongoing needs
 - *Frequency is based upon ongoing review of need; 142 people are counted on the roster for weekly, biweekly, monthly, bimonthly, quarterly, annual contact
 - *Collaboration with Carole Lafond and Merilee Berry, Patty Quartullo, Judy Kolstad, Jeanne Coughlin, Dan Christianson
- 4) Revamping of caregiving information management system *3/21/20 started consideration of "Note Bird" a new and improved data storage and retrieval system
 - *4/5/20 began to use new system which supports easy, organized access to people, updates, tasks, by current team of Pr Greg, Pr Kevin, Deacon Marian
- 5) Support: Prayer Chain
 - *In collaboration with Lorraine Behling and Jan DeGaetano
 - *Managing Note Bird Member and Sunday Prayer Groups
 - *Attending to ALC web page prayer requests
- 6) Collaboration: Greeting Card Ministry
 - *Calling upon Lorraine Behling to mail cards, as needed, at times of loss, hardship, celebration, etc. (LB is very often ahead of my call!)
- 7) Overview of Funeral Planner role
 - *Engage families and pastors in the process of honoring those who have died.
 - *Essential functions include initial bereavement support, sensitive listening, information gathering/sharing, providing resources, coordinating schedules, managing details, answering questions
 - *Produced a written document to formalize the funeral planning protocol
 - *Adapted prior funeral planning protocol due to pandemic quarantine restrictions
 - *2020 funeral services
 - *2/5 Doris Rich *2/10 Elaine Ryder *8/22 Darrell Paul Horner
 - *9/27 Clyde Gallun *10/24 Marcella Ikler *11/20 Judy Erickson
 - *11/28 Ann Beer

Respectfully Submitted,
Deacon Marian Wasierski
Caregiving Communications Coordinator

VOLUNTEER COORDINATOR/GROWTH GROUPS

Jeanne Coughlin

This has been a year that has brought many changes to our lives, our church and my position as Volunteer Coordinator. Our volunteers continued to serve in typical fashion during the first two and one-half months, and during this time I recruited, scheduled and communicated with them.

Once it became apparent that Atonement would not be opening its doors for in-person worship, my role shifted. I worked with Pastor Greg to assist in supporting and participating with other members as we placed calls to those in our Church family. We listened to them, we prayed with them, and we worked to address any needs. I also worked at facilitating Zoom Fellowship times and connecting with small group leaders.

Time has been spent learning more about our new database system, Breeze. I have found it to be more user friendly than Planning Center Online and look forward to working with our members so they too can learn about its many advantages. As we move toward reopening, there will be much to do as I reach out to those who have volunteered in the past to re-establish their volunteer connection.

While my work responsibilities have evolved, I did continue to work with recruiting and scheduling volunteers needed for Outdoor Worship. One of my favorite tasks each year is the chance to work with families who light our Advent wreath. This year, this has meant even more to me as I had the opportunity to share some moments in the sanctuary as we opened our hearts to the Hope, Peace, Joy, and Love of the Advent season.

Yours in service to Christ and the people of Atonement,
Jeanne Coughlin



VIDEO CREATIVE for MINISTRY STORIES

Kelly McDonald

I have a long history in video production and editing, it is a calling and a passion in my life. This background has been very helpful in guiding the church into the online virtual church process this year. Video offers a new way to reach people and to tell a story that can be shared over and over again. I try to use my knowledge and expertise to help guide us as we move forward and create meaningful content to share with the world that is consistent with the Atonement we all know in person.

"For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do." - Ephesians 2:10.

God planted this calling in my life many years ago, and I am grateful I can use my gifts to help my church community now.

CHILDREN AND FAMILY MINISTRY

Kara Mendez & Anne Farebrother

Children and Family Ministries started the year with our annual Epiphany Breakfast. BLAST students were served pancakes and sausage by Cross-Training and ACTs students. The months of January and February were busy with workshops and special worship presentations for three of our Stepping Stones Ministries including First Communion, Second Grade Bible Workshop, and Prayer Bear.

Beginning in March, our ministry had to adjust and adapt to new ways of engaging students and families in faith-based and relationship building activities from home. Here is a list of all the new things we did this year, many of which were projects done in coordination with other ministries:

- Sent Easter postcards to families to let them know we were thinking of them.
- Called, emailed and texted families to check on them.
- Emailed weekly family lessons, including easy ideas for building faith at home with everyday objects
- Enlisted families to submit pictures and videos clips to be used in recordings shared with the congregation for occasions like Mother's Day, Father's Day and 4 th of July. This kept participating families plugged in to church while also showing familiar faces to congregation members to keep everyone feeling connected at Atonement. Videos were professionally edited by Kelly McDonald.
- Delivered Hostess treats with a card saying "You have been Ding Dong Ditched. But God is always home!" Atonement youth volunteers rang doorbells and left Hostess Ding Dongs for BLAST students to let them know we missed them.
- Hosted end of the year Zoom classes with all 7 classes and two Little Steps classes.
- Created weekly Video lessons.
- Created a BLAST Facebook page to highlight student work and video lessons.
- Created lesson kits with activities, coloring pages and fun gadgets to create faith building opportunities at home. The First edition of lessons was handed out in a drive through pickup in September. The Second edition was distributed in October and students were encouraged to dress-up for Halloween to receive a treat bag.
- Hosted an Emoji Cake Contest where students created cakes that expressed their feelings and shared them on our BLAST Facebook page. Seven winners received gift cards to Target.
- Engaged individual students to volunteer as characters in the live nativity on November 29, as singers for Advent and as readers for Christmas Eve.
- Encouraged generosity to Pathfinders, an organization that helps homeless youth and teens.
- Provided service opportunities to students who created 50 Christmas cards for Seniors at the Muskego Senior Health Care Center.
- Continued offering opportunities to share with generosity that overflowed the shopping cart in the Fall food drive, our one-day collection on November 29.
- Provided an Advent Extravaganza with other staff members and volunteers to renew spiritual growth in members of Atonement during Advent. A live nativity and petting zoo encouraged families to participate on church grounds in the safety of outdoor, masked and socially distanced activities. This event allowed people to reconnect with staff and other congregation members. Advent kits were provided free of charge and included activities to prepare hearts and homes for the true meaning of Christmas.
- Captured kids' imaginations through daily posts on Facebook of Three Kings and a Camel as they travel through Advent to find the newborn king on Christmas morning. (Our version of Elf on a Shelf, with a Jesus focus.)

