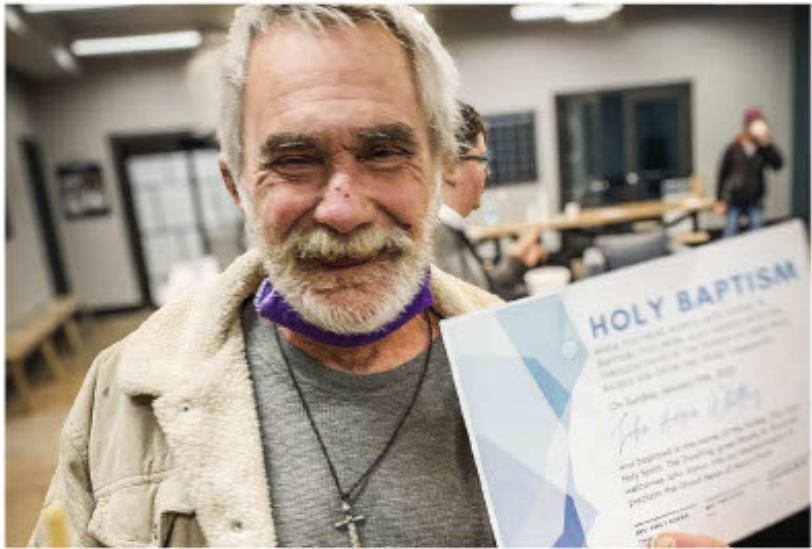


# ANNUAL REPORT

2021



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

# MESSAGE FROM BISHOP



## A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth  
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that “Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.” Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God’s enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God’s steadfast love energizes us for the work God is still doing in the world through this church.

*Elizabeth A. Eaton*

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

“Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.”



# ANNUAL REPORT

JANUARY 9, 2022

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# 2021 LEADERSHIP DIRECTORY

## Atonement Staff

### Interim Pastor

Lynn Erickson | 651-485-2694  
lynn@atonementmuskego.org

### Pastor

Kevin Kretzmann Farrar | 414-207-8778  
kevin@atonementmuskego.org

### Deacon for Caregiving Communications

Marian Wasierski | 414-218-2421  
marian@atonementmuskego.org

### Communications Coordinator

Isabelle Seifert | 414-550-8875  
isabelle@atonementmuskego.org

### Administrator for Office, Manager Program Assistant for Children,

Youth & Family Child Care Coordinator  
Kara Mendez | 262-744-5602  
kara@atonementmuskego.org

### Volunteer & Small Groups Coordinator

Jeanne Coughlin | 414-232-5353  
jeanne@atonementmuskego.org

### Youth & Family Ministry Coordinator

Troy Mendez | 262-765-1292  
troy@atonementmuskego.org

### Children & Family Ministry Coordinator

Anne Farebrother | 414-554-8082  
anne@atonementmuskego.org

### Bookkeeper

Larry Alber | 262-951-8263  
larry@atonementmuskego.org

### Traditional Music Coordinator

Organist & Choir/Handbell Director  
Steve Joyal | 414-640-9971  
steve@atonementmuskego.org

### Contemporary Music Coordinator

Lead Musician  
Katy Klinnert | 701-367-3031  
katy@atonementmuskego.org

### Video Creative for Ministry Stories

Kelly McDonald | 414-839-8217  
kellyaliciamcdonald@gmail.com

### AV Technician

Michael Murphy | 414-550-3544  
mike@rockshopbands.com

### Custodian

Kurt Traeder | 414-708-5891  
ktraeder@yahoo.com

## Council

### President

Lori Schantz | 262-679-4509

### Vice-President

Lance Morgan | 262-501-4075

### Treasurer

Michelle Goetsch | 414-305-3787

### Secretary

Mark LeMahieu | 414-425-6321

### Outreach & Service

Church in Society  
Marty Petersen | 262-385-1696

### Administrative Personnel

Adam Hodge | 414-243-7603

### WELCA

Sue Ehrick | 414-510-1050

### Fellowship & Social Planning

Sally Puranen | 414-422-9212

### Building & Grounds

Ron Nemke | 262-271-7080

### Stewardship & Finance

Lance Morgan | 262-501-4075

### Children, Youth & Family

Jenny Mueller | 414-687-5636

## 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

### 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

### Church & Society

Linda Lundin | 262-894-9091

### 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

### Knit-Wits

Mary Mooney | 414-425-3299

### Memorial Committee

Mary Tatera | 262-784-0352

### Outdoor Worship Center

Ron Peterson | 262-212-8362  
ron@aapertsen.com

### Prayer Chain

Lorraine Behling | 414-422-1580  
Jan DeGaetano |  
jdegaetano135@gmail.com  
prayer@atonementmuskego.org

### 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  
kellyaliciamcdonald@gmail.com

# MEETING AGENDA

ATONEMENT LUTHERAN CHURCH | ANNUAL CONGREGATIONAL MEETING

12:00 PM JANUARY 9, 2022

## CALL TO ORDER

## OPENING DEVOTION

## APPROVAL OF JANUARY 10, 2021 ANNUAL MEETING MINUTES

## PASTORS' REPORTS

Lynn Erickson and Kevin Kretzmann Farrar

## PRESIDENT'S REPORT

Lori Schantz

## COUNCIL & MINISTRY TEAM REPORTS

Please refer to Annual Report

## ELECTIONS:

### **Nominating Committee Slate of New Council Members:**

Vice President/President Elect – Dave Frank      Administration/Personnel – Tom Nickel  
Children, Youth and Family – Jenny Mueller      Fellowship/Social Planning – Judi Henry  
WELCA – Candy Nemke

### **Nominating Committee Slate of Nominees for Call Committee:**

Laura Baldwin      Wendy Hunjadi      Tim Farebrother      Dave Frank  
Cindy Dostal      Brian Liedtke      Renee Stadtler

### **Nominating Committee Slate of Synod Assembly Delegates for 2022:**

Judi Henry (2018-2022)      Candy Nemke (2019-2022)  
Youth Representatives-2- (TBD)

### **Mission Endowment Fund (Apple Tree Society)**

No election in 2022. Inactive committee until \$50,000 base funding is obtained to begin distributions.

### **Nominating Committee for 2022:**

President – Lori Schantz  
Vice President – Dave Frank  
Past President – Dan Christianson  
Congregation Member At Large – Brian Liedtke

## UNFINISHED BUSINESS

None

# MEETING AGENDA

*Continued from Page 2*

## **NEW BUSINESS:**

REVIEW AND APPROVE 2022 ANNUAL MINISTRY PLAN

Michelle Goetsch

2023 ANNUAL MEETING DATE

January 15, 2023

RECOGNITION OF DEPARTING 2021 COUNCIL MEMBERS:

Sue Ehrick, Adam Hodge, Sally Puranen

## **ADJOURNMENT**

## **CLOSING PRAYER**

## **PROPOSED 2022 CHURCH COUNCIL/COMMITTEE MEMBERS \***

### **Church Council Officers:**

		<b>Term Expires:</b>
President	Lori Schantz	2022
Vice President/President Elect	Dave Frank **	2022
Secretary	Mark LeMahieu	2023
Treasurer	Michelle Goetsch	2023

### **Standing Committees:**

		<b>Term Expires:</b>
Executive Committee	As defined in the Constitution	
Administrative/Personnel	Tom Nickel **	2024
Building and Grounds	Ron Nemke	2022
Stewardship/Finance	Lance Morgan	2022

### **Special Committees:**

		<b>Term Expires:</b>
Fellowship/Social Planning	Judi Henry **	2024
WELCA	Candy Nemke **	2024
Children, Youth and Family	Kevin Kretzmann Farrar	2022
Outreach and Service	Marty Petersen	2022
Worship	Kevin Kretzmann Farrar	2022

### **Audit Committee:**

Dan Christianson (2021-2022)

Mike Hietpas (2021-2022)

Rebecca Przybyla (2022)

\* Council officers and committee members require final approval at the January 18, 2022 Church Council Meeting

\*\* Denotes new Council members elected at the January 9, 2022 Annual Meeting

# ANNUAL CONGREGATION MEETING NOTES FROM YEAR PRIOR

*Continued from Page 3*

ANNUAL Congregation Meeting: Date: 1/10/2021

Time: ZOOM (President Dan Christianson and Secretary Joy Alber in person on church premises)

Call to order: President Dan Christianson 12:05 PM-Atonement Lutheran Church Fellowship Hall

Attendees: Sign in by Zoom: members present online. Tally by Zoom in their "participant listing." (Note: one Zoom list may be more than one member on that connection)

(2020- 576 confirmed membership; therefore 58 is 10%). QUORUM ESTABLISHED with 60 Zoom participants.

