

ANNUAL REPORT 2022



Evangelical
Lutheran Church
in America

MESSAGE FROM BISHOP

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

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

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Spirit of God, Descend upon My Heart

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Spir - it of God, de - scend up - on my heart;
2 I ask no dream, no proph - et ec - sta - sies,
3 Have you not bid me love you, God and King;
4 Teach me to love you as your an - gels love,

wear it from earth, through all its puls - es move;
no sud - den rend - ing of the veil of clay;
all, all your own, soul, heart, and strength, and mind?
one ho - ly pas - sion fill - ing all my frame:

stoop to my weak - ness, strength to me im - part,
no an - gel vis - i - tant, no op - 'ning skies;
I see your cross; there teach my heart to cling,
the bap - tism of the heav'n - de - scend - ed dove,

and make me love you as I ought to love.
but take the dim - ness of my soul a - way.
Oh, let me seek you and, oh, let me find!
my heart an al - tar, and your love the flame.

Text: George Croly, 1780-1860

Music: MORECAMBE, Frederick C. Atkinson, 1841-1897

Text and music are in the public domain. Reproduced from Evangelical Lutheran Worship, hymn #800. May be reproduced without restriction.



ANNUAL REPORT

JANUARY 15, 2023

TABLE OF CONTENTS

2023 Agenda	2-3
2022 Minutes for Approval	4-7
Pastoral Reports	14-16
Church Council President Report	17
Staff Reports	21
Program and Committee Reports	28
2023 Ministry Plan	37

2022 LEADERSHIP DIRECTORY

Atonement Staff

Pastor

Gene Talley | 608-345-5333
gene@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

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 Interim

Katelyn Farebrother | 262-365-4426

AV Technician

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

Custodian

Vick Montoya-Silva | 414-422-0400
vick@atonementmuskego.org

Groups

Legend's MEN'S Group

Larry Alber | 262-951-8263

WELCA | Mary Taylor | 414-216-4549

ROME0 | Bob Puranen | 414-791-4197

Council

President

Lori Schantz | 262-679-4509

Vice-President

Dave Frank | 414-534-8077

Treasurer

Michelle Goetsch | 414-305-3787

Secretary

Mark LeMahieu | 414-425-6321

Outreach & Service

Church in Society

Marty Petersen | 262-385-1696

Administrative Personnel

Tom Nickel | 262-422-1248

WELCA

Candy Nemke | 262-547-8756

Fellowship & Social Planning

Judi Henry | 414-422-5595

Building & Grounds

Ron Nemke | 262-271-7080

Stewardship & Finance

Rachel Zabkowicz | 414-793-5966

Children, Youth & Family

Jenny Mueller | 414-687-5636

Worship

Sally Munia | 414-881-4008

Committees & Ministry Teams

All Peoples Church

Renee Stadtler | 414-380-0263

All Peoples Food Pantry

Jack & Alice Graham | 414-526-0626

Altar Guild

Sally Munia | 414-425-7081
Marilyn Kulas | 262-679-1213

Apple Tree Society

Ron Petersen | 262-679-5479
Larry Alber | 262-951-8263

Caring Committee

Pat Gallun | 262-402-7556
Barbara Brownell | 414-422-1250

Committees & Ministry Teams (Continued)

Church in Society

Pat Gallun | 262-402-7556
Kathy Carlson | 414-852-5106

El Salvador Partners

Cindy Dostal | 319-240-2248

Fair Trade Products

Candy Nemke | 262-547-8756

Financial Secretary

Doug Ehrick | 414-425-8111

Habitat for Humanity

Sally Munia | 414-425-7081

Hope Center

Nancy Hanks | 262-751-7451
Katy Carlson | 414-852-5106

Hospitality

Marty Petersen | 262-385-1696

Home Communion Serving

Mary Ann Knippel | 262-679-1308

Knit-Wits

Mary Mooney | 414-425-3299

Memorial Committee

Mary Tatera | 262-784-0352

Muskego Food Pantry

Jean Albers | 262-707-6231

Outdoor Worship Center

Ron Petersen | 262-679-5479
ron@aapetersen.com

Prayer Chain

Lorraine Behling | 414-422-1580
Jan DeGaetano | jdegatano135@gmail.com
prayer@atonementmuskego.org

Prayer Shawls

Jean Albers | 262-707-6231

Safe Babies Healthy Families (Ruth Circle)

Pat Gallun | 262-402-7556
Kathy Carlson | 414-852-5106

Serenity Inn

Jan Larsen | 414-529-5193

Sunday Fellowship

Jaci Geiger | 414-659-1255

MEETING AGENDA

ATONEMENT LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING
12:00 PM JANUARY 15, 2023

CALL TO ORDER

OPENING DEVOTION

APPROVAL OF CONGREGATIONAL MEETING MINUTES:

January 9, 2022 Annual Meeting

April 3, 2022 Special Meeting

August 7, 2022 Special Meeting

PASTORS' REPORTS – Gene Talley 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 (2023-2025):

Building & Grounds – Andy Hesselbach

Children, Youth and Family – TBD

Stewardship/Finance – Rachel Zabkowicz

Worship – Sally Munia

Nominating Committee Slate of Synod Assembly Delegates for 2023:

Judi Henry (2021-2023)

Dan Christianson (2023)

Matthew Gandrud (Youth Representative)

Greta Geiger (Youth Representative)

Mission Endowment Fund (Apple Tree Society) Committee:

Dan Christianson (2023-2024)

Doug Ehrick (2023-2025)

Lisa Gandrud (2023-2025)

MEETING AGENDA

Continued from Page 2

Nominating Committee for 2023:

President – Dave Frank

Vice President – To be selected at January Council meeting

Past President – Lori Schantz

Congregation Member At Large – Bruce Paul

UNFINISHED BUSINESS: None

NEW BUSINESS:

REVIEW AND APPROVE 2023 ANNUAL MINISTRY PLAN – Michelle Goetsch

APPROVAL OF UPDATED CONSTITUTION AND BYLAWS – Lori Schantz

2024 ANNUAL MEETING DATE – JANUARY 14, 2024

RECOGNITION OF DEPARTING 2022 COUNCIL MEMBERS:

Jenny Mueller, Ron Nemke, Lori Schantz

ADJOURNMENT

CLOSING PRAYER

PROPOSED 2023 CHURCH COUNCIL/COMMITTEE MEMBERS *

Church Council Officers:		Term Expires:
President	Dave Frank	2024
Vice President	TBD	2023
Secretary	Mark LeMahieu	2023
Treasurer	Michelle Goetsch	2023

Standing Committees:		Term Expires:
Executive Committee	As defined in the Constitution	
Administrative/Personnel	Tom Nickel	2024
Building and Grounds	Andy Hesselbach**	2025
Stewardship/Finance	Rachel Zabkowicz **	2025

Special Committees:		Term Expires:
Fellowship/Social Planning	Judi Henry	2024
WELCA	Candy Nemke	2024
Children, Youth and Family	TBD**	2025
Outreach and Service	Marty Petersen	2023
Worship	Sally Munia **	2025

Audit Committee:	
Dan Christianson (2021-2023)	
Mike Hietpas (2021-2023)	
Diana Luttmann (2023)	

* Council officers and committee members require final approval at the January 17, 2023 Church Council Meeting

** Denotes new Council members elected at the January 15, 2023 Annual Meeting

ANNUAL CONGREGATION MEETING NOTES FROM YEAR PRIOR

Atonement Lutheran Church
Annual Congregational Meeting Minutes
January 9, 2022 – 12:00 pm (noon)

CALL TO ORDER – 12:09 pm

§2021 total confirmed membership – 527

§Quorum requirement equal to 10% of confirmed members or 53 attendees

§In-person attendees – 14; online attendees via Zoom – 46; total attendees – 60

§Quorum established with 60 confirmed members in attendance

OPENING DEVOTION – Pastor Lynn Erickson

APPROVAL OF JANUARY 9, 2022 ANNUAL MEETING MINUTES

-A motion to approve the meeting minutes was made by Michelle Goetsch, seconded by Joy Alber, and adopted by Congregation members attending in person and members participating online through a Zoom poll with results >50%.