We look forward to the new year where we will continue to grow and adapt to the needs of Atonement families.

YOUTH AND FAMILY MINISTRY

Troy Mendez/Kara Mendez

Cross+Training: 6th -8th Grade

ACTS (Active Christians Together Serving): 9th -12th Grade

Cross+Training usually has an average of 15-25 students and ACTS has about 8-10 students-attending on Sunday mornings at 9:15.

Unfortunately since Covid, our numbers have decreased significantly!

-Well this year has obviously been quite the challenge! We both miss seeing all of our Atonement family and definitely miss seeing and interacting with the kids. We have heard from students that they really miss the activities that we have done in the past, food packs, pie baking/coat buying, preparing the Thanksgiving meal for All Peoples and preparing meals for Lenten Services.

We are still planning on attending Fort, in February, praying students are still able to experience this! At the start of Covid Troy made video devotions to stay connected with students. He continues with his team to prepare lessons each week through Zoom.

We are VERY grateful to our dedicated teachers:

Cross+Training Teachers:

Cariann Herb

Tyler Quartullo

ACTS Teachers:

Mike Gandrud

Melissa Mason

Julie Nicholson

We are still holding out hope for Calendar Fundraiser, Fort Trip, Fat Tuesday, Lenten Meals and Mother's Day Pie Baking!

Melissa Mason has started a College/Young Adult Group that will meet bi-weekly.

Taste of Home Care Packages continues to stay connected to Young Adults, thank you Renee Hesselbach and the Hannah Circle.

WORSHIP MUSICIAN

Katy Klinnert

Dear Atonement family, this March will mark thirteen years that I've been serving on staff here and worshiping with you and it's so hard for me to believe it's been that long! Much has changed in those years and it's been a joy to be a part of the journey with all of you as we've grown together.

It goes without saying that 2020 has been an interesting and challenging year, but it has also been one of immense growth for me as a musician and leader as we've navigated online worship, live streaming, and so much more! Thank you for your grace, patience, support, and understanding as we've treaded through new waters together as a staff and as a church.

Our music ministry teams continue to strive to serve God as we lead worship here at Atonement. At the beginning of the year, our Worship Team served at both contemporary 9:15 and 10:45 worship hours. Our fifth summer of outdoor worship was not what we'd imagine but WOW were the days out there incredible blessings! Thank you to everyone who came together to make it happen and with such wonderful precautions. I was thankful for all of the opportunities we had to worship outdoors and look forward to being out there again next summer (and hopefully without masks!)

The Worship Team continues to collectively sponsor a child through Compassion International--Jennifer, a 10-old girl in El Salvador, who I've had the blessing of visiting twice in person.

It is an absolutely incredible gift to get to pray with, play and sing with, and most importantly worship with this faith-filled group of people who give of their time and talents to be dedicated members of the Worship Team! It's truly an honor to serve alongside them.

I want to especially thank and honor the amazing gentlemen who served in our outdoor worship and recording efforts week in and week out these past few months. They went above and beyond the call and played music in sunshine, wind, rain, and very cold temperatures and I could not imagine serving this church without them.

Tim Farebrother, Percussion and Bass
Dan Olson, Guitar and Bass Guitar
Marr'Lo Parada, Guitar and Vocals
John Zabkowicz, Guitar and Bass Guitar
Mike Murphy, Sound Technician and Guitar
Larry Alber, Setup and Teardown Extraordinaire

Additionally, at the beginning of the year the following amazing musicians served on Worship Team and I want to recognize their gifts of time and talent as well. They are such a beautiful mix of gifts from God--I encourage you to get to know these amazing leaders if you don't already know them!

Niyah Borgman, Vocals
Nicole Lemus, Vocals
Anne Farebrother, Vocals
Becky Beer, Vocals
Sheryl Bohne, Vocals
Michelle Dable, Vocals
Katlyn Ihnen, Vocals
Brandon Ihnen, Vocals

Additionally, so many other people have also given of their time and talents on special holidays and I am so grateful for each of them!

I look forward to growing more and worshiping vividly with you all in 2021!

TRADITIONAL MUSIC WORSHIP

Steve Joyal

This concludes my fifth year as Coordinator of Traditional Music at Atonement Lutheran Church, and I continue to welcome your support as we attempt to grow and discover new avenues for enhancing the 8:00 a.m. worship services as well as participate in other worship opportunities. I take great pride in our many traditional performers and we cannot wait to be able to offer worship presentations again once the pandemic has concluded!

The Adult Choir and Handbell Choir members had been working long hours to present wonderful, moving, and enriching music to bring special meaning to services, but that was abruptly interrupted in March. Our greatest choral undertaking to date was take place on Good Friday, 2020 – John Rutter’s “Requiem”. However, the Covid-19 pandemic brought this effort to a sudden and resounding halt. It is our hope to be able to continue rehearsals and present this piece during 2021. Several members of the Bell Choir have been able to gather, rehearse, and record pieces to enhance our services beginning in December. They enjoy the camaraderie, despite the social distancing and masking! We hope you enjoy the musical offerings.

Special musicians are always sought for any services throughout the year. All ages and varieties of performances are welcome. I love not having to be the sole musician at each of our pre-recorded weekly services! SO, please volunteer early and often – see Steve Joyal!

The Allen organ was nearing the final years of its life expectancy, so a wonderful coincidence is bringing us a “new” Allen organ, with enhanced technology and greatly improved sound, which is due to be installed in January, 2021. Look for ways to assist as an “Organ Donor” in the coming new year! The Bösendorfer grand piano remains in excellent condition and we are continuing to maintain regular tunings three times each year. It has received extra duty with service recordings each week during the pandemic.

Please remember the music programs of Atonement when offering your Memorial Gifts, as our funds always need to be replenished for future endeavors, including hiring special musicians, purchasing new music, or undertaking special musical projects. Your continued thoughts, prayers, and support for our ministries are greatly appreciated!!