Opening Devotion: Pastor Greg

Motion: by the Council on December 15, 2020.

No second needed if motion presented by a committee. Approval of Bylaws change: To amend the Bylaws by the addition of: B 10.01.04 This congregation may hold a remote congregation annual meeting during a time of emergency, when in person meetings are not allowed or advised.

Note: motion presented in writing and published in the BELL publication December 1, 2020. Bell publication was sent by mail to approx. 50 congregation members who did not have e-mail.

Adopted by Zoom Poll; results presented: > 50% yes

Motion: Lori Schantz 2nd: Jay Tews to approve Jan 12, 2020 Congregation Meeting Minutes as printed in the Annual Report

Adopted by Zoom Poll; results presented: >50% yes

Pastor Greg Stories of Faith in Action

Pastor's (s) Report

1. Pastor Kevin

2. Pastor Greg Pastor Greg and Pastor Kevin reviewed Annual Reports, pages 7 & 8

Covid Report: Pastor Kevin: current dashboard statistics

President's report Dan Christianson reviewed, printed in Annual report, page 9

RECAP Cash summary report and HANDS ON MISSION report: Power Point presentation.

Report of Year 2020: Jay Tews, Treasurer

Council and Ministry Team reports Remaining reports in the Annual Report of 2020

# ANNUAL CONGREGATION MEETING NOTES FROM YEAR PRIOR

*Continued from Page 4*

## ELECTIONS

Motion made by the 2020 Nominating Committee

No second required if motion presented by a committee.

Motion to adopt the slate presented by the 2020 Nominating: Committee for Council Membership:

Michelle Goetsch, (Years 21,22,23) Mark LeMahieu and (Years 21,22,23) Marty Petersen (Years 21,22,23)

Adopted by Zoom Poll; results presented: >50% yes

Motion by the 2020 Nominating Committee

No second required if motion presented by a committee.

Motion to adopt the slate presented by the Nominating Committee for a lay member to the 2021 Nominating Committee.

Automatic per Constitution:

Lori Schantz (President)

V.P elected by the Council 1/19/2021

Dan Christianson, Immediate Past President

To be elected: Brian Liedtke: lay person (one year term)

Adopted by Zoom Poll; results presented:>50% yes

Motion by the 2020 Nominating Committee

No second required if motion presented by a committee.

To adopt the slate presented by the 2020 Nominating Committee for Synod Delegates: Term – 1 year per C & B

Judy Henry and Candy Nemke, 2 Youth TBD

Adopted by Zoom Poll; results presented: >50% yes

Apple Tree Society No election in 2020. Inactive committee until \$50,000 is reached.

UNFINISHED BUSINESS: None



# ANNUAL CONGREGATION MEETING NOTES FROM YEAR PRIOR

*Continued from Page 5*

## NEW BUSINESS

Ministry Plan for 2021 Motion made by the Council  
No second required if motion presented by a committee.  
To adopt the 2021 Ministry Plan

Any congregation members were invited January 6, 2021 by ZOOM to discuss the Ministry Plan with some Council members, Pastor and Treasurer present. Attendance – two lay people 10 AM and 1 lay person 7 PM

Adopted by Zoom Poll; results presented: >50% yes

Date of 2021 Annual Congregation Meeting Jan 9, 2022 NOON  
Recognition of outgoing Council Members Dan Christianson, Joy Alber, Jay Tews and Kathy Sanders

Motion: Dan Christianson 2nd: Joy Alber To adjourn the meeting. 1:50 PM

Closing Prayer : Pastor Kevin  
Submitted by Council Secretary: Joy Alber Reviewed by Dan Christianson

# AUDIT REPORT

February 16, 2021

To: Atonement Council

From: Atonement Audit Committee Re: 2018-2020 Financial Audits

The complexity of Atonement's financial record keeping is handled by Power Church Management computer System, tracking the assets located in 4 banks (Associated, Thrivent CU, Live Oak, & ELCA) and the transactions for the ministry plan fund 01, mission endowment fund 02, memorial fund 03, capital improvement fund 04, mission partners benevolence fund 05, and outdoor worship ministries 06.

The audit team, made up of Mike Hietpas (CPA) and Dan Christianson, with the assistance of Larry Alber and Sandy Zielinski, thoroughly reviewed the income and expenses of 2018, 2019 & 2020

The complexity of accurately recording the donations was noticed because of the 4 different paths of contributing; the normal cash/check through the plate (or mail) handled by Sandy and the counter team. Vanco Simply Giving monitored by Doug Ehrick, Breeze & PayPal gifts via e-mail through the bookkeeper's e-mail account as well as stock tradings through Atonement's TDAmeritrade account.

The Vanco Simply Giving is mostly ACH (Automated Clearing House) transfers, directly from the donor, to our Associated bank. The stock trades also come electronically to our bank. PayPal gifts come via PayPal bank – a 2.3% fee, to Associated bank with a 2-day latency. The Breeze gifts are received every Monday – a 2.9% fee with a latency of up to 10 days, making reconciling extremely difficult. Although Breeze offers the 'text to give' option, only a couple families have used it and 1 family (formerly Vanco) using the recurring option. Another is that only the Vanco system includes members envelope numbers the others do not. This indeed helps with recording a member's contribution. Almost 50% of our contributions come via Simply Giving. Vanco Simply Giving charges a small fee for those using the ACH transfer, but for those who choose the credit card option, the fee is 2.6%. There is no latency. In 2020, all Vanco electronic fees totaled \$876 while Breeze and PayPal totaled \$1600.

The check register was compared to the actual check stubs against the necessary papers needed for payment. All the necessary paperwork was in the file. The Committee relied on the controls of the payroll processing firm, Integrated Payroll Systems, and the annual budget-to-actual reviews performed by Finance Committee members and did not review payroll procedures as part of this audit.

The BIG issue is that contributions are coming from 4 different sources are stated above. All 4 have a fee for their services. This proves to be an accounting nightmare to say the least plus a rather expensive process. Last year alone it cost Atonement almost \$2500 in service fees. When trying to review the bank deposits, it was a major task to actually find where the monies came from, since we the have 4 avenues of giving. The most expensive is Breeze with a 2.9% fee with it taking up to 10 days to receive the money. Currently only 2 individuals use that service.

In summary, we found that the Atonement's Books are in excellent shape thanks to the work of Larry Alber, our bookkeeper. It is the groups feelings that one donation avenue should be removed due to the cost, lateness of payments to the church and lack of usage, that being the Breeze program.

Submitted By: Dan Christianson and Mike Hietpas

# PASTORAL REPORTS

# INTERIM PASTOR LYNN ERICKSON

Dear Friends in Christ,

First and always, thank you. I'm grateful for the opportunity to serve alongside you as your Interim Pastor. In the midst of the many transitions we've made over the last year with the return to indoor worship, the departure of Pastor Greg, the intense work of the Church Council and Mission Exploration Team, and the ongoing learning and adjustments required by the pandemic, it's good to take a breath. To give thanks. And to listen anew for how God is calling us in this particular time and this particular place to be God's people.

## **Mission Exploration Process**

My role is to help you prepare for a new pastor. I have come alongside the ongoing work of the Mission Exploration Team (MET) as they listen to you and prepare an honest mission site profile (MSP) describing Atonement, clarifying our mission, identifying our challenges, sharing our hopes and outlining our pastoral leadership needs. Please pray for our council and MET and watch for additional ways you can participate and offer feedback in the months ahead.

Once the profile is refined and approved by the congregation, your Call Committee will carry the work forward review and interview candidates for your new pastor. We look forward to an exciting year.

## **Organizational Structure**

Part of our interim work includes clarifying the needs, roles, job responsibilities and supervision of your current staff, including those of your second pastoral position currently filled by Pastor Kevin. I am grateful for our talented, committed staff members as they continue to navigate through a variety of changes, including Pastor Greg's departure. It is a joy to work with them!