PASTOR'S REPORTS

§Pastor Lynn Erickson

-Printed in the Annual Report – page 9

§Pastor Kevin Kretzmann Farrar

-Printed in the Annual Report – page 10

PRESIDENT'S REPORT

§Council President Lori Schantz

-Printed in the Annual Report – page 11

FINANCIAL REPORT

§Council Treasurer Michelle Goetsch

ANNUAL CONGREGATION MEETING NOTES FROM YEAR PRIOR

Continued from Page 4

MINISTRY STAFF & COMMITTEE REPORTS

§Atonement Ministry Staff and Committee Reports

-Printed in the Annual Report – pages 15-35 and pages 37-40

ELECTIONS:

§Nominating Committee Slate of New Council Members

-Dave Frank – Vice President/President Elect (2022, 2023, 2024)

-Tom Nickel – Administrative/Personnel (2022, 2023, 2024)

-Jenny Mueller – Children, Youth and Family (2022, 2023, 2024)

-Judi Henry – Fellowship/Social Planning (2022, 2023, 2024)

-Candy Nemke – WELCA (2022, 2023, 2024)

-A motion to approve the new Church Council members was made by Michelle Goetsch, seconded by Joy Alber, and adopted by Congregation members attending in person and members participating online through a Zoom poll with results >50%.

§Church Council Slate of Nominees for Call Committee

-Laura Baldwin, Cindy Dostal, Tim Farebrother, Dave Frank, Wendy Hunjadi, Brian Liedtke, and Renee Stadler

-A motion to approve the Call Committee members was made by Michelle Goetsch, seconded by Joy Alber, and adopted by Congregation members attending in person and members participating online through a Zoom poll with results >50%.

ANNUAL CONGREGATION MEETING NOTES FROM YEAR PRIOR

Continued from Page 5

§Nominating Committee Slate of Synod Assembly Delegates for 2022

-Judi Henry (2018-2022)

-Candy Nemke (2019-2022)

-A motion to approve the Synod Assembly delegates was made by Michelle Goetsch, seconded by Joy Alber, and adopted by Congregation members attending in person and members participating online through a Zoom poll with results >50%.

-Two youth representatives will be nominated for approval prior to the assembly

§Mission Endowment Fund (Apple Tree Society)

-No election in 2022, because committee will remain inactive until the endowment fund meets a \$50,000 threshold for distribution.

§Nominating Committee for 2022

-Council President – Lori Schantz

-Council Vice President – Dave Frank

-Council Past President – Dan Christianson

-Congregational Member at Large – Brian Liedtke

-A motion to approve the Nominating Committee was made by Michelle Goetsch, seconded by Joy Alber, and adopted by Congregation members attending in person and members participating online through a Zoom poll with results >50%.

UNFINISHED BUSINESS

§None

ANNUAL CONGREGATION MEETING NOTES FROM YEAR PRIOR

Continued from Page 6

NEW BUSINESS

§REVIEW AND APPROVE 2022 ANNUAL MINISTRY PLAN

-Atonement 2022 Annual Ministry Plan was presented by Treasurer Michelle Goetsch

-Printed in the Annual Report – page 36

-A motion to approve the Annual Ministry Plan as presented was made by Dave Frank, seconded by Joy Alber, and adopted by Congregation members attending in person and members participating online through a Zoom poll with results >50%.

§2023 ANNUAL MEETING DATE

-Sunday, January 15, 2023 at 12:00 pm (noon)

§RECOGNITION OF DEPARTING 2021 COUNCIL MEMBERS

-Sue Ehrick, Adam Hodge, Sally Puranen

§ADJOURNMENT

-Time – 12:45 pm

-A motion to adjourn the meeting was made by Michelle Goetsch, seconded by Dave Frank, and adopted by Congregation members attending in person and members participating online through a Zoom poll with results >50%.

CLOSING PRAYER – Pastor Lynn Erickson

The Atonement Annual Congregational Meeting Minutes were submitted by Mark LeMahieu, Council Secretary, and Lori Schantz, Council President.

SPECIAL CONGREGATIONAL MEETING NOTES

ATONEMENT LUTHERAN CHURCH
SPECIAL CONGREGATIONAL MEETING MINUTES
10:15 AM APRIL 3, 2022

CALL TO ORDER: 10:22 am

OPENING PRAYER: Pastor Kevin K. Farrar

ELECTIONS:

Council Nomination for Call Committee:

Joshua Storm (replacing Laura Baldwin)

Advisors/Alternates:

Laura Baldwin, Mark LeMahieu, Matt Luttmann, Lori Schantz

Michelle Goetsch made a motion to accept the Call Committee nominations, Joy Alber seconded and the motion passed unanimously.

Council Nomination of Additional Synod Assembly Delegate for 2022:

Dan Christianson

Youth Representative – Matthew Gandrud

Youth Representative – Greta Geiger

Judy Schiller made a motion to accept the Synod Assembly Delegate nominations, Joy Alber seconded and the motion passed unanimously.

ADJOURNMENT: 10:26 am

CLOSING PRAYER: Pastor Kevin K. Farrar

The Atonement Special Congregational Meeting Minutes were submitted by Lori Schantz, Council President, and reviewed by Mark LeMahieu, Council Secretary.

SPECIAL CONGREGATIONAL MEETING NOTES

Continued from Page 8

Atonement Lutheran Church
Special Congregational Meeting Minutes
August 7, 2022 – 11:00 am

CALL TO ORDER – 11:12 am

Mark LeMahieu, Church Council Secretary

OPENING PRAYER

Pastor Lynn Erickson

VOTING MEMBERS IN ATTENDANCE –

In Person – 121

Zoom (online) – 36

Meeting quorum met

GREATER MILWAUKEE SYNOD REPRESENTATIVE IN ATTENDANCE –

Rev. Matt Short, Assistant to the Bishop for Evangelical Mission

SENIOR PASTOR – CANDIDATE OF CHOICE

Rev. Gene A. Talley

- 25 years in ministry

- Currently at Shepherd of the Hills, New Glarus, Wisconsin

- Master of Divinity – Luther Seminary

- Associate Certified Coach – International Coaching Federation

CALL COMMITTEE PRESENTATION

Mark LeMahieu, chairperson, introduced and thanked members of the Guiding Leadership Team and the Mission Exploration Team (MET).

- Guiding Leadership Transition Team – Cindy Dostal, Tim Farebrother, Wendy Hunjadi, Matt Luttmann, Ron Petersen, Chris Retzlaff, Lori Schantz, Renee Stadtler, Rachel Zabkowicz, and Pastor Greg Van Dunk.

SPECIAL CONGREGATIONAL MEETING NOTES

Continued from Page 9

- MET – Cindy Dostal, Doug Ehrick, Tim Farebrother, Dave Frank, Matt Luttmann, Ron Petersen, Lori Schantz, Rachel Zabkowicz, and Pastor Lynn Erickson.

Cindy Dostal, chairperson, introduced and thanked members of the Call Committee.

- Call Committee – Tim Farebrother, Dave Frank, Wendy Hunjadi, Brian Liedtke, Renee Stadtler, and Joshua Storm; along with advisors/alternates - Laura Baldwin, Matt Luttmann, Mark LeMahieu, and Lori Schantz.

Cindy shared Pastor Talley's areas of expertise and strength in comparison to the MSP profile submitted by Atonement's MET. The profiles were shown to be well-matched.

Cindy also commented that unsolicited references about Pastor Talley were very favorable.

Call Committee members – Brian Liedtke, Wendy Hunjadi, and Joshua Storm – all provided positive opinions about Pastor Talley, based on the two interviews they held with him.

Congregational members provided comments and questions about Pastor Talley's ministry background and the proposed compensation package offered by Atonement. Responses to those comments and questions were provided by Council members and Call Committee members.

A motion to close the congregational comments and questions was made by Matt Brezski, seconded by Chris Retzlaff, and approved by a congregational voice vote.

MOTION AND VOTE

A motion was made by Council member Jenny Mueller as follows, "The Congregation of Atonement Lutheran Church calls Reverend Gene A. Talley to be its next pastor." The motion was approved by a congregational voice vote.

- The Greater Milwaukee Synod advised Atonement that a second to the motion was not required if a Council member made the motion.

A motion was made by Joy Alber to close discussion and proceed with the vote. Pat Korth seconded the motion, which was approved by a congregational voice vote.

SPECIAL CONGREGATIONAL MEETING NOTES

Continued from Page 10

BALLOT COUNT

Council member Tom Nickels and church member Sandy Zielenski handled the ballot count. In-person voters submitted paper ballots, while online voters made selections through Zoom. The candidate needed to receive two-thirds approval from voting members.

Final vote count –

- 148 total votes with 132 voting yes and 16 voting no.
- Motion approved

APPROVAL OF COMPENSATION

A motion made by Council member Michelle Goetz as follows, “To approve Pastor Talley’s compensation package totaling \$144,164.00.” Bruce Paul seconded the motion.

- The Greater Milwaukee Synod advised Atonement that a simple majority voice vote (one vote more than 50 percent of the voting members) was required.