Office Communications

Kara Mendez

Ready, Set, Go!

Jumping right into mail merges, reports, discussion guides and oh so much more!

Special thanks to Sandy Zielinski and her un-ending knowledge of how things are run and where things are, I would not have survived my first week of mail merges without her! Also, a big thank you to Judy Kolstad who is always just a phone call away. I have been maintaining office hours on Tuesdays and Thursdays, where even during COVID it has been BUSY! The doorbell has been going off with so many dropping off Christmas trees, food donations, jackets and Christmas backdrop decorations.

This has been quite the job of balancing everyone's wants and needs! So far, I have GREATLY enjoyed helping everyone and trying to find solutions! Thank you to everyone for being so patient with me when I say, "I don't know, but I will find out!"

Blessings



Building and Grounds

Kurt Traeder

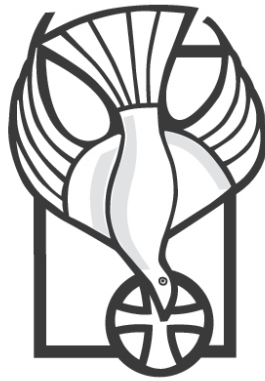
This year has been completely different than all of us ever expected. The year started like any other year, cleaning up and putting everything away for another year after celebrating Christ's birth. Little did I (like everyone else) expect what would happen next and change the entire year for all of us.

For myself there was the usual cleaning do be done although at a reduced level based on much of the church building being used at a greatly reduced level. This did allow time to be spent on more major projects. These projects included cleaning carpets though out the entire building, stripping and refinishing the kitchen floor and rearranging the entire sanctuary removing all of the upholstered chairs and replacing them with hard surfaced chairs from fellowship hall to meet current Covid requirements in hopes it would be used with lower capacities.

Spring and warmer weather allowed for washing all the exterior windows inside and out. There was now much work to be done outside including cleaning up all of the planting areas and spreading mulch throughout our grounds. The outdoor furniture came out of storage and was set up on the patio to allow for small outdoor gatherings. Watering of all the plantings and our newer trees soon followed as did keeping the weeds under control in the flower beds and parking lot islands. Additional perennial plants (from Sandy's flower beds) were transplanted to areas around the church grounds which will hopefully survive the winter to be enjoyed for years to come.

Fall arrived and all the summer items were once again stored in the garage for winter which is arriving as I write this report. Covid changed many things for many people this past year. The church building and grounds has continued to be maintained and is ready to serve us when the conditions allow us to do so. I hope and pray that day arrives in our near future!!

Kurt Traeder - Custodian



Atonement
Lutheran Church *a family place*

2020 Committee Reports

ADMINISTRATIVE/PERSONNEL COMMITTEE

Cindy Dostal

Phillipians 4:13 "I can do all things through him who strengthens me."

The past year required creativity, stamina, and flexibility to meet the needs of a church in pandemic times. We are grateful to a staff that stepped up to support the congregation in different and distressing circumstances. While we saw the departure of Christopher Kent, Office Coordinator/Content Marketing Manager, and Maria Seifert, Office Manager. We welcomes Isabelle Seifert and shifted some responsibilities. Here are staff roles and names as we end 2020:

2020 Staff Role	Held By
Senior Pastor	Greg Van Dunk
Associate Pastor	Kevin Farrar
Contemporary Music Worship Team Leader	Katy Klinnert
Traditional Music, Choirs, Organist	Steve Joyal
Nursery Coordinator	Not staffed at present
AV Assistant	Mike Murphy
Communications Coordinator	Isabelle Seifert
Caregiving Communications Coordinator	Marian Wasierski
Volunteer Coordinator	Jeanne Coughlin
Bookkeeper/Accountant	Larry Alber
Custodian/Buildings & Grounds	Kurt Traeder
Coordinator of Youth & Family Ministry	Troy Mendez
Program Assistant for Children Youth & Family Ministry	Kara Mendez
Coordinator of Children & Family Ministry	Anne Farebrother
Office Coordinator, Interim	Kara Mendez

Thanks are due to the Encouragement/Review Committee: Laura Baldwin, Tammy Janz, Ruth Christianson, Adam Hodge (council rep), and Cindy Dostal. These individuals took the congregation's gratitude and feed-back to our staff and in turn provided a sounding board and encouraged action for staff concerns.

Much gratitude is owed to the Search Committee for Communications Coordinator: Cindy Dostal (chair), Adam Hodge (council rep), Pr. Kevin Farrar, Katy Klinnert, Kara Mendez, and Jeanne Coughlin. The prayerful efforts of this team brought Isabelle Seifert to Atonement.

As always, special thanks are due to Prs. Greg and Kevin. You have risen to a challenge unlike anything we have seen. You have been agile and moved to entirely different ways of supporting your flock. You never waiver from your vision, but have shown great wisdom, creativity, and flexibility in your

Special thanks to the congregation and a request for the future. We are gifted with this staff; please work with these people to abound in every good work! Grace will come to each of us!

El Salvador Update 2020

Cindy Dostal

John 7:38 Whoever believes in me, as the Scripture has said, “Out of his heart will flow rivers of living water.”

Two days before Thanksgiving, rich abundant water was found at the new well drill site in Tepeagua! We are thankful Phase 1 of the Tepeagua water project is now funded and ready to start as soon as Covid-19 restrictions allow in El Salvador. There are two more phases of the project before this water will flow into each home and so, much more to do with our partners!

Atonement El Salvador Committee members include: Pr. Greg, Pr. Kevin, Renee Stadtler, Nancy Hanks, Katy Klinnert, Jennifer Yourd, Nichole Ostrowski, Rachelle Bartels and Cindy Dostal. Let us know if you feel drawn to service with this group. Special thanks to Renee Stadtler who serves as our representative to the Greater Milwaukee Synod El Salvador Committee. Special thanks to Nancy Hanks for continuing in management of the Days for Girl’s Kits.