## **Pandemics are disruptive**

I am grateful for your faithfulness, resilience, creativity, attention to safety and care for one another in the midst of the ever-shifting pandemic. In my own impatience for life to return to something more fully normal, I return again and again to Galatians 6, verse 9 which says "Let us not grow weary in doing what is right..." Our continued caution has certainly saved lives, but I do look forward to one day sharing a meal together, to seeing your smiles and to setting aside those little pre-filled communion cups!

I am so glad to walk you in this in-between time. Thank you for your partnership in the ministry we share.

– Pastor Lynn Erickson

# PASTOR

## KEVIN KRETZMANN FARRAR

I write my annual report in the season of Advent, the season of anticipation—and of waiting.

By the time you read this, we will no longer be in the season of Advent but, as a church, we will still be in a time of waiting, anticipation, and preparation. We are in the process of hiring a pastor. We are waiting for the pandemic to be behind us and for life to feel 'normal' again.

In such a season of transitions, we get the exciting opportunity to decide what we want normal to be in 2022—and beyond. In my premarital counseling, I was taught that, as a couple, we get to make up the rules for our marriage and what we want our marriage to be. This is same for life together as a church—we get to make up our rules and what is normal for us. We get to protect what we believe should be protected and we get to change what can be improved.

There is much to protect and celebrate at Atonement. We have a wide variety of worship offerings—traditional, contemporary, online, indoors, outdoors, and so on. It is a gift that we have such an abundance of good worship offerings! We also have a commitment for children, youth, and family ministry. We love being a church that nurtures people of all ages in faith.

There are also growing edges at Atonement. One of my enduring memories from my time at Atonement is a 2019 strategic planning meeting where a senior insisted that we keep children's sermons so that they could see Atonement's little ones. Though this person may not have personally known the kids up front, they cherished our kids. I hope—and believe—that 2022 will be a year that we can do more than just see people in a different life stage than us. We will also be able to get to know people in different life stages. In other words, I am eager to build bridges across generations—and service times.

If I have learned anything over the past few years it is that I will not be able to predict exactly how 2022 will shape up. With that said, I also know that God is faithful and Atonement is a resilient community. I look forward to stepping into 2022 with you!

–Pastor Kevin Kretzmann Farrar

# CHURCH COUNCIL PRESIDENT

## LORI SCHANTZ

Dear Atonement Family,

In early 2021, we were looking forward to a year of gradual returning to “normal”. Although the COVID virus prevented us from full realizing that goal, Atonement did great things in 2021 and we have much to celebrate!

I’m grateful for our Council’s hard work and diligence in making thoughtful, difficult decisions and I’m proud of our hard-working flexible staff for their ability to find creative new ways to fulfill their ministries. We returned to in-person worship, education and small group ministries while being mindful of safety and providing virtual options as well. Our outdoor worship center was truly a blessing in 2021!

I greatly appreciate Atonement members’ generous spirit in funding a beautiful new organ in 2021 as well as a significant portion of the Tepeagua Water Project, all while continuing to support our ongoing ministries.

After celebrating in late September our 16 years of fruitful ministry with Pastor Greg, the final quarter of 2021 has been focused on preparing for a transition to a new pastor. With God’s help, continued leadership from Pastor Kevin and compassionate support from our Interim Pastor Lynn Erickson, I’m confident that Atonement will successfully move through this season of change and continue to fulfill our mission to Embrace, Equip and Send.

Lori Schantz  
Council President

# CHURCH COUNCIL VICE PRESIDENT

## LANCE MORGAN

Sara Johns resigned as a Vice President of the Church Council at the beginning of 2021, due to her family relocating. Lance Morgan served as Vice President for the remainder of 2021.

# MET ANNUAL REPORT

## MARK LEMAHIEU

Mission Exploration Team (MET) Annual Report  
December 14, 2021

Beginning in September, the Atonement Mission Exploration Team (MET) held its first meeting in preparation for the future pastoral call to replace Pastor Greg Van Dunk.

The MET's primary goal is to prepare the ELCA's Ministry Site Profile (MSP) document, which is created by congregations to summarize the characteristics and ministry of each church, and to serve as the first impression to share with prospective pastoral candidates. The MSP is shared with ordained rostered ministers who are interested in pastoral calls.

Prior to drafting the MSP, the MET members are spending extensive time with Atonement's membership to gather information about the upcoming call process. Nearly 20 listening sessions with congregation members, Atonement staff, WELCA circles, small groups, and youth group students and leaders have been held over the past few months.

The MET listening sessions provide the congregation with an opportunity to share their thoughts and desires about the pastoral call process. The information collected from in-person and online listening sessions is being used by MET members to draft Atonement's MSP.

In addition to the listening sessions, the congregation is regularly updated about the MET process through Atonement Bell newsletter articles, website postings, blast email messages, and worship service announcements.

In February, an Atonement congregational meeting is planned to be held with Bishop Paul Erickson and Rev. Jennifer Arnold, Assistant to the Bishop for Missional Leadership, in attendance. Jennifer provides support for Atonement's MET process.

Members of the MET include: Mark LeMahieu (chair), Cindy Dostal, Doug Ehrick, Tim Farebrother, Dave Frank, Matt Luttmann, Ron Petersen, Lori Schantz, and Rachel Zabkowicz. Pastor Lynn Erickson provides MET support.

Atonement's pastoral Call Committee is anticipated to begin its work in March.

Submitted by Mark LeMahieu, Chair

# STATISTICAL REPORT

(JANUARY 1 - DECEMBER 31, 2021)



## New Members (2)

Eric & Abbie Nielsen



## First Communion (15)

Hailey Balkunas	Brooke Matzke-Hinek
Aiden Bridgeland	Chase Morgan
Myles Dable	Reid Nelson
Gavin Greig	Lilly Orluske
Naomi Hinek	Gavin Puranen
Kallie Klawitter	Katherine Radtke
Cullen Lidwin	Elliot Thompson
	Reese Zomboracz



## Member Deaths (5)

Donna Jorgensen Ron Strampe  
Karmen Kautz Merilee Berry Joyce Waltz



## Baptisms (11)

Ben Federick Kolkoski | 12-26-21  
Ada Delphine Moerke | 11-14-21  
Camden Matthew Sielaff | 9-12-21  
Lucy Kay Wachholz | 8-29-21  
Meghan Joy Frelich | 8-8-21  
Ace Lee Roelli | 7-25-21  
Liam James Kousek | 7-22-21  
Nathan Nielsen | 5-9-21  
Penelope Hodge | 5-23-21  
Weston Kolkoski | 4-11-21  
Ben Zdroik | 2-28-21



## Confirmation (11)

Lacey Cleaver	Chase Borgman
Erin Conner	Carleigh Hoskins-Freitag
Jarret Dietzler	Ella Neitman
Joshua Storm	Caleb Teisl
Paul Thompson	Zach Weiland
	Mason Duerwachter



# STATISTICAL REPORT

(JANUARY 1 - DECEMBER 31, 2021)

## Total Atonement

<b>Membership</b>	<b>2020</b>	<b>2021</b>
<b>Members- Baptized</b>	234	242
<b>Members- Confirmed</b>	576	527
<b>Members- Associate</b>	2	2

## Released from Membership (56)

During the year 2021, 56 members were released from membership at Atonement, by means of transfer to another congregation or through annual role adjustment.

## Worship Attendance

<b>Average Weekly Attendance</b>	<b>2021</b>	
	<b>Online</b>	<b>In-Person</b>
8:00 am Worship	69	60
9:15 am Worship	57	95
9:15 am Kids BLAST	N/A	40
10:45 am Worship	N/A	27
10:45 am Kids BLAST	N/A	4
<b>Average Weekly</b>	63	45

<b>Average Summer Attendance</b>	<b>2021</b>	
	<b>Online</b>	<b>In-Person</b>
8:00 am Worship	50	50
9:30 am Worship	45	150

## Calculating Online Attendance

Online attendance numbers are calculated using both Youtube and Facebook metrics. Youtube metrics are measured by views within the first week of posted worship. Facebook metrics are calculated using the "1 minute video views" as an estimate for total video views. Each view is counted as 2 attendees per the ELCA "Tracking Online Worship Attendance" guidelines.

<b>Holiday Worship Totals</b>	<b>2021</b>	
	<b>Online</b>	<b>In-Person</b>
Ash Wednesday	244	N/A
Maundy Thursday	236	N/A
Good Friday	198	N/A
Easter Sunday	428	225
Thanksgiving Eve	138	40
Blue Christmas	160	20
Christmas Eve	346	475

# STAFF REPORTS

# CAREGIVING COMM. COORDINATOR

## DEACON MARIAN WASIERSKI

I imagine you may have, right along with me, held hopes that this year of pandemic would bring the end of the virus with the end of the year. Our reality says we are not there yet.