A motion to close discussion and proceed with vote was made by Pat Korth, seconded by Steve Balkunas, and approved by a congregational voice vote.

The congregational voice vote (including online voters) approved the motion.

MOTION TO ADJOURN

Time – 12:45 pm

A motion to adjourn the meeting was made by Dave Frank, seconded by Mike Gandrud, and approved by the congregation.

CLOSING PRAYER – Pastor Kevin

The Atonement Special Congregational Meeting Minutes were submitted by Candance Nemke, Church Council representative, and reviewed by Mark LeMahieu, Council Secretary, and Lori Schantz, Council President.

AUDIT REPORT

The audit/review, team was made up of Mike Hietpas (CPA), Rebecca Przybyla and Dan Christianson. This review was done with the help of Larry Alber and Sandy Zielinski who furnished the necessary records and located other records that were necessary to complete our task. The complexity of Atonement's financial record keeping is handled by our PowerChurch Management Computer System. The system tracks our assets which are located in 4 banks: Associated Bank, Thrivent Credit Union, Live Oak Bank and the ELCA. The financials are divided into 6 areas: Ministry Plan Fund #1, Mission Endowment Fund #2, Memorial Fund #3, Capital Improvement Fund #4, Mission Partners Benevolence Fund #5 and the Outdoor Worship Ministries #6.

The complexity of accurately recording the donations was again noted since there are 4 different paths of contributing. The normal cash/checks through offering plates/baskets or mail are handled by Sandy Zielinski and the counting team. Vanco Simply Giving is monitored by Doug Ehrick. Breeze and PayPal gifts are received via email through the bookkeeper's email account as well as stock trading's through Atonement's TD Ameritrade account. The check register was compared to the actual check stubs and the necessary paperwork needed for payment was on file.

The payroll is processed by a payroll program and it was felt that it did not need to be reviewed. The MAJOR issue from this audit is the receipt of contributions coming from 4 different sources as stated above. All 4 have a fee for their services which proves to be an accounting nightmare to say the least, and a rather expensive process. It was estimated that Atonement spends in excess of \$2500 in service fees.

When we tried to review the various bank deposits it became a major task to actually find where the monies come from because we have 4 avenues of giving. We discussed the online donation fees with Larry and this is what we discovered. Vanco's Simply Giving charges us a 0.34% fee for the ACH gifts (as a monthly bill), not by transaction. So the amount donated is the amount received. But in addition, our bank receives the gift the same day as the donation since Vanco plans ahead based upon the donor's intention.

In contrast, PayPal and Breeze charge a 2.5% fee on each transaction before it reaches our bank account. PayPal gifts are received in 2 business days. Breeze gifts take at least 10-14 business days to arrive, making the end-of-month reconcile more difficult. We also have the text option which processes through Breeze which is not being used by anyone at this writing and there are 3 individuals using breeze at this time.

In summary, we found that the Atonement's Books are in excellent condition thanks to our bookkeeper Larry Alber and those who work with him in the undertaking. It is this committee's suggestion that we should reduce the number of avenues of giving and thus reduce the service fees we are paying. We should consider removing the text option which is currently not being used and Breeze which only 3 families use at this time for contributions. Breeze should continue to be used for special events and collections as it currently is utilized by various groups for events and outings.

Dan Christianson – Lead Person 2021 Audit Team.

02/25/2022

PASTORAL REPORTS

PASTOR GENE TALLEY

Blessed Past, Bright Future

It is so good to be here with you! The last few months have been a whirlwind of call process conversations, an incredibly fast house-buying and moving experience, and all of the details that have been helping me begin to become a part of the ministries here at Atonement. It is hard to believe how much has changed these last few months!

Through it all, you have been thoughtful, patient, and full of grace as I have stumbled my way into the life of your – and I'm learning to say our – congregation. I have learned so much about the ministries that happen here, about how you do ministry here, and so many names. Not enough names, yet, but a lot. Thank you for your ongoing patience, your love and support, and your excitement to welcome me as a new pastor into your midst.

Our Stewardship Committee did a great job when they chose Blessed Past, Bright Future for our theme this year. I have certainly been asking many questions about how things have been done throughout your blessed past, especially the recent past. And I'm quite excited about all the possibilities that are before us as we live into God's intended future for us.

In Ephesians 4, after a short list of what some would call Spiritual Gifts, St. Paul begins to explain the purpose of these gifts by saying they are, "to equip the saints for the work of ministry, for building up the body of Christ." Basically, we all have gifts to use to help one another be the best we can be, and to do our best work for God's church. Part of what initially drew me to Atonement is that I see this reflected in our mission to, "Embrace, Equip, and Send." Now that I am here among you, it is wonderful to see so many examples of people living out this mission here. I look forward to growing into my role of leading us all to Embrace, Equip, and Send one another for the sake of this church and the Kingdom of God.

God's Peace,

The Rev Gene A Talley

PASTOR

KEVIN KRETZMANN FARRAR

I prepare my annual report on the Eve of the Feast day of St. Andrew, the brother of Simon Peter and one of the disciples who dropped their nets in exchange for being fishers of men. The name Andrew means something like brave or courageous. As I review 2022, I notice that courage remains a theme for our life as a church.

Staff

Our staff has undergone substantial changes this year:

- As part of our search for a new Senior Pastor, **we reorganized our two pastoral positions into Senior Pastor and Pastor of Faith Formation.**
- I have happily accepted the offer to serve Atonement as a Pastor of Faith Formation
- This reorganizing also entailed developing an organizational chart in which we clarified which pastors supervise which members of staff.
 - I am most grateful for this org. chart, as I had requested an org. chart to be developed

Endings

- Pr. Lynn Erickson's time as an interim pastor concluded with the calling of a new senior pastor
- Katy Klinnert ended her time as our Contemporary Music Leader
- Jeanne Coughlin moved to Tennessee to be nearer her daughter and family
- Karina Reed resigned after a brief stint as our custodian

Arrivals

- Pr. Gene Talley began serving as our new Senior Pastor in September
- Vick Montoya-Silva began serving as our new custodian in April

I am deeply grateful for the faithful service of our staff whose time ended this year. I appreciated working closely with Lynn, Katy, and Jeanne. They were each gifts to our church and to me personally. **I am excited about our new staff, too, and eager to continue to grow with them.** Many volunteers and staff stepped up both to fill gaps from empty positions and to help hire new staff members. Much of this work was done in a private, confidential way that can never be shared or publicly recognized. A sincere 'thank you' to all who have stepped up.

Worship

While more will be present in the worship committee annual report, here are a few highlights:

- Staffing: We wished Katy Klinnert well, as she moved into her next chapter of life. We have replaced Katy with a series of interim contemporary music leaders, including Logan Baker, Ingrid Hanson-Popp, and Katelyn Farebrother
- Our contemporary musician search team has been hard at work finding our next contemporary music leader.
- The Worship Committee has resumed meeting after a few-year hiatus.
- We spent the summer information-gathering and experimenting as part of exploring how worship can/should look moving forward. Your willingness to respond to the survey and with various experiments is much appreciated!

PASTOR KEVIN KRETZMANN FARRAR

Continued from Page 15

Pastoral Care

The Pastor of Faith Formation has been made the pastor responsible for overseeing caregiving ministries. Caregiving has become a sizeable portion of my position. I work closely with Marian Wasierski, our Caregiving Communications Coordinator, and Pastor Gene/Lynn.

Jeanne Coughlin had grown into taking on more caregiving responsibility doing such tasks as senior care packages around Christmas and Easter. Her work was much appreciated and will continue to be missed. Marian also had to take some time off after being injured by a car earlier this year. She has hit the ground upon her return and continues to serve our community well. Mary Ann Knippel has begun serving as a home communion server to two homebound members of our community; her care is much appreciated!

Ways in which I see caregiving growing into 2023 and beyond:

1. Expand caregiving beyond just caring for seniors—people of all ages need and deserve care!
 - a. At the same time, seniors need more than just caregiving; they deserve and need more from church than pastoral care
2. Invite more volunteers to for, instance, serve home communion to their home communion buddy
3. Exploring grief support, as a number of people in our community have recently lost loved ones
4. There's an increasing need for rides to/from church. We will need to explore how this can be addressed

Children and Youth Ministry

We have a wonderful team of staff and volunteers, who are much appreciated! The CYF committee has resumed after years of inactivity. A lengthier update will be in the CYF committee report.

Inclusion Conversations

Conversations about how we could/should be a church committed to inclusion of all people, especially those in the LGBTQIA+ community, emerged in the town hall. A small group of people have regularly met to learn more and explore how our church can continue to grow in its welcome. By the time you read this, you should be seeing information about upcoming events for learning and discussion.