2020 Accomplishments

Goals for 2021

<p>Well/Water Project: A Global Grant through the Rotary International Foundation has been approved for Phase 1 of the water project. Atonement provided \$25,000 of \$58,000 for this phase. On 11/24 the drill site was tested and abundant water was found! It is believed the site has hit an underground river and water for thousands of people is at hand. Special thanks to Pr. Margarita, Dan Christianson, Jose Guillermo, Rotary International and the Tepeagua Directiva (City Council) for their leadership roles in this undertaking.</p> <p>Dan & I met with Nancy & David Slinde to brainstorm ways to raise funds for Phases 2 and 3.</p>	<p>Phase 2 involves pumps and the water sanitation systems. It is possible water can be obtained in a tank truck and transported to individual homes at the end of this phase. Phase 2 is projected to cost \$86,000. Phase 3 is installation of galvanized steel pipes to bring water to every yard in Tepeagua. The cost of Phase 3 is over \$150,000.</p> <p>Fund raising and identification of partners in this effort will be essential. If you have any resources or suggestions, please let us know.</p>
<p>Roofing Projects: The intent was to reroof/enforce an additional 5 homes and the Espiritu la Paz Church in March. This was delayed by the pandemic, we hope it will resume soon.</p>	<p>We have supported over 25 home roofs and the church roof project. This effort may go on break as we concentrate on the water project. Habitat in El Salvador has been an excellent partner.</p>
<p>Educational sponsorship: was provided to 37 students over the year. Families annually</p>	<p>Strengthen the letter writing component and work on building relationships between child and</p>

<p>receive: \$250 for elementary students, \$400 for middle school students, \$500 for high school students, \$720 for technical school students, and \$1200 per year for university students. We do not know how many students will be promoted this academic year. Reports are the college and dental school students are doing fine. We have indicated we want these young people to return to their educations and through our letters and contributions, to know they are important and cared for.</p>	<p>sponsor. Prior to the pandemic, families in Tepeagua were more likely to move to other areas for work purposes. Now, it is more likely they are staying in the area. While I would love to facilitate some emails or social media chat, the relative lack of digital services in Tepeagua makes that very difficult.</p>
<p>Visits: In February, I visited Tepeagua for Sunday Services along with four other members of the Mission of Healing Delegation. We were able to see a Confirmation and First Communion Service while there. As usual, the people of Tepeagua treated us like royalty. One of the first-time visitors stated, "This visit is a complete reset for my priorities. These people know what is really important: their Lord, their families, and community. These are people I want to be with and more like."</p> <p>I was scheduled to report on this visit on March 15th, 2020. Of course, the pandemic which was declared on March 11th, cancelled that.</p> <p>We had planned a Mission of Community with the purpose of building relationships in Tepeagua for July. That was cancelled due to the pandemic.</p>	<p>Visits: Atonement will continue to participate in the Mission of Healing in February. However, there will be no traveling to El Salvador in February 2021. Along with Unity and other sister churches we have requested \$1000 to be sent to El Salvador in place of supplies we might have provided during the clinics.</p> <p>We will reschedule the Mission of Community, but only when it is again safe to travel and spend time with groups.</p>
<p>Health: The Health Hut is fully utilized. Through the scholarship program, we provide \$50 per month that Cecibel (Health Promoter) and the town council designate for the most major medical needs. Much of this is approved for transportation costs and occasionally directly for medicines. Physicians and other health care workers periodically provide direct services to the community from the Health Hut.</p> <p>Cecibel was able to obtain 220 water purification units for the town. This would give one per home. They appear to filter about 10 gallons at a time.</p> <p>The entire town has come out for clean-up days, to remove standing water and spray for</p>	<p>El Salvador has been successful in boosting access to medical services through their Community Health Worker Programs. Pr. Margarita also participated in reproductive health education efforts in the community. The Salvadoran Lutheran Synod has been a strong supporter of women's reproductive (and other) rights and provides many resources to immigrants, notably those who are returned from the United States after unsuccessful migration attempts) The Synod has also been a strong supporter of the homeless and HIV prevention/management.</p> <p>Of note, Covid-19 infection rates are not really known, but observers feel the country has been relatively successful in controlling the disease.</p>

<p>mosquitos. The goal is to lessen cases of mosquito borne illness such as Dengue Fever, Chikungunya, and Zika.</p>	
<p>Soccer: Recall that Atonement provided funds for flattening soccer fields in previous years. Earlier in 2020, the soccer programs were fading away and in February the fields were covered in old tires. The town council started to sponsor several young adult teams, two female and one male. The soccer fields are cleared and these teams are competing again.</p>	<p>Not a goal for 2021: it is important to know that we have strong, viable partners in Tepeagua and the Salvadoran Lutheran Church. These people make many, many good things happen. We are privileged to walk with them on this journey.</p>
<p>Days for Girls (DFG) Kits: The ladies of Atonement continue the incredible mission of making these reusable feminine hygiene kits. These are distributed with reproductive health education at Mission of Healing in El Salvador and other times.</p> <p>The significance of this product cannot be overstated. Girls are able to stay in school every day and women are able to function and carry out their daily duties. These kits truly give productive days back to girls and women! Kits cost over \$10 and take over 10 hours to assemble.</p> <p>Through a donation by Nancy Hanks, we were able to send 65 kits to Pr. Margarita in December. We may send more in 2020. Shipping costs are quite high (ie slightly over \$100 for a small 20 lb. box and uncertainty over additional customs fees)</p>	<p>Many countries are banning single-use plastic products. This will mandate a change in the kits by 2021. The incredible group working monthly and at home on these kits is undeterred and is making plans for the change. Kit cost will increase, and the time required for each kit will increase.</p> <p>Dr. Mike Gutzeit, Chief Medical Officer Children’s Hospital of Wisconsin, has stated that the DFG kits are the most life changing service we have provided in nearly 20 years of the clinic. The significance and value are incredible.</p> <p>Transportation of kits to those in need is a major obstacle. There has been some work to promote DFG production in the developing countries as micro-enterprises. Success in this endeavor is slow and limited.</p>
<p>Other items: Sadly, there have been no visitors from El Salvador and no visits since February. An Atonement family donated funds to Pr. Margarita for Bible use with the Tepeagua congregation. Pr. Margarita chose to purchase 10 Children’s Bibles, 10 “regular” Bibles, and 10 Large Print Bibles. She will keep these at the church for study purposes. Thank you!</p>	<p>We will see what is provided! Pray for wisdom, grace, and effective vaccines!</p>

APPLE TREE SOCIETY: ENDOWMENT FUND FOR MISSION OUTREACH Larry Alber

The Apple Tree Society team reports that sixteen Atonement families have included the ATS as beneficiaries to support the Mission Endowment Fund of their church, long after their lives on earth. They demonstrate that their support is so important in their faith journey that they wish their legacy to continue giving a percentage of their assets to Atonement's future mission outreach. We invite members to consider a legacy planned gift for God's work. These gifts can be as beneficiaries from life insurance, annuities, IRAs, stocks or a percentage included in your will or trust.