In Psalm 6:3 the writer shares our lament “My soul is in deep anguish. How long, Lord, how long?” And isn’t it tempting to think about how good it will be when things get back to “normal?” Psalm 42: 4, written during the sad time of exile, longs for the past, “These things I remember, as I pour out my soul: how I went with the throng, and led them in procession to the house of God, with glad shouts and songs of thanksgiving, a multitude keeping festival.”

Our reality says we are not there back in church like before, and questions what our future “normal” will look like. Amid our sorrow and struggle the Psalms provide hope, though, because we know God is with us through it all. Following 2021 pandemic safety practices, for most of the year, my on-site presence went from a little bit to not at all. Despite this limitation, the caregiving process moved ahead. By design, and good fortune, most of my work involves the phone and computer.

Here are the highlights:

1) Established “Note Bird,” our new and improved data storage and retrieval system

- Central tool for managing caregiving communication
- Pr. Kevin, Pr. Lynn, Jeanne Coughlin, Deacon Marian are registered caregiving team members
- Weekly triage-prayer meetings
- 192 members/friends of Atonement currently listed in Note Bird
- Frequency of caregiving contacts is determined by need; may be daily, weekly, monthly, quarterly, annually, other
- Caregiving focus includes acute illness, chronic illness, pre- and post-surgical support, hospitalization, rehab therapy, isolation, loneliness, prayer requests, holy communion, bereavement [initiated relationship with Hales Corners Lutheran ‘Care Ministries Program’]
- Thankful to Patti Quartullo (who ended visitation ministry role)

*Continued on Page 17*

# CAREGIVING COMM. COORDINATOR DEACON MARIAN WASIERSKI

*Continued from Page 16*

2) Sunday presence all services once a month

3) Prayer Chain--Collaborated with Jan De Gaetano and Lorraine Behling

- Submitted prayers to the prayer chain upon request and as desired
- Coordinated Sunday prayer list

4) Holy Communion Requests

- Thankful to Judy Kolstad (telephone communion until her re-retirement)
- Thankful to Carole LaFond (retired from home visit/communion ministry)
- Collaborated with Jeanne Coughlin (home communion)
- Reorganizing home communion team (in process)

5) Greeting Card Ministry--Collaborated with Lorraine Behling

6) Funeral Planning

- Revised Funeral Planning Guidelines, honoraria suggestions, and leadership into two roles: planner (Marian) host (Jeanne)
- Planned 6 and hosted 4 funerals: Frank L. Gregor (6/3), Dean Christopher Radke (6/29), Donna Jean Jorgensen (7/8), Rachel Claire Pankratz (7/14), Andrea Lynn Korth (7/17), Joyce Ann Waltz (8/29)

God's Peace, Deacon Marian

# VOLUNTEER & SMALL GROUP COORDINATOR

## JEANNE COUGHLIN

The year 2021 was a year of challenges and inspiration. There was the challenge to stay current with Covid information and protocols, always keeping the health of our members and visitors in the forefront. Volunteer roles needed to be redefined to meet current needs while reconnecting with previous volunteers and recruiting new ones. Stepping in to help with small groups, I communicated with leaders and members, assisting when needed.

Members and friends of the church inspired me with their depth of commitment to serving others – in our church, our community, our world. Small groups including circles, men’s groups, growth groups, committees, youth, and families pitched in to help.

Volunteers emptied the shopping cart and food barrel, delivering the needed items to All Peoples and the Muskego food pantry. Others enlisted the aid of some of our younger members to pack school kits for children locally and around the world. Boxes upon boxes were filled with layette kits, quilts, afghans, hats, scarves, mittens, personal hygiene items and more. Tools were donated to Habitat for Humanity.

The staff inspired me with their consistent effort to keep members engaged, invite those without a church home to join us, increase our online presence, and support one another.

Atonement is a church with heart and once again this past year has demonstrated the depth of that heart.

God’s Blessings to All,  
Jeanne Coughlin  
Volunteer and Small Group Coordinator

# VIDEO CREATIVE FOR MINISTRY STORIES

## KELLY MCDONALD

It is no secret that video has become a crucial way to continue to spread God's word to Atonement and beyond. I have enjoyed my work for the church through creating visuals presentations for online and in person service, as well as creating a visual presence for our Church in the background for key seasons.

This year, I have enjoyed creating a few short opens for several of the sermon series to help tie the scriptures together under one theme. I see the hard work being done by the team and appreciate the attention to the details. I am privileged to create videos about the many projects that are going on behind the scenes of our church and being able to tell the congregation about the good work being done by so many.

In addition to my video work, I spent time working with the worship team to create a Christmas wonderland that would enhance our online Christmas services because they were all virtual last year. I used my background in video to help teach the team about framing the shot and setting a scene that enhances your content instead of distracting from your message.

Again, a lot can be said about the details and the worship team is great with the details. This year, we were able to scale that Christmas vision down, so it fit into the church for this year as we welcome the people back for the holidays. I look forward to another year doing God's work through video.

"We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith." Romans 12:6.

As I have said before, God gave me this eye for seeing things in a creative way, and I am grateful I can continue to use my gifts to help my church community.

- Kelly McDonald

# CHILDREN & FAMILY MINISTRY

## ANNE FAREBROTHER & KARA MENDEZ

Children and Family Ministries is dedicated to helping children experience God through engaging activities and shared fellowship. We started the year with virtual classes meeting on Zoom.

Thanks to dedicated parents, the student attendance was steady from January through May. Students and teachers were grateful for the opportunity to see faces of church friends again. Thank you to the teachers for meeting the challenge of creating meaningful lessons online.

Just as we mastered the art of online teaching, we switched to summer BLAST outside. Again, our teachers found new ways to engage students outdoors. Thank you to our summer teaching staff. Beginning in September, BLAST students continued to grow in faith in the classroom. Our teachers are faith-filled role models that care about their students. We are so grateful for their dedication.

Despite some limits to activities this year, Children and Family Ministries offered an Egg Hunt, BLAST Fall Kickoff, Kids Celebration for Pastor Greg's Send Off and a Christmas Program. Check out our Kids BLAST Facebook page to see our students in action.

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

Thank you BLAST teachers:

Mackenzie Bridgeland, Laura Brogan, Becky Conway, Patrick Conway, Melinda Felts, Jaci Geiger, Rachel Girardin, Michelle Goetsch, Doug Hittle, Amanda King, Julie Klawitter, Karen Kundinger, Faith Laning, Brian Liedtke, Stacy Meller, Jenny Mueller, Karen Mulligan, Stacy Quade, Erin Rose, Kathy Sanders, Carrie Storm, Debra Tews, Katie Vallee, Jennifer Yourd and Lauren Zomboracz

# YOUTH & FAMILY MINISTRY

## TROY MENDEZ & KARA MENDEZ

Cross+Training: 6th-8th Grade | ACTS (Active Christians Together Serving): 9th-12th Grade

The 2020-2021 year has had its own challenges. Students have been attending classes very sporadically, we have had anywhere between and 3-15 students on Sunday mornings at 9:15 a.m. We are VERY grateful to our dedicated teachers:

Cross+Training Teachers: Troy Mendez, and Tyler Quartullo

ACTS Teachers: Mike Gandrud, Melissa Mason, and Julie Nicholson

This school year, we started offering a Sunday night group, combining with Confirmation for 10th-12th graders, with zero interest from students.

Students have indicated that they would like to do many more service projects. Unfortunately, many of the serve opportunities have been put on hold due to Covid restrictions. (The serve project that we did offer, which was a tour and serve at a Food Pantry, had no interest.)

For the first time ACTS and Cross+Training students were invited to participate in the Christmas Program. Students had a great time performing a Bell ensemble with a few students doing readings. A couple of Youth students have also been active participants in Sunday morning services, reciting prayers and assisting in baptisms.

A highlight of this past year was our Mission Trip to Kentucky over the Summer. We had 7 students and 2 chaperones travel by van to serve in low-income areas.

We are hoping to get back to our basic 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.

February 2021, we were very grateful for our High Schoolers to be able to attend Fort for serving. We are planning on attending Fort, March 4th-6th, 2022. All students 6th-12th grades are welcome to attend, we will all be campers this year (no serving.) To date, we have 13 students signed up, normally we have 30-40 students signed up.