Fatherhood and Leave

By the time that you read this, my child will be born. This will adjust my life in ways both expected and unexpected. Your love and support on this journey is most appreciated. Atonement offers 12 weeks of leave, which I deeply appreciate. I will be using my leave once my wife's leave ends in March.

To conclude, there's much to be thankful for Atonement, as a lot of good things are happening here! It is my hope and prayer that we step courageously into the next chapter of life together and the growth and change that comes with this. I look forward to going on this journey with you.

Pr. Kevin Kretzmann Farrar
Feast Day of St. Andrew, 2022

CHURCH COUNCIL PRESIDENT LORI SCHANTZ

Dear Atonement Family,

We celebrated 60 years as a Congregation in 2022, another year of significant challenges and changes!

We said goodbye to Katy and Jeanne as well as Interim Pastor Lynn Erickson and then welcomed Pastor Gene Talley and his family in early September.

I greatly appreciate the significant efforts of Cindy Dostal and the Call Committee along with our Council to develop the new organizational chart, job descriptions and policies required to complete the call process successfully. The Call Committee's thoughtful, diligent work resulted in finding Pastor Gene, a great fit to join Pastor Kevin in leading Atonement towards the future.

This is my final year as Atonement's Congregational President and I leave you in good hands with our new President, Dave Frank. As I look back on my two-year term, it's easy to focus on the difficult times, but I will always fondly remember the amazing people of Atonement and their unfailing love for God and their commitment to serving others.

– Lori Schantz, Council President

CHURCH COUNCIL VICE PRESIDENT

DAVE FRANK

I would like to start by recognizing our council President, Lori Schantz, for her incredible leadership during her term. As if dealing with normal duties of being a council president and Covid weren't enough, bidding our senior pastor and contemporary music director farewell triggered an incredible number of additional tasks. I am amazed to think back to all the meetings and decisions that had to be made during the process of hiring an interim pastor, working through the Mission Exploration Team (MET) process, the Mission Site Profile (MSP) process, the call process, and hiring of a senior pastor. She an incredible act to follow!

Special thanks to Cindy Dostal and Mark Lemahieu for leading the MET, MSP, the Call Process and so many more other projects throughout the year. Once again, no small task preparing for dozens of meetings, listening sessions, interviews, etc. We are all also very thankful to have Isabelle flawlessly delivering excellent communication during this process.

I would like to thank all my teammates on the MET, Call Committee, and Council. There are dozens of people that I didn't know all that well two years ago that I now feel very close to. This last year has been a very spiritual process and as a result made me feel closer to God.

Pastor Kevin has really been a hero this past year. I love his presence as a pastor and his guidance with the council and executive team ... not to mention how blessed we are to have someone with his technical skills!

Thank you to our staff, volunteers, and musicians. It is humbling to see up close how much it takes for our Sunday services to come to life and our church to function.

Obviously, Pastor Gene has been a home run (and what a blessing Sarah is!). We are so excited to have their family with us. I want to thank them for what I know will have been a busy month of December.

I am not sure about all of you but have I had enough of the three C's (Covid, Curve Balls and Change). I look forward to working with the council and staff on our vision for the next two years and beyond. I hope all of you share my excitement for what's ahead of us at Atonement.

Onward and upward!

- Dave Frank, Church Council Vice President

STATISTICAL REPORT

(JANUARY 1 - DECEMBER 31, 2022)



New Members (17)

Jim, Eileen & Izzie Cooper
Lisa Gandrud
Mike, Roberta, Sam & Carolyn Gorzek
Yasmin Horvath
Holly Orłowski
Gene, Sarah, John, Rebekah and Isabel Talley
Alli Wild & Grant Biber



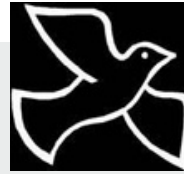
Baptisms (5)

Emma Rae Zdroik | 1-22-23
Jack Romulus Petersen | 11-13-22
Reese Elizabeth Klawitter | 11-13-22
Cooper Scott Kocour | 10-23-22
Chase Steven Kolkoski | 5-29-22



First Communion (21)

Bristol Beasley	Ian Kagerbauer
Cade Beasley	Danica Krall
Landon Beasley	Kyla Krall
Hazel Luttmann	Luca Lemus
Tommy Meller	Nate Smith
Eli Mueller	Evie Hittle
Payton Mulligan	Owen Bartels
Nico Spadanuda	Alex Merschdorf
Brynn Osterman	Jack Merschdorf
Jackson Vallee	Zach Munzel
Anna Zabkowickz	



Confirmation (11)

Aubree Beasley	Andres Lemus
Lacey Beer	Eli Lewandowski
Greta Geiger	Leah Schaich
Carolyn Gorzek	Alex Tischaefter
Kaden Kagerbauer	Cole Rahm
	Austin Mendez



Member Deaths (6)

John Mooney	Mary Kraft
Darlene Duklas	David Kottke
Norma Mann	Lawrence Schmidt

STATISTICAL REPORT

(JANUARY 1 - DECEMBER 31, 2021)

Total Atonement

Membership	2021	2022
Members- Baptized	242	244
Members- Confirmed	527	510
Members- Associate	2	2

Released from Membership (22)

During the year 2022, 22 members were released from membership at Atonement, by means of transfer to another congregation or through annual role adjustment.

Worship Attendance

Average Weekly Attendance	2022	
	Online	In-Person
8:00 am Worship	129	52
9:30 am Worship	82	81
9:30 am Kids BLAST	N/A	23
9:30 am Youth Classes	N/A	13
10:45 am Worship	N/A	31
Average Weekly	211	197

Average Summer Attendance	2022	
	Online	In-Person
8:00 am Worship	160	56
9:30 am Worship	190	82

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.

Holiday Worship Totals	2022	
	Online	In-Person
Ash Wednesday	63	118
Maundy Thursday	225	48
Good Friday	139	105
Easter Sunday	392	469
Thanksgiving Eve	111	61
Blue Christmas	N/A	N/A
Christmas Eve	358	481

STAFF REPORTS

CAREGIVING COMM. COORDINATOR

DEACON MARIAN WASIERSKI

"Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you." 1Thes 5:16-18

I must start with words of personal thanks. Members and Staff of Atonement, your care, concern, and support made a significant difference in my recovery from the hit and run incident of 9/4/22. Thank you each one for every expression of love and support sent my way over the past few months.

In turn, I have come back, even better equipped to do what I can to support the culture of caregiving at Atonement. By God's grace, we have come through some dark days of the pandemic. With faithfulness, we completed the interim period, ready to move ahead. For all this I am also thankful. My summary of 2022 follows:

1. Tracking caregiving activity: "Note Bird" continues to serve well as we manage the details of caregiving. Current registered team members include Pr. Gene, Pr. Kevin, and Deacon Marian. We offer heartfelt thanks to Pr. Lynn and Jeanne Coughlin for past services. We continue to meet weekly to discuss and pray for circumstances and situations which need attention. 159 members and friends are currently entered into Note Bird files.
2. Caregiving Volunteers: We thank Sandy Zielinski and Mary Ann Knippel for their current volunteer caregiving commitments. Sandy provides transportation to church on Sunday morning. Mary Ann provides at home visits with Holy Communion.
3. Sunday presence: I attend worship once a month, all three services
4. Prayer Chain: I collaborate with Jan De Gaetano, Lorraine Behling and the Pastors as we receive requests for public prayer support. I submit written prayer requests to the email prayer chain. I add prayer requests as desired to the Sunday prayer group.
5. Home Communion: Our current focus is on matching volunteers with homebound individuals who have requested Holy Communion. Mary Ann Knippel currently serves in this capacity. More volunteers are needed. Orientation is provided. Could God be calling you to serve in this way?
6. Funerals: I participated in planning four funerals: David Rellis Kotke (1/20), Mary Jean Kraft (4/23), Darlene Duklas (7/9), Ron E. Strampe (7/31). Funeral planning guidelines are under review again as we welcome the new leadership of Pr. Gene.

Respectfully Submitted,

Deacon Marian Wasierski
Caregiving Communications Coordinator

CHILDREN & FAMILY MINISTRY

ANNE FAREBROTHER & KARA MENDEZ

Atonement's Children and Family Ministry's focus this year was on service and intergenerational relationship building.

During Lent, students joined adults in service projects provided between Wednesday night services. Over the summer, Kids BLAST decorated and served cupcakes to outdoor worshippers and began intergenerational conversations about favorite summer activities. Students also served Fellowship this fall by bringing members juice and treats, replenishing serving trays, and washing dishes. Financially, students raised \$1800 for Ukrainian children in need through ELCA Eastern Europe Crisis Response.