The ATS currently has funds of \$35,000 invested into the ELCA Endowment Fund A portfolio. Atonement's Constitution requires a minimum of \$50,000 must be reached before any funds can be dispensed. Contact your financial advisor, tax attorney or your Thrivent agent for more information about legacy gifting with tax benefits.

Please contact Pastor Greg, Pastor Kevin, Ron Petersen or Larry Alber for more information.



MEMORIAL COMMITTEE Mary Tatera

For the year 2020, as of October 31st, Atonement Lutheran Church has received 119 memorial gifts totaling \$6,832., which were given in memory or honor of members or loved ones. These gifts were dedicated to the ministries in Christ's Church.

A registry of all persons remembered and givers is maintained in the narthex for your reviewing.

These gifts were given for: (plus undesignated)

- Children's Ministry
- Home Visits
- Quilters
- Days for Girls

Purchases and donations included:

- Special Music
- Knit Wits
- Quilting
- Youth Confirmation
- Landscaping
- Apple Tree Society
- Days For Girls
- Outdoor Worship

The Memorial Committee maintains records of these gifts and makes recommendations to the church council of programs or projects that could serve our ministries.

Respectfully submitted,
Mary Tatera
Memorial Chair

Atonement Lutheran Church 2020 Memorials

		Jan	Feb	March	April	May	June	July	August	Sept	Oct	Nov	Dec	YTD	YTD	YTD	Ending
		Income	Income	Income	Income	Income	Income	Income	Income	Income	Income	Income	Income	Income	Transfers	Expense	Balance
Income																	
2020	Beg Bal																
Apple Tree Society	\$408.00													-	408.00	-	-
Confirmation & Youth	3199.06		100.00											100.00		200.09	\$ 3,098.97
Fund for Music & the Arts	1875.80													0.00		300.00	\$ 1,575.80
Knit Wits	1073.43													0.00	1073.43		\$ -
Outdoor Worship	505.00													0.00	505.00	0.00	\$ -
Undesignated	16739.76		40.00	2317.00	100.00	25.00	1090.00	60.00	0.00	25.00	2025.00			5682.00		570.00	\$21,851.76
Quilters	404.71						50.00							100.00	454.71	0.00	\$ 50.00
Days for Girls	155.00			120.00										120.00	275.00		\$ -
Kaminski Trust	41102.32													0.00		1200.85	\$39,901.47
Home Viists		830.00												830.00	830.00		\$ -
																	\$ -
Total Memorials received		830.00	140.00	2437.00	100.00	25.00	1140.00	60.00	0.00	25.00	2075.00	0.00	0.00	6832.00			
Total Expenses																	2270.94
Transferred															3,546.14		
Net income																	3731.06
Beg Bal	65463.08																
Ending Balance																	66478.00

Respectfully submitted, Mary Tatera

CHURCH IN SOCIETY (CIS) Kathy Sanders

"God is fair. He will not forget what you have done. He will remember the love that you have shown him. You showed it when you helped his people. And you show it when you keep on helping them." Hebrews 6:10

CIS ORGANIZERS:

Barb Downer, Jan Larsen, Judy Larsen, Kathy Carlson, Linda Lundin,
Marge Froiland, Nancy Hanks, Pat Gallun, Rene Stadtler, Sandy Zielinski,
Sharon Holden Mattern, Kathy Sanders and Kevin Farrar.

A huge thank you to Jack & Alice Graham who handle the deliveries to APC! To all of the members of Atonement who generously donate food, money and items to the many food & clothing drives, charitable organizations, and fundraisers!

2020 started off with a bang! The Atonement Christmas Gift Donations for the entry area in the new Kathy's House in honor of Irene Schelman's service to the Kathy's House organization & Atonement went over our goal totaling \$8,408 (goal \$5,000). The excess revenues generated went towards matching dishes for dining to enable guests to enjoy family style meals in addition to several lift chairs for patients needing assistance standing. Organizers were very grateful for your generosity!

Our next event was the "Souper Bowl Sunday" collection on February 2nd. You donated 189 cans of soups & soup supplies for APC and Muskego Food Pantry.

On March 4th we held the Annual Lenten Chili Supper fundraiser for Habitat for Humanity (Milwaukee & Waukesha counties). We served over 130 hungry attendees and raised \$830. For the first time we actually ran out of chili! We were honored to have APC members join us for dinner and the Lenten service, they always bring up the energy level and excitement in the crowd! A special thanks to Don & Marge Froiland for providing Thrivent Grant Funds for the cost of the supper.

At the beginning of March the "Giving Tree Collection for APC" for office and cleaning supplies started and ended quickly due to the state order to stay at home due to Covid-19 and the inability to acquire cleaning & office supplies (who'd have thought!).

In mid-March sewers from Atonement pulled out their sewing machines to sew face masks. It started off to supply health care workers and hospital patients masks and then spread for availability for church members, donations to APC, Rescue Mission, Luther Manor, Salvation Army, Hope Center, ELCA International & Days for Girls/El Salvador Partners. Many sewers are continuing to sew masks, 10 months & still going strong! Who would have thought that besides shortages of food, toilet paper and sanitizing products there would be shortages of fabric, thread & elastic!

In March we made the decision to send checks to the HOPE Center (sock it to poverty collections & benevolence budget & donations – MATCH DAY was canceled due to Covid) of Waukesha County & APC (CIS budget for the year & donations) due to their immediate needs to help feed families with no income and help provide children with meals who normally received breakfast & lunch in school.