To date, we have 9 students signed up for this summer's Youth Gathering to Minneapolis.



# TRADITIONAL WORSHIP COORDINATOR

## STEVE JOYAL

This concludes my sixth year as Coordinator of Traditional Music at Atonement Lutheran Church, and I continue to be amazed at the responses we receive to the traditional services at Atonement. We are excited to be able to offer live worship presentations again now that many of the pandemic-related issues have been resolved!

The Adult Choir is still on hiatus until such time as we can safely get together and sing, hopefully unmasked and without worrying about social distancing. Members of our Handbell Choir have been working to present wonderful, moving, and enriching music to enhance our services, both throughout the service recording process and now beginning live in December. They have enjoyed the camaraderie, despite the necessary social distancing and masking! We hope you enjoy their musical offerings.

Special musicians will continue to be sought for services throughout the year. All ages and varieties of performances are welcome. Please volunteer early and often – see Steve Joyal!

Our new Allen organ, with its' enhanced technology and greatly improved sound, was installed in January, 2021. (It is believed to be the largest Allen church organ installation in the state of Wisconsin!) Many thanks to the generous "Organ Donors" who allowed us to pay off the instrument within four months! It is a joy to play and I believe the mini-organ recitals I presented this past summer and the hymns and worship music we have experienced with this instrument have been a joy to many of our congregation.

The Bösendorfer grand piano remains in excellent condition and we are continuing to maintain regular tunings three times each year. It received extra duty with service recordings each week during the pandemic along with regular service as a primary instrument while my singing is required for streaming the services and my recovery from blood clot issues has kept me from being at the new organ as much as I would like.

I am also very grateful to the "Music Library Committee" of three – Mary Hoffman, Marty Peterson, and Sandy Zielinski – who have worked tirelessly since August to clean the music storage room and file new music. The choir and hand bell music is now being safely stored with a computer listing to quickly access the pieces by title, composer, or season. THANK YOU, Ladies!!!

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!!

# CONTEMPORARY WORSHIP COORDINATOR

## KATY KLINNERT

Dear Atonement family, this March will mark an incredible fourteen years that I've been serving on staff here and worshipping with you--I can't 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 2021 has been a uniquely 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 and in-person 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. I'm so grateful for the incredible blessing of our sixth season of outdoor worship, and now returning to indoor worship together as well as online has made me more thankful than ever to be the church with you.

The Worship Team also continues to collectively sponsor a child through Compassion International--Jennifer, an 11-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 worship week in and week out since we've returned to worshipping in person. They went above and beyond the call and played music indoors as well as outdoors in sunshine, wind, rain, and very cold temperatures and I could not imagine serving this church without them.

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

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 worshipping vividly with you all in 2022!

# COMMUNICATIONS COORDINATOR

## ISABELLE SEIFERT

I joined Atonement's staff in the fall of 2020 and was presented with a unique and complex communication and design landscape; even now, my role continues to grow and flex with the needs of the church. In the societal and cultural context of my position, it is clear the pandemic turned everyone's lives and businesses upside-down, Atonement included. In starting my position, I understood that many of the systems and means of communication I was introduced to were a direct response to a quick and drastic shift to virtual communication.

In September and October of 2020, and up until Easter Sunday of 2021, one of my primary roles was preparing slides, setting up and recording sermons/worship songs, and editing and posting the pre-recorded worship to Atonement's Youtube and Facebook page every Sunday. Though time-consuming, the online feedback from the congregation let us know that the words and songs in the videos were being received. While we are still dealing with COVID-19, livestreaming has remained a relevant tool for outreach.

In my first few months on the team, I created a variety of goals to improve Atonement's branding and outreach. Within these goals, efficiency and effectiveness in Atonement's communication lines also became a major priority.

These goals include the following:

- Rethink and redesign the Atonement website to be customizable and user-friendly
- Define and unify the Atonement brand across platforms, create a recognizable feel
- Utilize Mailchimp as an efficient and effective form for email communication
- Engage users through Facebook via custom posts, worship videos, and relevant reshares
- Make Youtube an organized, accessible, and reliable way to view sermons/worship
- Create slides and graphics that are cohesive, visually appealing, and easy to read
- Effectively manage the livestream, cameras, and slides for Sunday worship services
- Design, coordinate, work with print vendors, and distribute various campaigns (which would eventually include the 2020 and 2021 Christmas Special Ask, 2021 Outdoor Worship advertising, four seasonal Blood Drives, Greg's Farewell: Happy Trails, and 2021 Stewardship, to name a few).

In previous roles, I was focused primarily on graphic design and social media management; during my time at Atonement, I have been given the chance to grow in my design skills and stretch myself to learn more and accomplish many of goals listed above. Due to the nature and limits of my position, many of these goals are still ongoing. As I am growing in my abilities and knowledge, it feels that Atonement is growing with me; for that, I am incredibly grateful!

# OFFICE ADMINISTRATOR KARA MENDEZ

First of all, thank you to all of you for being so flexible with my work schedule, allowing me to balance Office Manager and Paraprofessional/Teaching roles in the community.

I have been maintaining office hours on Mondays and Wednesdays 10:00am-2:00pm.

The office continues to be a busy place:

- Answering phones, greeting visitors, accepting deliveries, maintaining the Church Calendar
- Managing and maintaining church membership records
- Preparing Annual Report
- Contacting families regarding Baptisms, preparing certificates and bulletins and making sure a team is in place for the service.
- Managing supplies and volunteers for several bulk mailings as well as maintaining postage and bulk mailing account
- Working with bookkeeper on payroll entry and adjustments
- Coordinating room arrangements and availability with custodian
- Creating Summer worship handouts and putting together Sermon Discussion Guides
- The Bell: Importing and gathering information, proofreading and printing and mailing out
- Reconciling monthly credit card invoices with charged expenses
- Programming and maintain key fob list
- Being on call for any needs that arise

I have GREATLY enjoyed helping everyone and serving everyone's needs!

## NURSERY COORDINATOR KARA MENDEZ

As we have been closed for a period of time, we are excited to open and have kids in the nursery. We welcomed back old staff and hired new. We have continued to implement nursery guidelines and precautionary procedures for Covid. As of November 2021, the nursery has been open at the 9:15 and 10:45 services, at limited capacity.

We are actively having quarterly meetings and nursery cleanings in order to ensure positive communication, a clean and safe environment and to stay up-to-date on training. We are ready to serve our fellow ministries and community for yet another successful year.

Thank you to our caring nursery staff: Alivia Mendez, Brady Miller, Sydney Lewandowski, Isabella Zuehlke, and Greta Geiger.

# COMMITTEE REPORTS

# ADMINISTRATIVE/PERSONNEL COMMITTEE

## CINDY DOSTAL

“So he shepherded them according to the integrity of his heart,  
and guided them with his skillful hands.”

Psalms 78:72

2021 marked the final year we were blessed by PasGreg Van Dunk’s ministry. We were most fortunate to quickly be served by interim Pastor Lynn Erickson. The task of creating a Mission Site Profile and moving to a Search for a new pastor falls to the Mission Exploration Team and a Search Committee.

We are grateful for a staff that stepped up to support the congregation, even as their own work environment changed significantly. The Encouragement/Review Committee completed normal yearly review and boosted their efforts to support staff in this time of change. The Encouragement & Review committee is: Laura & Jeff Baldwin, Tammy Janz, Ruth Christianson, Adam Hodge (council rep), and Cindy Dostal.

### 2020 Staff Role

Senior Pastor  
Pastor  
Contemporary Music Coordinator, Worship Team Leader  
Traditional Music Coordinator, Choirs, Organist  
Nursery Coordinator  
AV Assistant  
Communications Coordinator  
Caregiving Communications Coordinator  
Volunteer Coordinator  
Bookkeeper/Accountant  
Custodian/Buildings & Grounds  
Coordinator of Youth & Family Ministry  
Program Assistant for Children, Youth & Family Ministry  
Coordinator of Children and Family Ministry  
Office Coordinator

### Held By

Interim Pastor Lynn Erickson  
Kevin Farrar  
Katy Klinnert  
Steve Joyal  
Kara Mendez/TBD  
Mike Murphy  
Isabelle Seifert  
Marian Wasierski  
Jeanne Coughlin  
Larry Alber  
Kurt Traeder  
Troy Mendez  
Kara Mendez  
Anne Farebrother  
Kara Mendez

# EL SALVADOR UPDATE

## CINDY DOSTAL

"For I will pour water on the thirsty land, and streams on the dry ground; I will pour my Spirit upon your offspring, and my blessing on your descendants."