This fall, Kids BLAST led the congregation in a very successful Food Drive. Over 1,000 food items were delivered to both Muskego Food Pantry and All Peoples Food Pantry. This exceeds the most successful food drives from before the Pandemic, which suggests we have come through a difficult time with generous hearts, ready to do God's work.

We continue to look for ways to create relationships beyond our classrooms. Students planned and created a cookie reception for the whole congregation including Christmas Crafts after the Children's Christmas program. Kids BLAST students interacted with CrossTraining and ACTS students as the youth joined the Christmas Program playing bells and providing a play of their own. January 2023 brought the return of the Epiphany Breakfast, as the youth made delicious pancakes and served them to the Kids BLAST students.

None of these goals in 2022 could have been reached without the efforts of our dedicated teachers. Thank you to these faithful, caring volunteers!

Teachers from 2022 include Mackenzie Bridgeland, Laura Brogan, Amy Christen, Melinda Felts, Jaci Geiger, Rachel Girardin, Michelle Goetsch, Doug Hittle, Amanda King, Julie Klawitter, Faith Laning, Kim Leskovar, Brian Liedtke, Melissa Mason, Stacy Meller, Jenny Mueller, Karen Mulligan, Erin Rose, Carrie Storm, Debra Tews, Katie Vallee, Jennifer Yourd and Lauren Zomboracz. Thanks also to Lisa Borgman for her gift of photography and help with the Christmas program.

- Anne Farebrother and Kara Mendez

YOUTH & FAMILY MINISTRY

TROY MENDEZ & KARA MENDEZ

We are VERY grateful to our dedicated teachers:

Cross+Training Teachers: Tyler Quartullo, Rachel Zabkowicz

ACTS Teachers: Mike Gandrud, Carrie Storm & Julie Nicholson

Usually in January the youth help with the Epiphany Pancake Breakfast for Kids BLAST, (hopefully this will return in 2023!)

The youth headed to Fort in March 4-6, 2022, and had a fun time with outside activities.

April, Palm Sunday, youth helped handout palms. Youth students helped hide eggs for the Kids BLAST egg hunt.

In May we were able to meet and make dry cookie mixes and sell them for Mother's Day. This was a very successful. Students had a great time in fellowship and work! A big thank you to Ms. Sharon, our fearless baker!

May also started two of our fundraisers, Pie in the Face and Wall of Envelopes. Both fundraisers were very successful, and we thank the whole congregation for all of their support.

June marked the date of the Pie in the Face for our leaders, Pastor Lynn, Pastor Kevin, Troy and Mike. This proved to be very entertaining for ALL who attended!

In June students (most of those going on the St Louis Mission Trip) were able to help out a congregation member clear out a garden area and bring in several yards of dirt.

June 26-July 2-Youth headed to St Louis for a Cardinals game and then partnered with local organizations to meet needs in the community. Students really enjoyed serving others and having fun together.

In July the Youth hosted a cookout for discussions on shaping worship.

September was our Kick-Off of Cross+Training and ACTS classes!

Taste of Home collected names and addresses of military and college students. Packages are sent at various times of the year to let them know that their church family is thinking of them!

In October students helped with the church-wide food pack, having a good time knowing they were helping others in need.

In November several youth and adults helped a congregation member rake leaves and clear out a vegetable garden in preparation for Winter. She was VERY appreciative.

We also gathered to bake pies and put together cookie mixes to sell for Thanksgiving.

December brought a new fun activity of decorating a tree outside the church and starting the Christmas season.

Students were also part of the Christmas Program this year, performing a skit (written by Anne Farebrother and directed by Niyah Borgman.) They also had a VERY fun time playing a song with the Krystal Bells!

Planning is underway for Fort 2023 and a Mission Trip to Traverse City, South Dakota in June.

TRADITIONAL WORSHIP COORDINATOR

STEVE JOYAL

This concludes my seventh year as Coordinator of Traditional Music at Atonement Lutheran Church, and although this has proven to be an unusual and challenging year, I am very excited that live worship has returned in full force, with organ, piano, the Adult Choir, the Bell Choir, and some exceptional special musicians! We hope you have enjoyed our efforts to enrich worship with the offerings of these ensembles and performers, as well as the return of various liturgies to the Traditional Service.

(Of course, special musicians will continue to be sought for various services throughout the year. All ages and varieties of performances are welcome. Please volunteer early and often – see me if you are interested!)

Our new Allen organ, which was installed in January, 2021, has become a joy to many of our congregation. As my leg condition improves, I do hope to present more organ music that shows off the instrument and the wide variety of colors of sound that it is capable of producing.

The Bösendorfer grand piano remains in excellent condition and we are continuing to maintain regular tunings three times each year. It has received quite a workout this past year, especially with some Sundays when I was unable to be at the organ OR when we were using one of those many liturgies we explored this past year. (There are even more settings to come!)

I am also very grateful to the “Music Library Committee” – Mary Hoffman, Marty Peterson, and Sandy Zielinski – who worked tirelessly since to clean the music storage room and file new music. The choir and handbell music is now safely stored with a computer listing to quickly access the pieces by title, composer, or season. I am greatly appreciative of their efforts and you are beginning to hear some of the new music both ensembles acquired in the process. THANK YOU, Ladies!!!

I would be remiss without saying something about our Special Music Days, which returned in December with the Festival of Music. We are also planning something very special for Good Friday. If you are interested, please talk with me about becoming a singer for that occasion.

Finally, please remember the music programs of Atonement when planning 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!!

Respectfully submitted,

Steven Joyal
Coordinator for Traditional Music

COMMUNICATIONS COORDINATOR

ISABELLE SEIFERT

In fall of 2022 I celebrated two years working at Atonement. Since I first started, and even since I wrote my last Annual Report summary, a lot has changed here at Atonement! Working with Interim Pastor Lynn Erickson, helping Atonement through the Call Process, saying good-bye to invaluable team members like Jeanne Coughlin and Katy Klinnert, and welcoming on Pastor Gene Talley have kept my workflow consistent and ever-changing all at once.

My 2021 goals included: designing a more functional website, utilizing our email program for effective all-church communication, building up Atonement's presence on Facebook, creating a cohesive worship experience (including livestream outreach), and creating branded print pieces for events, campaigns, and other church happenings throughout the year. Looking back, I am confident that I've have taken the right steps to work towards these goals, and I hope Atonement feels the same!

In January of this year, I researched how Atonement can utilize Facebook for reaching new people and creating stronger bonds with existing friends and members. Since then, I've focused on creating a consistent posting schedule by highlighting upcoming events and service opportunities (and sharing pictures from these events and service opportunities) to show the positive impact our congregants make on the lives in our community and beyond.

I have been challenged and delighted to tackle bigger projects and campaigns throughout the year, most of which were new to me. Communication regarding Atonement's Call Process, and design/communication across our online and in-person platforms for 2022 Lenten worship and activities, farewell events for Katy, Lynn and Jeanne, the 60th Anniversary Celebration, welcoming Pastor Gene Talley, and the Food Pack were all novel events for me to conceptualize and communicate to Atonement. Working on these events/projects pushed me to think about our greater communication strategy moving into 2023.

Looking forward to 2023, I have a handful of goals that I will be working towards in the coming months with the overall focus of expanding Atonement's reach to the community. I will be working to:

- Make further updates on our website to be a better representation of what Atonement is up to (small groups, service and outreach opportunities, updated images, and so on).
- Create a communications calendar for goals and deadlines around important holidays/events/campaigns throughout the year.
- Research new virtual and physical avenues to continue Atonement's outreach to Muskego and greater communities.

I am grateful to be working with our amazing volunteers and staff members here at Atonement. The hard work groups like Church in Society and WELCA circles (and the other Atonement groups) put in to helping our local and greater communities inspires me on a personal and professional level, and I find great fulfillment in being a part of the positive impact they are making in the lives of so many people!

– Isabelle Seifert, Communications Coordinator

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 of November 2021, the nursery has been open at the 9:15 and 10:45 services. We have not seen a lot of children visiting the nursery this past year.

I am in constant communication with staff by text and email and also setting up an online availability and schedule. We are ready to serve our fellow ministries and community for yet another successful year.

Thank you to our caring nursery staff: Isabella Zuehlke, Greta Geiger and London Cleaver. They go above and beyond helping our littles

COMMITTEE REPORTS

ADMINISTRATIVE/PERSONNEL COMMITTEE

CINDY DOSTAL

“As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God.” 1 Peter 4:10

Atonement began 2022 supported by Interim Senior Pastor, Lynn Erickson. On September 12, new Senior Pastor Gene Talley assumed this role. It was also a year when we said farewell to Katy Klinnert, Jeanne Coughlin, and Kurt Traeder.