ALL PEOPLES CHURCH (APC) was amazing at re-imagining their community programs this past year! The community around APC was immediately impacted by the surge and income loss in addition to difficulties in at home education. The meal programs that were provided by St Vincent de Paul had to be switched to “to-go” meals and then were discontinued per the health dept. at which time they switched to delivering bags of food from the pantry. One of the issues people in their neighborhood faced in addition to lack of funds & food was no transportation to get to food pantries so they set up a network of volunteers to get food, prescriptions, etc delivered. During the summer KWTS normally works the garden but to prevent the spread of Covid they needed to keep the children distanced so they reinvented the garden project to home gardens to share with the community and offered plots in their community garden to be adopted to work and share. They set a large cart for those who needed fresh produce to take what they needed which lasted well into fall! It was a beautiful project.

As of May, we began an ongoing food drive for APC & Muskego Food Pantry.

June 15th we provided lunches for APC’s Kid’s Working to Succeed Program. In a normal year we would provide approximately 50 lunches on 3 separate days through the growing season. With the program’s changes this year, we did lunches for 12 families for the week. We sent drinks, hot dogs, buns, bread, lunch meat, peanut butter, condiments, chips, baked beans, canned ravioli, cheese sticks, granola bars, carrots, apples & mandarin oranges in addition to some religious crafts for the children. They were thrilled with their lunches.

In June we also collected reading and workbooks to support the educational needs at APC and backpack/school supplies. We also did a dedicated food drive for Muskego Food Pantry which was organized by Jean Albers.

The Annual July Picnic for Safe Babies/Healthy Families participants & graduates had to be canceled due to Covid. While we were not able to hold the picnic we did provide backpacks with school & craft supplies in addition to a gift card for the graduate to have a picnic with their household to celebrate their success.

Mid October we started our annual “God’s Work. Our Hands.” We identified a number of areas where help was needed and organized volunteer opportunities and collection drives for the following:

- Fall Yard Work for members of Atonement needing help
- Winter coat collection for APC
- Thanksgiving in a Box for APC
- APC Food Drive
- Adopt a Senior/pen pal program
- ERA’s Senior Network Christmas gift
- Milwaukee Rescue Mission
- Veteran’s Association
- Street Angels
- Serenity Inn Meals
- Mission Community/Angel Tree (Salvation Army) – Dianne Hoskins

While this year did not go how we would have hoped, there was so much love, compassion and generosity visible throughout Atonement! Thank you so very much for your spirit of generosity!

OUTDOOR MINISTRY CENTER Ron Petersen

Who would ever have thought that the OWC would be our main worship area in 2020!!! We are so blessed to have this wonderful area for worshipping!!! It is such a beautiful area—plus this past year we had some generous donations of new trees being planted which guarantees the beauty will remain for years to come!!! All of the outdoor facilities (Playground, Memory Garden, and the Outdoor Worship Center) are well maintained with Kurt Traeder playing a key role in this. If the pandemic has taught nothing else, it reaffirms the benefits of being outdoors!!

As of 11/15/20 we have a current balance in our OAR account of \$14,477.00. In this crazy year of cancellations, OneFest was cancelled. To that point, we did transfer \$10,000 from the festival account to our OAR account. Also, we were able to refinance our existing outdoor mortgage to a lower interest rate which will be very beneficial now and for the future. Our outdoor mortgage is paid for by the sale of niches, pavers, and Memory Column spaces---that, along with monies generated from the festival, keep our outdoor facilities from being financially supported by our General Ministry Plan.

We would like to thank you all for your continued support in these areas!!! Without you, this would not be possible!!!



STEWARDSHIP Lance Morgan

Chairperson: Larry Alber

Council Representative: Lance Morgan

Committee Members: Tom Nickel, Doug Ehrick, Sandy Zielinski, Mark LeMahieu, Aaron Bridgeland, Mark LeMahieu, Mike Hietpas and Jason Cleaver. 30+ volunteers helped with phone calls.

Our 2021 stewardship campaign theme was titled “Something New 2021; committed to the future.” Considering we did not have in-person church services in most of 2020, we knew meeting our record Statements of Intent (pledge card) response for 2021 would be a challenge. As of December 1, 2020, we have received 244 pledge card responses totaling \$611,812. By comparison, in 2019 we received 262 Statements of Intent (pledge cards) totaling \$620,249.

Without in-person worship, we are watching the amount of “loose cash” offerings. Loose cash offerings are financial contributions made by individuals who do not complete pledge cards. Typically, loose cash offerings are significant during the Easter and Christmas seasons. In 2019 we received upwards of \$125,000 in loose cash offerings. As of November 16, loose cash offerings were a little over \$85,000. We will update this number for the annual meeting to see how we close the year.

We remain encouraged by the faithfulness of members and pledgers! We trust God will continue to bless our congregation in 2021.

	2019	2020 (pledged as of 12/1/20)
Statements of Intent	262	244
Total	\$620,249	\$611,812