Isaiah 44:3 ESV

An incredible deep well, with abundant healthy water, was dug shortly before Thanksgiving, 2019. Atonement was the major sponsor for this work. Since that time, the Spanish organization, ACUA, was been working with Tepeagua to plumb water to each home and small business. The work was done in two stages; divided into north and south sides. The second or south side is currently under construction.

A Church serving a Loving God, can accomplish miracles! During the summer, over \$55,000 was raised for the Tepeagua water project. We have collaborated with several Rotary Clubs and Rotary International Foundation. Soon we will begin a project that will provide each home and business with a compostable pit latrine.

Atonement El Salvador Committee members include: Pr. Kevin, Renee Stadtler, Nancy Hanks, Katy Klinnert, Jennifer Yourd, Nichole Ostrowski, Rachelle Bartels, Angela Anderson, Marty Petersen, Dan Christianson 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.

**2021 Accomplishments** *Well/Water Project:* Plumbing the water to each home is nearly complete. Atonement has raised \$55,000 and working with Rotary Clubs will be able to provide a compostable pit latrine to each home/business. Special thanks to Pr. Margarita, Dan Christianson, Jose Guillermo, Rotary International and the Tepeagua Directiva (City Council) for their leadership roles in this undertaking. Special thanks to our friend, Briseida de Menjifar, for her translation skills via Zoom. She is a vital communication link!

**Goals for 2022:** Sponsor a small delegation to El Salvador for a celebration of the water project. Stay tuned for dates. The trip would focus on celebration and thanksgiving and building relationships between the people of Tepeagua and Atonement.

**2021 Accomplishments** *Roofing Projects:* Habitat for Humanity reroofed five more homes and did a major re-roofing project on the Church, Espirtu de la Paz.

**Goals for 2022:** 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.

# EL SALVADOR UPDATE

## CINDY DOSTAL

**2021 Accomplishments** *Educational sponsorship:* was provided to 32 students over the year. Families annually receive: \$250 for elementary students, \$400 for middle school students, \$500 for high school students, \$750 for technical school students, and \$1200 per year for university students.

**Goals for 2022:** We have received requests for 10 additional sponsorships in 2022. We have lost a few of our long-time sponsors. Please consider contributing to this program. You may opt to write letters or simply provide financial support. With little travel between the U.S. and El Salvador due to the pandemic, we have only sent letters twice last year. Occasionally, I can “chat” with a student on FB messenger and have sent your letters this way. The result of this more immediate communication was immediate, spontaneous, and very heart-warming. We will work to increase this form of communication.

**2021 Accomplishments** *Visits:* Mission of Healing will resume February 12-19, 2022. There will be limitations due to Covid restrictions; AND it will be good to see our friends again!

**Goals for 2022:** We will schedule a trip when it is time for celebration of the water project. We will focus on building relationships and planning for the future of our partnership. Stay tuned!

**2021 Accomplishments** *Health:* El Salvador is vaccinating everyone down to age 6. They have adequate vaccine, but have encountered some resistance, particularly from some of the older population. As limited funds go to fight Covid, other health problems continue in the communities. The Gardening Program provided abundant vegetables and fruit trees to Tepeagua. Pr. Margarita is currently traveling to the community. Much of the year, her health has not allowed this to happen.

**Goals for 2022:** We may need to look at support to individual homes in Tepeagua as the water project completes. Some homes may need assistance to plumb an indoor sink. Some of the gardens may greatly benefit by purchases of hoses, etc.

**2021 Accomplishments** *Days for Girls (DFG) Kits:* The ladies of Atonement continue the incredible mission of making these reusable feminine hygiene kits. Twice, we have mailed boxes of these kits to Pr. Margarita. There is much need and gratitude!

**Goals for 2022:** Continue this mission. We hope several suitcases of the kits will be delivered through Mission of Healing during 2022.

**2021 Accomplishments:** The Church Council authorized a gift of \$1300 to remodel Espirtu de la Paz for increased security. The Church Building serves as the Community Center for the entire town and is the office for the newly elected Water Board.



# APPLE TREE SOCIETY:

## ENDOWMENT FUND FOR MISSION OUTREACH

# LARRY ALBER

The Apple Tree Society team reports that seventeen 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 \$43,600 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 specialist or your Thrivent agent for more information about legacy gifting with tax benefits.

Please contact Pastor Kevin, Ron Petersen, Larry Alber or our ELCA regional gift planning consultant Cynthia Halverson at 414-544-2008 for more information.

# MEMORIAL COMMITTEE

## MARY TATERA

For the year 2021, as of November 30, Atonement Lutheran Church has received 189 memorial gifts totaling \$14,200, 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:

- Children's Ministry
- Music Fund
- Quilters
- Days for Girls
- Outdoor Worship
- Organ Fund
- Knit-Wits
- El Salvador Water
- Undesignated

Purchases and donations included:

- Special Music
- New Organ
- Quilting
- Children's Ministry
- Days for Girls
- Outdoor Worship
- El Salvador Water
- Knit-Wits

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

# 2020 EXPENSE DETAILS

## MEMORIALS

### Atonement Lutheran Church 2021 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	Income	Transfers	Expense	Balance
Income																
2021																
Beg Bal																\$ 3,368.97
Confirmation & Youth							270.00						270.00			\$ 3,368.97
Fund for Music & the Arts							1675.00	150.00	5315.00	45.00	100.00		7285.00	25.00	1046.30	\$ 7,539.50
Knit Wits											60.00		60.00			\$ 60.00
Outdoor Worship							1640.00				70.00		1710.00			\$ 1,710.00
Undesignated						305.00	45.00	35.00	70.00	150.00	675.00	160.00	1440.00		462.00	\$ 19,213.88
Quilters						25.00			50.00		75.00		150.00	1110.00		\$ 75.00
Days for Girls								700.00					700.00	700.00		\$ -
Kaminski Trust													0.00			\$ 32,217.60
Organ Fund			1455.00	1360.00									2815.00		2815.00	\$ -
Total Memorials received	0.00	0.00	0.00	0.00	0.00	330.00	3630.00	885.00	5435.00	195.00	910.00	230.00	14430.00			
Total Expenses															4323.30	
Transferred														1,835.00		
Net income																
Beg Bal																55913.25
Ending Balance																64184.95

Respectfully submitted, Marv Tatera

# CHURCH IN SOCIETY

## LINDA LUNDIN

CIS Members: Kathy Carlson, Barb Downer, Pastor Kevin Kretzmann Farrar, Marge Froiland, Pat Gallun, Jack and Alice Graham, Nancy Hanks, Jan Larsen, Judy Larsen, Linda Lundin, Marty Petersen, Renee Stadtler, Kathy Strube and Sandy Zielinski. Thank you to all who supported and donated to all our fundraisers throughout the year. We are truly blessed with all the volunteers and the generosity of all.

Due to the continued concern regarding the pandemic, it was hard to determine what we would be able to do in person this year. Some of the fundraisers needed to be restructured. The Lenten chili supper, which usually raised money for the Habitat for Humanity was cancelled. All Peoples Church (APC), who usually attended this supper, were sent letters wishing them a blessed Lenten and Easter season.

April - May: Collected and delivered 3 boxes of paper products for APC including copy paper, envelopes, stamps etc. Four volunteers helped with spring clean-up in the gardens at APC.

June: with all the donations and a Thrivent grant, we were able to deliver 150 blessing bags to APC. The blessing bags consisted of healthy snacks and a treat for the children in the neighborhood during the summer. Thank you to the Coughlin Growth group for helping to pack all the bags.

July: With budgeted money and a Thrivent grant, a total of \$424, we purchased, packed and delivered 34 lunches per day, for 4 Fridays for the Kids Working to Succeed (KWTS) program at APC. The lunches consisted of sandwiches, veggies, fruit, yogurt, chips, juice, and a snack.

August: With budget money and a Thrivent grant, we provided fruit, water, juice, and school supplies for the Safe Babies/Healthy Families picnic held in Waukesha. The Ruth's circle provided the backpacks. Several of the CIS committee members helped to set-up and serve at the picnic. 15 families participated in this event.