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 yearly review, evaluated job descriptions as appropriate and boosted their efforts to support staff in this time of change. The Encouragement & Review committee is: Laura & Jeff Baldwin, Tammy Janz, Ruth Christianson, Tom Nickel (council rep), and Cindy Dostal.

2022 Staff Role	Held By
Senior Pastor	Pr. Gene Talley
Pastor	Pr. Kevin Farrar
Contemporary Music Worship Team Leader	TBD
Traditional Music, Choirs, Organist	Steve Joyal
Nursery Coordinator	Kara Mendez/TBD
AV Assistant	Mike Murphy
Communications Coordinator	Isabelle Seifert
Caregiving Communications Coordinator	Marian Wasierski – on medical leave
Volunteer Coordinator	vacant
Bookkeeper/Accountant	Larry Alber
Custodian/Buildings & Grounds	Vick Montoya-Silva
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	Kara Mendez

EL SALVADOR UPDATE

CINDY DOSTAL

“ I am amazed that you (Atonement) continue to be there for us (the people of Tepeagua!) You have never abandoned us. What can we give you in return? Just know that Tepeagua is also your home, and all of you are always welcome here!” – Ruth Ramirez, Town Council Chair, November 2022

These are powerful words from Ruth Ramirez, describing the sister church relationship between Atonement and Espiritu de la Paz in Tepeagua. Ruth’s words also describe the power and blessings of two churches that are working to serve a Loving God. Thank you to each of you for your ongoing support of our work in Tepeagua.

During the summer, clean healthful running water was made available to each home and business in Tepeagua. The water project was completed with partners ACUA, and various Rotary Clubs by providing compostable latrines and a community office building.

During the years of our partnership, the gentle guidance of Pastora Margarita Moreno was a constant. In October she passed away, at the age of 65. She had been very ill, but continued to serve the community until the final months of her life. In November, Pastor/Deacon Rogel Rodriguez (Pr. Margarita’s son) was appointed to serve the congregation in Tepeagua. Pr. Rogel is bringing a youthful outlook and professional enthusiasm to his new role. He deeply honors his mother’s work and will build on that strong foundation.

Atonement El Salvador Committee members include: Pr. Gene, Pr. Kevin, Renee Stadtler, Nancy Hanks, Jennifer Yourd, Nichole Ostrowski, Rachelle Bartels, 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.

[Report continued on next page]

EL SALVADOR UPDATE

CINDY DOSTAL

Continued from Page 30

2022 Accomplishments	Goals for 2023
<p>Well/Water Project: The water is on, the latrines are built. The blessings and celebration of the completed project was held during our November visit. Special thanks to: 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 Menjivar, for her translation skills via Zoom. She was a vital communication link!</p>	<p>None at present</p>
<p>Roofing Projects: The Directiva asked that we consider resuming roofing/home repair projects. The community has been hit hard by tropical storms.</p>	<p>Raise Funds through the Special Christmas Giving, send \$6000 to Tepeagua before the 2023 rainy season.</p>
<p>Educational sponsorship: was provided to 37 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.</p>	<p>We have received requests for 45 student sponsorships in 2203. additional sponsorships in 2023. Please consider contributing to this program. You may opt to write letters or simply provide financial support. Pr. Rogel wants to send student communication by email, and hopes to create better dialogue between you and your student. Tepeagua students are encouraged that you are praying and cheering for them!</p>
<p>Visits: Pr. Kevin, Katy Klinnert, and Cindy Dostal attended Mission of Healing in February. Nancy Hanks and Cindy Dostal attended the Encuentro Sister Church Conference in November.</p>	<p>Visits: All are welcome in Tepeagua. Please let Cindy Dostal know if you are interested in a trip there to build relationships and do light work in the community. Information about future medical trips will also be made available. We may also consider sponsoring Pr. Rogel for a visit to the United States.</p>
<p>Days for Girls (DFG) Kits: The ladies of Atonement continue the incredible mission of making these reusable feminine hygiene kits. Seven suitcases were carried to El Salvador in February by the Mission of Healing. Two suitcases of the kits were presented to Tepeagua in November.</p>	<p>Continue!</p>
<p>Dan Christianson (Hale's Corners Rotary Club) has offered financial support of technical school training for youth in Tepeagua. The community is currently searching for candidates.</p>	<p>Two barriers to mature student success were identified: need for a quiet place to study and access to day care. The Church and Directiva will look at these items and may request support from Atonement.</p>

APPLE TREE SOCIETY:

ENDOWMENT FUND FOR MISSION OUTREACH

LARRY ALBER

The Apple Tree Society team reports that eighteen Atonement families have included the ATS as beneficiaries to support the Mission Endowment Fund of their church, long after their lives end. 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.

On December 31, 2021 the fund had \$43,600 invested into the ELCA Endowment Fund A portfolio. During 2022 the fund received a donation of \$29,200, however, with the stock market plunge the portfolio lost over \$10,000. The current balance is \$63,376. Atonement's Constitution requires a minimum of \$50,000 before any fund income can be dispensed for church missions.

Contact your financial advisor, tax specialist or your Thrivent agent for more information about legacy gifting with tax benefits. Please contact Pastor Gene, Pastor Kevin, Ron Petersen, Larry Alber or our ELCA regional gift planning consultant Cynthia Halverson at 414-544-2008 or e-mail cynthia.halverson@elca.org for more information.

MEMORIAL COMMITTEE

MARY TATERA

For the year 2022, as of November 30, Atonement Lutheran Church has received 238 memorial gifts totaling \$22,730.00, 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 the givers is maintained in the narthex for your reviewing. These gifts were given for: Youth Ministry, Music Fund, Outdoor Worship, Knit-Wits, El Salvador, and Fair Trade (plus undesignated).

Purchases and donations included: Special Music, Traditional Music, El Salvador, Memorial Tree, and Fair Trade.

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

2021 EXPENSE DETAILS

MEMORIALS

Continued from Page 32

2022 Expense Details		
		Expense
<u>January</u>	Music	125.00
<u>February</u>	Music	100.00
March	Music	125.00
<u>April</u>	Kottke memorial tree	292.50
	music/guitarist	250.00
	music	50.00
May		
OWC	Kaminski	5,300.00
Katie Farewell	Music	100.00
<u>June</u>		
<u>Tree</u>	undesignated	292.50
<u>July</u>		
	Music	180.00
<u>August</u>		
	Music	900.00
<u>October</u>		
El Salvador	El Salvador	500.00
November		
<u>Fair Trade</u>	Fair Trade	200.00
December		
Mike Murphy	Music	256.21
Sarah		550.00
Brandon		150.00
Total expenses		9,371.21

CHURCH IN SOCIETY

LINDA LUNDIN

Church in Society (CIS) Members: Jean Albers, Kathy Carlson, Barb Downer, Pastor Kevin Kretzmann Farrar, Marge Froiland, Pat Gallun, Jack and Alice Graham, Nancy Hanks, Jan Larsen, Linda Lundin, Sharon Holden Mattern, Marty Petersen, Renee Stadler, Judy Strampe, 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.

Chili Supper

Due to the continued concern regarding the pandemic. The Lenten chili supper was changed to chili takeout. We had \$640.00 in sales and \$160 in donations. The \$800.00 was divided between Waukesha and the Milwaukee Habitat.

Support for All Peoples Church (APC) included:

- Collected and delivered paper products for APC including copy paper, envelopes, stamps etc. With \$300 that was donated, 5 grocery carts were purchased for the individuals to take food home from the APC market.
- Five volunteers helped with spring clean-up in the gardens at APC. We attended their church service prior to working in the garden.
- With a Thrivent grant, we were able to deliver the 75 blessing bags they requested. This was half the bags they requested the previous year. The blessing bags consisted of healthy snacks and a treat for the children in the neighborhood during the summer.
- The Kids Working to Succeed (KWTS) program was cancelled this summer due to their youth leader leaving. Since the lunches that we usually provided for the KWTS was not needed they asked for lunches for bible study for adults to be held during the summer. We provided 15 bag lunches two times.
- APC had requested a bench to use for bible study during the summer months. The bench was purchased with donated money and money that was budgeted for blessing bags and lunches for Kids Working to Succeed that was not used. The cost of the bench was \$1000.00
- We were able to supply APC with 14 completed high school backpacks. The cost of 1 backpack and supplies came to about \$75.00. Items included were; scientific calculators, thumb drives, graph paper and compass/protractor set etc. Numerous single items were also donated.
- Coats for Kids: 97 new coats were collected
- Thanksgiving and Christmas food was collected to help fill the baskets for over 100 families. We were able to donate 23 food bags including the turkey for Thanksgiving.