Atonement Lutheran Church

2021 Ministry Plan

15-Dec-20

	2021		2020		2020 Actuals 11/31/2020	Difference	
	Proposed Ministry Plan	Ministry Plan				of Proposed to 2020 Plan	Percent Difference
Contributions							
1 Envelope Offerings	\$ 675,666	\$ 684,161	\$ 571,585	\$ (8,495)			
Total Contributions	\$ 675,666	\$ 684,161	\$ 571,585	\$ (8,495)			-1.2%
Expenses							
<u>Benevolences</u>							
6 Subtotal Benevolence	\$ 31,000	\$ 27,500	\$ 25,183	\$ 760			3.0%
<u>Ministries</u>							
9 Church in Society	\$ 1,700	\$ 3,020	\$ 377	\$ (1,320)			-43.7%
10 Evangelism	\$ 1,400	\$ 2,400	\$ 585	\$ (1,000)			-41.7%
11 Children & Family	\$ 7,620	\$ 8,628	\$ 6,420	\$ (1,008)			-11.7%
12 Leadership Training	\$ 2,000	\$ 5,000	\$ 4,036	\$ (3,000)			-60.0%
13 Social Planning	\$ 750	\$ 1,710	\$ -	\$ (960)			-56.1%
14 Stewardship	\$ 3,300	\$ 6,550	\$ 2,769	\$ (3,250)			-49.6%
15 Worship	\$ 7,820	\$ 4,010	\$ 4,555	\$ 3,810			95.0%
16 Youth & Confirmation	\$ 6,050	\$ 6,700	\$ 2,099	\$ (650)			-9.7%
17 Subtotal Ministries	\$ 30,640	\$ 38,018	\$ 20,841	\$ (7,378)			-19.4%
<u>Staffing</u>							
18 Pastors + Housing + Fica	\$ 142,258	\$ 138,653	\$ 128,366	\$ 3,605			
19 Staff Payroll	\$ 168,249	\$ 169,102	\$ 157,035	\$ (853)			-0.5%
20 Benefits & Training	\$ 83,420	\$ 75,840	\$ 65,528	\$ 7,580			10.0%
Subtotal Staffing	\$ 393,926	\$ 383,595	\$ 350,930	\$ 10,331			2.7%
<u>Operations</u>							
21 Church Council	\$ 18,550	\$ 20,550	\$ 14,628	\$ (2,000)			-9.7%
22 Church Office	\$ 26,700	\$ 25,700	\$ 23,672	\$ 1,000			3.9%
24 Facility Utilities & Overhead	\$ 27,000	\$ 30,200	\$ 23,144	\$ (3,200)			-10.6%
25 Buildings & Grounds	\$ 27,850	\$ 35,899	\$ 24,903	\$ (8,049)			-22.4%
26 Mortgage	\$ 120,000	\$ 122,700	\$ 89,501	\$ (2,700)			-2.2%
27 Subtotal Operations	\$ 220,100	\$ 235,049	\$ 175,849	\$ (14,949)			-6.4%
28 Total Expenses	\$ 675,666	\$ 684,162	\$ 572,802	\$ (11,236)			-1.6%

WOMEN OF THE ELCA (WELCA) Candy Nemke

“As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society and the world”. Giving time, talent, and love to countless projects is a vital part of our group.

Unfortunately, in 2020, we missed our time to share the ups and downs in our lives, have a few laughs, enjoy fellowship, and exchange hugs with our sisters in Christ, all important elements in our small group emphasis and monthly circle meetings.

Four general meetings are normally held in February, May, September and December. All ladies of Atonement are welcome. Of course, this was not the case in 2020.

Our only large group get together was on February 8th. We learned about perennial and container gardening from a Master Gardener. The program was followed by a lunch of delicious soups and breads compliments of Elizabeth and Priscilla circles. The remaining general meetings for the year were canceled.

Our governing board was comprised of:

President- Candace Nemke Vice President-
Mary Taylor Secretary - Lori Schantz
Treasurer - Kris Fantetti Mission
Action - Kathy Carlson /Pat Gallun Mission
Community - Dianne Hoskins Council
Representative - Sue Ehrick

Circle & Cafe Chairwomen were:

Elizabeth - Shirley Littleton
Leah - Joan Johnson & Jean Albers
Lydia - Mary Taylor & Candy Nemke
Mary/Martha - Wendy Hunjadi & Lori Schantz
Priscilla - Ginny Ashenhurst & Bev Weber
Rebekah - Darlene Duklas
Ruth - Pat Gallun & Kathy Carlson

Joining a circle is not required to be a part of WELCA.

The board voted to cancel our traditional WELCA Sunday in September. Outside worship and displaying quilts on the benches just wasn't an option. WELCA's annual Trust Award was given to Darlene Duklas, a wonderful Christian woman who has been involved with mission and outreach work and has held church leadership positions.

Ash Wednesday's Lenten meal, Cookie Day for Luther Manor, the SWO Convention in October, Fair Trade sales, Kathy's House meals, the WELCA Triennial Convention, and many other events were canceled.

However, social distancing and quarantines did not stop the work and generosity of our group. Here's some highlights....

Prayer Shawl - The prayer shawl ministry kept the church well supplied throughout 2020 on par with previous years. In fact, we have expanded to local needs that came to our attention by providing these tangible reminders of God's abiding love and care to the Veterans Home, a Muskego nursing home and the new Kathy's House (currently under construction) for their Meditation Room. Thank you so much for supporting this vital ministry year after year.

Mission Action - Thank you to everyone who was involved in making the beautiful handmade quilts this year (380 to be exact –a record number). Of this amount, 8 quilts were given to graduating high school seniors. Normally we would send the quilts to LWR, but it was decided to distribute them to various places in the Waukesha and Milwaukee areas that needed help – All Peoples Church, Divine Intervention (a homeless shelter at Tippecanoe Presbyterian Church), Hope Center, Milwaukee Rescue Mission, Reformation Lutheran Church, Salvation Army, VA Medical Center and Women’s Center.

Also, the following items were sent to LWR in October to be distributed where needed.

- 616 - school kits
- 177 - personal care kits
- 55 - baby layettes
- 42 - bars of soap

Thank you for your support of our 2020 “Christmas in July” ministry. With God’s help and yours, we were able to collect 1,011 new, or gently used handmade and store bought items.

- 580 – hats (Men’s, Women’s, Children’s)
- 198 – scarves (Men’s Women’s, Children’s)
- 194 - mittens/gloves (Men’s, Women’s, Children’s)
- 36 - socks (all sizes)
- 3 - ear muffs

Knit Wits - The Atonement knitters and crocheters have been busy during this pandemic year. Our meetings were fewer, but our positive attitude and caring hearts have prevailed! To date we have made and donated the following since January - 126 afghans, 40 pairs of mittens, 30 hat/scarf/mitten sets, 19 scarves, 1 sweater.

Items were donated to: All People’s Church, Salvation Army, Hope Center, Serenity InSt. Joseph’s Free Clinic, St. John’s Lutheran Church, Muskego Health Center

Days for Girls - In February, 2020, 300 Days for Girls kits were sent to El Salvador and distributed through the mission of healing clinics. Beginning in March, the women who work on Days for Girls were no longer able to meet as a group for work days because of the coronavirus, but women continued to work at home to produce many of the days for girls components. Because of this, we were able to send 50 kits in August to Lebanon to help alleviate the suffering caused by the massive explosion there. In October, 12 women came together, socially distanced, to put together another 150 kits. 44 of these, along with face masks and requested craft items were shipped to El Salvador in November. We hope to deliver or ship more kits to El Salvador in the spring.