September: With donated items and a Thrivent grant we delivered over 3 trunk loads of school supplies including back packs to APC. They had requested backpacks for teens which we provided from our miscellaneous fund for APC. Thanks to Renee Stadtler for delivering.

October-November: Started our GWOH Four volunteers worked at APC for 2 hours to help clean the gardens.

*Continued on Page 34*

# CHURCH IN SOCIETY

## LINDA LUNDIN

*Continued from Page 33*

56 personal care kits donated by the congregation were sent to LWR for refugees. With donated items and a Thrivent grant, 17 care boxes were delivered to the VA. Included were quilts made by our quilters and afghans made by the Nit Wits. A thank-you to Pop's market for allowing us to collect items at their store. With \$975 in donations and 2 Thrivent grants, we were able to purchase items to make 30 linen kits for LSS, for the Afghan refugees. Each kit contained sheets, towels, washcloths, a fleece blanket, a quilt, pillows and mattress and pillow protectors. In addition, we donated a box of socks, mittens and hats.

Coats for Kids: 46 new coats were delivered to APC. Thanks to Renee Stadtler for delivering.

Serenity Inn: Throughout the year Jan and Al Larsen have been making, delivering and serving meals to Serenity. A donation of \$100.00 was given for items most needed.

Hope center: A basket was donated for their annual fund raiser and needed items were purchased.

Thank you to Judy and Tom Larsen for delivering any donated items to the Hope Center throughout the year. Throughout the year, letters and cards have been sent to shut-ins from the congregation. We now have a total of 13 pen pals. An ongoing food collection for APC continues. Thank-you to Jack and Alice Graham for delivering all the donated items to them weekly as needed.

Submitted by Linda Lundin

## OUTDOOR MINISTRY

### RON PETERSEN

Our outdoor ministries are comprised of the Outdoor Worship Center, the Memory Garden, and the playground. What a blessing to have these outdoor activity areas as pandemic concerns still are with us!!! Nothing better than the fresh air outdoors and our outdoor activity abounded indeed. 2021 saw the OWC once again being the main venue for summer services, kids playing in the playground, and the Memory Garden providing a dignified, beautiful resting area. Hats off to Kurt Traeder who does an excellent job in maintaining these areas.

As of October 31, 2021, the balance in our Outdoor Ministry account is \$13,666.20. Hopefully you are aware the all the outdoor facilities (OWC, playground, and Memory Garden) financially support themselves through the sale of pavers, niches, and Memory Column remembrances. We would like to thank all of you for your past support and continued support into the future. Without you, none of this would be possible!!!

# STEWARDSHIP

## LANCE MORGAN

Chairperson: Michelle Goetsch

Council Representative: Lance Morgan

Committee Members: Larry Alber, Doug Ehrick, Sandy Zielinski, Mark LeMahieu, Mike Hietpas, Aaron Bridgeland and many additional volunteers who helped with phone calls.

The 2022 stewardship campaign theme was titled "Steppin' Out in Faith." As we approach Atonement's 60-year anniversary in 2022, the committee identified three areas of focus that brought us through 2021 and are staples for Atonement's future. The three areas identified were worship variety, physical location (outdoor worship center), and children, youth and family ministry.

As of 11/25/2021 our pledge response was considerably lower than past years. The pledge cards collected for 2022 pledges totaled \$506,005. Previous years had the following pledge amounts \$541,931 (2021), \$563,694 (2020), and \$554,126 (2019). The committee has made numerous attempts to secure commitments from past pledgers that haven't yet submitted pledge cards.

We recognize that in-person church attendance was down in 2021 due to COVID still being present. Furthermore, when losing a senior pastor, it is not uncommon for a church's pledges to decline. The committee is hopeful for pledge cards to trickle in before the end of the year. Above all we know God's provision will be enough.

# 2022 MINISTRY PLAN

## MICHELLE GOETSCH

### Atonement Lutheran Church

2022 Ministry Plan 9-Jan-22		2022 Proposed Ministry Plan	2021 Ministry Plan	2021 Actuals as of 12/31/21	\$ Difference of Proposed to 2021 Plan	% Diff. of Proposed to 2021 Plan
1	<b>Contributions</b>					
2	Envelope Offerings	\$ 699,056	\$ 675,612	\$ 664,378	\$ 23,444	
3	<b>Total Contributions</b>	<b>\$ 699,056</b>	<b>\$ 675,612</b>	<b>\$ 664,378</b>	<b>\$ 23,444</b>	<b>3.5%</b>
4	<b>Expenses</b>					
5	<u>Benevolences</u>	\$ 31,955	\$ 31,000	\$ 30,711	\$ 955	3.1%
6	<u>Ministries</u>					
7	Church in Society	\$ 2,910	\$ 1,700	\$ 1,161	\$ 1,210	71.2%
8	Evangelism	\$ 2,400	\$ 1,400	\$ 1,284	\$ 1,000	71.4%
9	Children & Family	\$ 8,720	\$ 7,620	\$ 5,153	\$ 1,100	14.4%
10	Leadership Training	\$ 2,000	\$ 2,000	\$ 598	\$ -	0.0%
11	Social Planning	\$ 1,150	\$ 750	\$ -	\$ 400	53.3%
12	Stewardship	\$ 3,300	\$ 3,300	\$ 2,331	\$ -	0.0%
13	Worship	\$ 5,660	\$ 7,820	\$ 5,347	\$ (2,160)	-27.6%
14	Youth & Confirmation	\$ 8,050	\$ 6,050	\$ 6,737	\$ 2,000	33.1%
15	Subtotal Ministries	\$ 34,190	\$ 30,640	\$ 22,611	\$ 3,550	11.6%
16	<u>Staffing</u>					
17	Pastors + Housing + Fica	\$ 140,847	\$ 142,258	\$ 137,586	\$ (1,411)	-1.0%
18	Staff Payroll	\$ 197,587	\$ 169,283	\$ 168,665	\$ 28,304	16.7%
19	Benefits & Training	\$ 75,627	\$ 82,331	\$ 69,716	\$ (6,704)	-8.1%
20	Subtotal Staffing	\$ 414,061	\$ 393,872	\$ 375,966	\$ 20,189	5.1%
21	<u>Operations</u>					
22a	Capital Replacement	\$ 12,000	\$ 11,200	\$ 11,200	\$ 800	7.1%
22b	Mission Partner Benevolence	\$ 5,000	\$ 5,000	\$ 5,004	\$ -	0.0%
22c	All Other Church Council Exp.	\$ 2,000	\$ 2,350	\$ 3,096	\$ (350)	-14.9%
22	Church Council	\$ 19,000	\$ 18,550	\$ 19,301	\$ 450	2.4%
23	Church Office	\$ 23,250	\$ 26,700	\$ 21,398	\$ (3,450)	-12.9%
24	Facility Utilities & Overhead	\$ 27,900	\$ 27,000	\$ 26,021	\$ 900	3.3%
25	Buildings & Grounds	\$ 28,700	\$ 27,850	\$ 23,684	\$ 850	3.1%
26	Mortgage	\$ 120,000	\$ 120,000	\$ 120,000	\$ -	0.0%
27	Subtotal Operations	\$ 218,850	\$ 220,100	\$ 210,403	\$ (1,250)	-0.6%
28	<b>Total Expenses</b>	<b>\$ 699,056</b>	<b>\$ 675,612</b>	<b>\$ 639,691</b>	<b>\$ 23,444</b>	<b>3.5%</b>
29	<b>Inc. Over (Under) Exp.</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 24,687</b> *	<b>\$ -</b>	

\* Reference: Atonement Mortgages

- Church building: \$10,000 monthly payments paid via operating budget.

4.25% interest. Balance as of Nov. 30th is \$527,366. Final payment scheduled for 10/2027.

- Outdoor Worship Center: \$1,542 monthly payments paid via sales of pavers, niches, memory columns & special donations.  
3.95% interest. Balance as of Nov. 30 is \$279,706. Final payment scheduled for 5/2045.