Thank you to Renee Stadler for organizing all the APC donations and delivering them.

CHURCH IN SOCIETY

LINDA LUNDIN

Continued from Page 34

Safe Babies/Healthy Families of Waukesha

With budget money and a Thrivent grant we provided food 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. 24 children graduated and 10 parents graduated programs ranging from middle school all the way to their Masters. Thanks to Pat Gallun and Kathy Carlson for organizing.

God's Work Our Hands

- Seven volunteers for fall garden clean-up at APC
- A big thank you to Kathy Strube for coordinating the raffle and the food pack. With the raffle sales of \$1920, a Thrivent grant of \$250 and donations for the food pack were able to cover the \$3274.90 for the food. We sent 7,776 meals to Ukraine.
- There were 2 opportunities for people to volunteer at the Habitat Restore.
- Six individuals volunteered the first Saturday for 3 hours and three individuals volunteered the second Saturday for 3 hours. Habitat was very appreciative of our help.
- With donated items and a Thrivent grant, 17 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.

Serenity Inn

Throughout the year Jan and Al Larsen have been making, delivering and serving meals to Serenity Inn. \$100 was used for making one meal.

Hope center

A thank you to Nancy Hanks for purchasing items for a basket that was donated for their annual fund raiser as well as delivering any donated items to the Hope Center throughout the year.

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.

Thank you to all the CIS members for all their hard work throughout the year.

Submitted by Linda Lundin

OUTDOOR MINISTRY

RON PETERSEN

Our outdoor ministries are comprised of the Outdoor Worship Center (OWC), 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, 2022, the balance in our Outdoor Ministry account is \$7,631.00. 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

RACHEL ZABKOWICZ

Chairperson: Michelle Goetsch

Council Representative: Rachel Zabkowicz

Committee Members: Larry Alber, Jason Cleaver, Doug Ehrick, Mike Hietpas, Mark LeMahieu, Bruce Paul, and Sandy Zielinski.

The 2023 stewardship campaign theme is titled “Blessed Past, Bright Future.” Atonement is in a period of transition as we celebrated our rich 60 year history this fall, welcomed Pastor Gene as our new senior pastor, and brought our youth back to the classroom after the COVID-19 pandemic, among countless other blessings, activities, and missions. As we look toward our bright future, we identified three pillars that will allow us to continue to grow our faith: staff and pastoral leadership, worshipping together, and mission and outreach.

As of 11/28/2022 our commitment response of \$522,438 remains below last year’s commitment of \$530,364 and our 2021 commitment of \$541,931. We are still waiting to hear from some families and the committee will contact those who have not completed a commitment card for 2023 but have submitted one in previous years. We encourage anyone who has not yet responded to submit a commitment card. If you’d like to talk to someone about your giving, feel free to reach out to the church office. The committee is hopeful that additional commitment cards will be submitted before the end of the year.

God’s blessings are abundant and we have much to be thankful for here at Atonement.
Thank you for your generosity!

2023 MINISTRY PLAN

MICHELLE GOETSCH

Atonement Lutheran Church

2023 Ministry Plan

Council Approved 12/20/2022

	2023 Proposed Ministry Plan	2022 Ministry Plan	2022 Actual Results	\$ Difference of Proposed to 2022	% Diff. of Proposed to 2022
1 Contributions					
2 Pledge Pymts/Offerings	\$ 708,871	\$ 699,056	\$ 678,440	\$ 30,431	
3 Total Contributions	\$ 708,871	\$ 699,056	\$ 678,440	\$ 30,431	4.5%
4					
5 <u>Transfer of Restricted Funds:</u>					
6 Mission Partner Benevolence	\$ 1,000	\$ -	\$ -	\$ 1,000	
7 Confirmation & Youth	\$ 3,469	\$ -	\$ -	\$ 3,469	
8 Traditional Music & Arts	\$ 1,300	\$ -	\$ -	\$ 1,300	
9 Total to be Transferred	\$ 5,769	\$ -	\$ -	\$ 5,769	
10					
11 Total Revenue	\$ 714,640	\$ 699,056	\$ 678,440	\$ 36,200	5.3%
12					
13 Expenses					
14 <u>Benevolences</u>					
15 Mission Support / Benevolence	\$ 28,500	\$ 31,955	\$ 31,955	\$ (3,455)	-10.8%
16					
17 <u>Ministries</u>					
18 Church in Society	\$ 2,475	\$ 3,935	\$ 2,112	\$ 363	17.2%
19 Evangelism	\$ 2,250	\$ 2,400	\$ 2,343	\$ (93)	-4.0%
20 Children & Family	\$ 5,700	\$ 8,720	\$ 4,343	\$ 1,357	31.2%
21 Leadership Training	\$ -	\$ 2,000	\$ -	\$ -	
22 Social Planning	\$ 1,100	\$ 1,150	\$ 703	\$ 397	56.6%
23 Stewardship	\$ 2,400	\$ 3,300	\$ 1,777	\$ 623	35.1%
24 Worship	\$ 6,200	\$ 5,660	\$ 4,803	\$ 1,397	29.1%
25 Youth & Confirmation	\$ 5,650	\$ 8,050	\$ 4,712	\$ 938	19.9%
26 Subtotal Ministries	\$ 25,775	\$ 35,215	\$ 20,792	\$ 4,983	24.0%
27					
28 <u>Staffing</u>					
29 Pastors + Housing + Fica	\$ 165,475	\$ 140,846	\$ 148,080	\$ 17,395	11.8%
30 Staff Payroll	\$ 186,582	\$ 197,587	\$ 182,808	\$ 3,774	2.1%
31 Benefits & Training	\$ 97,909	\$ 75,627	\$ 72,220	\$ 25,688	35.6%
32 Subtotal Staffing	\$ 449,965	\$ 414,061	\$ 403,108	\$ 46,857	11.6%
33					
34 <u>Operations</u>					
35 Church Council	\$ 1,850	\$ 5,975	\$ 6,859	\$ (5,009)	-73.0%
36 Capital Replacement Fund*	\$ -	\$ 12,000	\$ 12,000	\$ (12,000)	-100.0%
37 Church Office	\$ 21,050	\$ 23,250	\$ 20,802	\$ 248	1.2%
38 Facility Utilities & Overhead	\$ 28,500	\$ 27,900	\$ 26,910	\$ 1,590	5.9%
39 Buildings & Grounds	\$ 39,000	\$ 28,700	\$ 40,689	\$ (1,689)	-4.2%
40 Mortgage	\$ 120,000	\$ 120,000	\$ 120,000	\$ -	0.0%
41 Subtotal Operations	\$ 210,400	\$ 217,825	\$ 227,260	\$ (16,860)	-7.4%
42					
43 Total Expenses	\$ 714,640	\$ 699,056	\$ 683,115	\$ 31,525	4.6%
44					
45 Rev over (under) Exp	\$ -	\$ 0	\$ (4,674)	\$ 4,674	

* \$52,000 available for capital projects from restricted funds. Funding from operations paused.

CHILDREN YOUTH FAMILY COMMITTEE

PASTOR KEVIN KRETZMANN FARRAR

After a few years without a Children, Youth, and Family Committee, we resumed this committee's functioning. This committee exists to support our children and youth ministries and to vision for how we're called to raise up young people.

Here's some highlights of our committee:

- We confirmed 11 students in November.
- We had a youth mission trip to St. Louis, MO and our annual retreat at Fort Wilderness
- After gaining clarity that we would not continue BLAST after Christmas for the remainder of program year 2021-2022, we have continue to only offer BLAST at 9:30 AM
- We have a wonderful team of volunteers—but always welcome more! If you're interested in teaching, please talk with me, Troy Mendez, or Anne Farebrother.
- As part of our listening sessions for worship, we also explored the needs and preferences of our families with kids. Here are some highlights of our findings:
 - Families with kids overwhelmingly attend the worship time that accommodates their children attending BLAST, Cross+Training, and/or ACTS.
 - Many older students are curious about worship and open to exploring greater involvement in worship
 - Families with younger kids (approx. 8 years and under), value not worshipping with their kids, as it allows them a break from having to watch them so they can just be present in worship
 - There is a high degree of trust with our children and youth ministry leaders. The teachers present and the community created is much appreciated.
 - Families are really busy—even carving out an hour on Sunday AM can be hard—giving more time to church is not what most families are looking for right now
 - Despite busyness, there's interested in more social/service opportunities for children and youth.
- Due to a variety of reasons, we have seen some reduction in our enrollment, particularly in younger ages. While some may be attributed to life changes from the pandemic, much also appears to be related to there just being less people of these ages in the communities that surround Atonement.