Angel Tree - Members of Atonement were invited to send a gift card from Walmart or Amazon directly to the Salvation Army in Waukesha to support the Angel Tree program.

There are many other charities and projects that our ladies support that are not a part of our Atonement life. The mission and work of the ladies of WELCA will continue in 2021. It will be my honor serve as president in 2021.

“I will choose to find joy in the journey that God has set before me...”

Blessings,
Candy Nemke

ALTAR GUILD

Sally Munia and Marilyn Kulas

Well, as we all know, this has certainly been a different year in the life of our church and our amazing volunteers. January and February were normal, with the regular duties of altar guild being done. These duties include: dusting the altar area, changing the paraments and banners according to the church year or for special occasions, set-up and clean up for communion, changing the eternal candle, altar candles, and laundering the altar linens and Pastor's robe. Once the pandemic hit and we closed our doors to indoor worship, most of these duties were no longer needed. We did, however, continue to make sure the eternal candle stayed lit, and that appropriate banners were put up and paraments put on the altar. When we were able to worship outside, communion was distributed using individual communion creamers, which were given out at the start of the service. These were purchased, and prepared for each communion Sunday, along with setting up the table each week for our outside 'altar'.

We want to thank all the individuals that gave of their time to serve on the Altar Guild during this very difficult time. Any time there was a need, many stepped up and offered to do whatever had to be done. We are blessed with a wonderful group of Altar Guild volunteers.

A very special thank-you to:
Marilyn Kulas for making sure we never run out of supplies.
Sharon Holden for embroidering the baptismal napkins.

When we are able to begin worshipping indoors, the schedule will be available on a Google Doc, which hopefully makes the sign-up a little easier. Hard copies will be located in the altar guild room and on the WELCA bulletin board.

With a growing congregation, new members are always needed to serve. Training will be provided, when we are able to meet, whenever there is a need.

Sally Munia and Marilyn Kulas will continue to serve as Altar Guild coordinators for the upcoming year.

Prayers that all remain safe and healthy during the new year.

Respectfully submitted,
Sally Munia and Marilyn Kulas

BUILDING AND GROUNDS

Ron Nemke

2020 was a busy year for Building and Grounds projects. With the closing of the church and cancellation of activities due to the pandemic, it proved to be a good time for improvements.

Here's what was accomplished -

In January, it was apparent that there were intermittent heating malfunctions with the east furnaces. This problem had been around for a number of years. On December 2nd, repairs were done on the east furnaces. This required replacing the combustion air and exhaust pipes in the attic due to improper installation when the church was built. Also, outside air damper motors were replaced and actuating circuitry repaired on all ten of the furnaces. These were not working correctly for many years. Air filters were also upgraded. This should solve complaints of cold air drafts, and air quality has been improved.

I tested the internet speed in the church and discovered it was much slower than what I had in my home. The internet provider was changed from Time Warner to Spectrum, cutting cost by two thirds and greatly increasing speed. Existing obsolete WiFi hardware was replaced with a mesh system to take advantage of the increased speed and increased area coverage.

Our analog telephone system was no longer supported by AT&T requiring replacing the phones, phone programming unit, and the fire panel auto dialer. A Vonage phone system was installed. The change lowered our monthly bills, increased adaptability, and options. A new fire communications panel had to be added.

Outside building lights were repaired and replaced. The OAR accent lights were repaired and its power unit replaced. The outdoor cross lighting has been improved. Sanctuary ceiling light bulbs were replaced.

Door security access hardware and software have been upgraded. All doors locks are changed for a new master key. Door mechanisms were repaired.

Installed devices to provide the WiFi capability needed for our outdoor live streaming of worship services.

The fire alarm control panel was replaced, old one went bad.

Other projects - Leaky steeple window was replaced. Parking lot repair, seal-coating and striping were completed. City water back flow inspection repairs made.

Thank you to Bruce Paul, Larry Alber, Kurt Trader, Jerry Wollenzien, Dan Christensen, Pastor Kevin and other volunteers who helped during the year.

ANNUAL CONGREGATIONAL MEETING **OPENING LITURGY**

LITANY

L. O God of all power and love ...

C. ... we give thanks for your unfailing presence.

L. O God of all power and love, we give thanks ...

C. ... for the hope you provide in times of uncertainty and loss.

L. O God of all power and love ...

C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.

L. O God of all power and love, we ask you ...

C. ... to revive us to live as Christ's body in the world.

L. O God of all power and love, we ask to be ...

C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.

L. O God of all power and love, we ask you to be with us ...

C. ... wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.

Build Us Up, Lord



1 Build us up, Lord, build us up; set in
2 Build us up, Lord, build us up; let our



us a strong foun - da - tion. Lead us to do your
lives re - flect your glo - ry. Cast a - way all our



ho - ly will; form and shape your new cre - a - tion.
doubts and fears; help us tell the world your sto - ry.



Build us up, Lord, build us up; as we
Build us up, Lord, build us up; help us



guide and teach each oth - er, help us to share your love with the
bear good fruit for you, Lord, give us vi - sion and keep us



world: ev - 'ry sis - ter, ev - 'ry broth - er.
sure. Grant us faith that's stead - fast and true.



Refrain
Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in



faith what's be - gun! Lord, set in our hearts the pow'r of your



word to spread the news of your Son!

Text: Mark Glaeser, b. 1956, and Donna Hanna, b. 1952
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In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form “one body.” Paul was aware that they had done well and commended them for their faith and love.

The word “one” appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the “unity of Christ.” He wanted to note that, although many of the church members came from far off, there is “one Lord, one faith, one baptism.” This oneness reflects God’s gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to “bear with one another in love.” This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to “maintain unity of the Spirit in the bond of peace.”

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by “speaking the truth in love,” each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God’s work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God’s glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into “unity in Christ.” We come from many places and work in many contexts, and yet we recognize “one Lord, one faith, one baptism.”

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.