# 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”.

2020 Circle Chairs:

President- Candace Nemke Elizabeth - Barb Downer

Vice President - Mary Taylor Leah - Mary Mooney & Pam Robel

Secretary - Lori Schantz Lydia - Nancy Hanks & Jan DeGaetano

Treasurer - Jean Albers Mary/Martha - Wendy Hunjadi & Lori Schantz

Mission Action - Kathy Carlson/Pat Gallun Priscilla - Bev Weber & Ginny Ashenhurst

Mission Community - Nancy Hanks Rebekah - Darlene Duklas

Council Representative - Sue Ehrick Ruth - Pat Gallun & Kathy Carlson

Giving time, talent, and love to countless projects is a vital part of our group. Unfortunately, in 2021, we were unable to meet as a large group for informative presentations, fellowship and fun. All of the scheduled general meetings were cancelled because of Covid restrictions. Our only large group meeting was a “Christmas in July” gathering. We enjoyed a light meal, followed by a white elephant gift exchange where we shared laughs together that we have missed so much.

“Women’s Ministry Sunday” was celebrated on September 26th. The name change from “WELCA Sunday” recognizes all women of the church. We enjoyed a sermon from Pastor Alissa, special music and a display of LWR quilts and kits which kept so many of us busy when not together over the past year. Jeanne Coughlin was the recipient of the Trust Award. She is a blessing to all of us and to Atonement.

WELCA includes all ladies of Atonement. Circle membership is not required. Circles are actually another form of small groups that are so vital in our church life. Many WELCA outreach programs were canceled once again in 2021. However, the hard work and dedication of our group continued. Here are some highlights....

The prayer shawl ministry kept the church well supplied throughout 2021.

Mission Action: Lutheran World Relief - Many ladies worked hard during the year making quilts and assembling kits 110 quilts, 203 personal care kits, 979 school kits and 66 baby layette kits were assembled, packed and delivered to a collection site in Racine.

*Continued on Page 38*



# WOMEN OF THE ELCA (WELCA)

## CANDY NEMKE

“Christmas in July” is an annual outreach event. This year 801 items were collected. Hats, scarves, mittens, gloves, headbands and socks were collected. These items are both handmade and store bought for men, women and children.

An additional 219 quilts and winter wear were delivered to: Serenity Inn, All People’s Church, the Women’s Center, Hope Center, St. John’s Church, The Salvation Army, Veteran’s Administration Center, Divine Intervention, JS Psychological Services, Afghanistan refugees through LSS, the Muskego Food Pantry, and the New Berlin Food Pantry.

Days for Girls was able to ship 100 kits to El Salvador in November of last year and February of this year. Covid kept our Mission of Healing from happening in El Salvador in February but with these kits, the health hut in Tepeagua was able to give out kits to the girls and women in the community. In addition, in March, 50 of all the sewing components for the kits were shipped to a processing center here in the US and from there were sent to Chad in response to a dire need for refugees. Our Days for Girls group was also able to help out a local sewing group in El Salvador who is making Days for Girls kits to give out to school girls by providing some fabric and sending it the the sewing enterprise with a couple going to El Salvador.

Knits Wits: The Atonement knitters and crocheters were busy once again during a pandemic year. 143 afghans, 72 pairs mittens, 25 hats, and 8 scarves were donated to various agencies in the greater Milwaukee area. This ministry is alive and well!

Operation Christmas: This year Operation Christmas, part of our Mission Community program, tree collected items for teens ages 13-16 who are reside at the Hope House and/or attend school at the Cross Training Academy, affiliated with the Milwaukee Rescue Mission.

Fair Trade: Unfortunately, we did not sell a lot of coffee or fair trade items this year. Hopefully, the project will be able to resume in 2022.

Our mission and work will continue in 2022 within Atonement and beyond. We are a dedicated and hard working group that enjoy each other’s company.

It’s been my pleasure to serve as WELCA President for three years. This tenure in office wasn’t my original plan, but church life as we know it may never be according to plan again. I’m thankful for the friendships I have made and for the support I’ve received during my term. My theme as president has been JOY. Hopefully, I brought a smile to faces and even a few laughs. It’s been fun!

God’s Blessings, Candy Nemke

“This is the day the Lord has made, let us rejoice and be glad in it.” Psalm 118:24

# ALTAR GUILD

## SALLY MUNIA & MARILYN KULAS

As much as we were all hoping we'd be back to normal this year, it obviously hasn't happened. In the past, altar guild duties included 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. We are continuing to use individual communion creamers for communion, eliminating the need to set up and clean up. When we were able to worship outside, communion was distributed using the 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'.

Rather than having volunteers sign up on a google doc as we have done in the past, I have been sending out an email when a need arises, and we are so grateful for the volunteers who continue to give of their time when asked.

Due to many different circumstances, some of our very loyal, long-time volunteers are no longer able to serve on Altar Guild. We'd like to thank these individuals for the many years of service, and we hope you know how much you were appreciated! We'd also like to thank all the individuals that continue to give of their time to serve on Altar Guild during this very difficult and unusual time. Whenever there was a need, many stepped up and offered to do whatever was 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.

With the decline in the numbers of our volunteers, new members are always needed to serve on this important, behind the scenes ministry. The time commitment is minimal, and training will be provided 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 & GROUNDS

## RON NEMKE

2021 proved to be another busy year for Building and Grounds projects. In addition to routine maintenance and upkeep of the building, some other major projects were completed.

The six furnaces that heat the building were repaired, which in turn eliminated heating reliability issues. Repair of the fresh air damper operation in all ten furnaces has improved the air quality within the building. Installation of new thermostats will help maintain a comfortable temperature during Sunday morning services and other times the building is in use.

The parking lot drainage problem was resolved and sealing and striping were completed. Mud jacking was completed to level the patio, church entrance and east sidewalk to reduce any trip hazards.

Lemberg Electric repaired a tilted parking lot pole, and all lamps in the parking lot poles were upgraded to LED lighting resulting in energy savings and longevity of the lamps.

Because of ongoing Covid concerns and the generosity of an anonymous donor, the bathroom and kitchen soap and towel dispensers were replaced with touch less fixtures. This was a welcomed addition to the safety measures already in place at Atonement.

Wi-Fi network improvements were made to help with the live streaming of both outdoor and indoor worship services.

A crew, organized with the help of Bill Wolff, spread yards of mulch and wood chips to improve the appearance around the church building and the outside worship center.

Jon Tiedemann, from Boy Scout Troop 141, chose to upgrade the concrete approach in front of the storage garage as his Eagle Scout project. EMC Foundations and Zignego Ready Mix donated supplies to help Jon complete the job.

A significant project this year was the removal and replacement of the church organ and the installation of a new organ. I learned a lot about organs while working with the expert that came from California to complete the installation.

Thank you to the many volunteers who helped with the repair, upkeep and improvements of our church building and grounds during the year. A special thank you to Kurt Traeder, Bruce Paul, and Jerry Wollenzein for sharing their expertise. I couldn't do it without your help. Also, thank you Kara for helping me with supply orders and deliveries.

I would also like to thank the congregation for their continued and generous financial support that makes all the improvements at Atonement a reality.







# ANNUAL CONGREGATIONAL MEETING

## OPENING LITURGY

### Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

**God has called us for such a time as this.**

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

**God has called us for such a time as this.**

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

**God has called us for such a time as this.**

We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

**God has called us for such a time as this.**

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

**You have called us for such a time as this.**

### God of the Fertile Fields

1 God of the fer - tile fields, sha - per of  
2 We would be stew - ards true, hold - ing in  
3 As grows the hid - den seed to fruit that  
4 God of the coun - try - side, dear to the

earth that yields our dai - ly bread: forth from your  
trust from you all that you give; help us in  
serves our need, so your reign grows. Let all our  
Christ who died to make us one: we pledge our

boun - teous hand come gifts your love has planned,  
love to share, teach us like you to care  
toil be used, no gift of yours a - bused,  
lives a - new in faith - ful love to you.

that all in ev - 'ry land be clothed and fed.  
for peo - ple ev - 'ry - where, that all may live.  
no hum - ble task re - fused your love be - stows.  
Guide all we say and do. Your will be done.

*All Creation Sings* #1063

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**O God,  
you have called your servants  
to ventures of which we cannot see the ending,  
by paths as yet untrodden,  
through perils unknown.  
Give us faith to go out with good courage,  
not knowing where we go,  
but only that your hand is leading us  
and your love supporting us;  
through Jesus Christ our Lord.  
Amen. (ELW, p. 317)**

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for [Living Christ Lutheran Church](#) in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church. Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “[Stories of Faith in Action](#)” at [ELCA.org/SOFIA](#).)

Many other congregations have found new ways to connect both when in-person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at [Sitka Lutheran Church](#) in Alaska, whose members printed and hand-delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

# ANNUAL REPORT

2021