WORSHIP COMMITTEE

PASTOR KEVIN KRETZMANN FARRAR

After a few years of having strategic worship decisions made largely by staff/worship leaders in gatherings called 'Creatives,' we resumed gathering the Worship Committee, a committee specified in our constitution, to guide big-picture worship decisions.

In the spirit of gathering this committee, this was a year of significant change and experimentation for worship at Atonement.

Here's some highlights of changes and activities related to worship and the worship committee:

- Our longtime Contemporary Music Leader, Katy Klinnert, resigned to explore new opportunities.
 - Katy has been replaced on an interim basis by Logan Baker, Ingrid Hanson-Popp, and Katelyn Farebrother.
- We are actively searching for a new Contemporary Music Leader and hope to begin interviewing for this position in January 2023.
- At the end of calendar year 2021, we decided to no longer continue offering Kids BLAST during the 10:45 service. This action was made in recognition that the 10:45 service is smaller than it used to be, as the families with BLAST-aged families have moved to the 9:15 (now 9:30) service for a variety of reasons.
- In response to Katy's departure and changing service sizes and feels, we conducted a worship survey over summer 2022. We received a tremendous response—over 125 people responded! A lot of helpful feedback was received that continues to be interpreted and implemented—though the surveys did not immediately yield outwardly obvious changes in our worship life, they gave us valuable feedback. Here's some of the data that we gathered:
 - People value having an active role in worship—people want to sing and participate, not passively consume. Worship is something we all do together, not a performance
 - We want to sing songs that we know and are able to sing.
 - Though, for instance, some may grudgingly choose 8 AM for traditional music or 9:30 for children's ministry, many people are happy with their familiar service time and are not eager to change times—either earlier or later
 - Families with younger kids value having BLAST at the same time as worship so each member of family can be in an age-appropriate Sunday gathering. Families with middle school students and older are much more open to having their kids in church.
 - People at 8 really value having hymns, organ, etc.—a traditional service. 9:30 and 10:45 families like contemporary music and worship but this often means having a more contemporary instrumentalization and sound (e.g. a guitar) but a wide variety of music. People like K-Love songs on the radio, familiar contemporary songs, and more use of traditional hymns as well.

WORSHIP COMMITTEE

PASTOR KEVIN KRETZMANN FARRAR

Continued from Page 39

- 9:15 worship was moved to 9:30 in order to give more breathing room between the service/more time for traditional musicians to finish and contemporary musicians to warm up
- We discussed the value of hymnals and bulletins (for the sheet music) at 8:00 worship. We tried both using hymnals and a bulletin that we reused each week. We're still considering these options and others to make music more accessible—especially at 8 AM.
- We've taken advantage of our constitution allowing us to have a representative from the Worship Committee on Church Council. Council voted to add Sally Munia to serve as the Worship Committee rep until our annual meeting, at which point we will vote for a rep to serve a full term.
- The committee has provided feedback and direction on worship series. For instance, we discussed the Scripture at the beginning of the Fall worship series, "Good Courage" by noticing that the story of Abram following God's call to a new land to start a new chapter felt a lot like our call to starting a new journey as a church. This insight significantly shaped our Fall worship planning.
- We've asked questions about how to better include young people in worship.

There is much more worship experimenting, growing, and improving to be done in the coming weeks, months, and years, as Atonement continues to grow in being a community where all people are welcomed to worshipping God together.

WOMEN OF THE ELCA (WELCA)

MARY TAYLOR

"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".

2022 WELCA Board

- President: Mary C. Taylor
- Vice President: Lori Schantz
- Secretary: Wendy Hunjadi
- Treasurer: Jean Albers
- Mission Action: Kathy Carlson and Pat Gallun
- Mission Community: Nancy Hanks
- Council Representative: Candace Nemke

"Women's Ministry Sunday" was celebrated on October 2. The name change from "WELCA Sunday" recognizes all women of the church. We enjoyed a sermon from Tracy Gingrass (founder of Be Still, a coffee shop for all people of every denomination to find rest and belonging), a choral piece sung by some ladies of our congregation and a display of quilts and kits created by several circles. Candace Nemke was the recipient of the Trust Award. She has been a very quiet and busy elf!

WELCA Includes all ladies of Atonement. Circle membership is not required. Circles are actually a form of small groups that are so vital in our church life. Our circles and their leaders are Elizabeth: Barb Downer, Leah Circle: Mary Mooney and Pam Robel, Lydia Circle: Janet DeGaetano and Nancy Hanks, Mary/Martha: Wendy Hunjadi and Lori Schantz, Rebekah: Jane Parthum, Ruth: Pat Gallun and Kathy Carlson.

Mission Action Report: Items and totals collected from Mission Action

- Lutheran World Relief (LWR): 259 quilts. Half went to LWR and remainder distributed among 11 local organizations in need.
- Personal Care Kits: 208 (184 from Ruth circle and 24 from Leah Circle)
- Baby Care Kits: 54 (from Lydia Circle)
- School Kits: 1060 (from Mary Martha Circle)
- Christmas in July: 954 hats, scarves, mittens, gloves and socks (distributed along with half of the quilts to the following 11 local organizations in need)
 - All Peoples Church
 - Graduating seniors
 - Hope Center (Waukesha)
 - Milwaukee Rescue Mission
 - Salvation Army (Milwaukee)
 - Salvation Army (Waukesha-Lodge)
 - Serenity Inn
 - St. John's Church (5500 W. Greenfield Ave. West Milwaukee)
 - Street Angels
 - VA Medical Center (Milwaukee)
 - Women's Center (Waukesha)

WOMEN OF THE ELCA (WELCA)

MARY TAYLOR

Continued from Page 41

Mission Community Report

Here are the results of yet another busy year for the Knit-Wits:

- 116 afghans
- 19 scarves
- 6 pairs of mittens
- 12 hats
- 8 hat/scarf sets
- 50 crocheted Christmas ornaments

Days for Girls

Approximately 20 Atonement women and others from surrounding churches meet monthly and/or work at home to complete washable personal hygiene kits for girls and women in other countries. This year 273 kits were sent in February and an additional 60 kits were sent in November with delegations going to El Salvador. In addition to these kits, 100 carry pouches, sewn by some of our members, made their way to the Ukraine as part of kits put together by the Days for Girls chapter in Liberty, Missouri. Many thanks to all the women who have dedicated their time, talents and resources to this project and those in the congregation who have supported our efforts.

Our work will continue in 2023 at Atonement and beyond. We are a hard-working group and we enjoy each other's company.

I have enjoyed serving as WELCA President for one year. I thank everyone that has helped me our missions. My theme as president has been " We Can Do It" and we have DONE it!

I pray we will continue to DO IT in the future

Mary Taylor

ALTAR GUILD

SALLY MUNIA & MARILYN KULAS

In September we made the transition from using prefilled communion cups to individual cups and wafers. We made a few changes due to covid concerns, but the transition went smoothly. I think people were happy to finally be able to go up front and receive communion from the pastors and assistants. It has been a bit challenging due to the fact that we lost many volunteers during the last couple of years, and we are very thankful for the amazing volunteers that continue to serve in this important, behind-the-scenes ministry.

Altar guild 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. 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'.

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. We couldn't do it without you! Whenever there is a need, many step up and offer to do whatever has 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 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

Routine building and scheduled maintenance was done this year, along with other special requests and projects as needed.

The major capital improvement project completed in 2022 was replacement of the siding on both the church building and storage garage. The original siding was defective and not installed properly resulting in water damage, rumbling noises on windy days and cracks. A new siding color was selected giving the building an up to date appearance.

Spring clean up outside, trimming bushes around the building and in the islands was completed in May. Thank you to the volunteers who helped even though the weather did not cooperate that day. The building heating and cooling systems remain problem free after extensive repairs in 2021.

The new thermostats installed have been successful in maintaining comfortable temperatures on Sunday mornings and other times when the building is occupied. Furnace filters were replaced in November as part of routine maintenance.

Thank you to the volunteers that helped during my three year term. I couldn't have done the job without the work, dedication and knowledge of so many.

Thank you also to members who took the initiative to do jobs that weren't scheduled. If they saw something that needed attention, either inside or outside, they did it.

Our building is a vital and important part of doing God's work. The outpouring of support I received from Atonement members is a blessing.