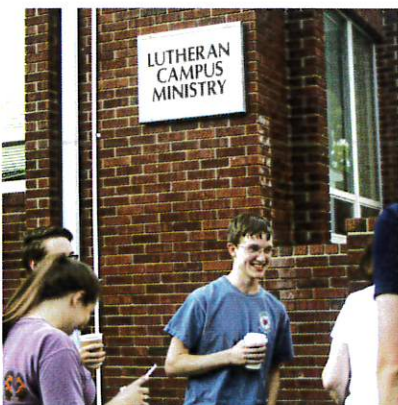
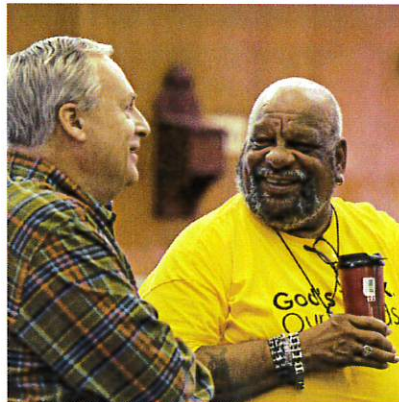
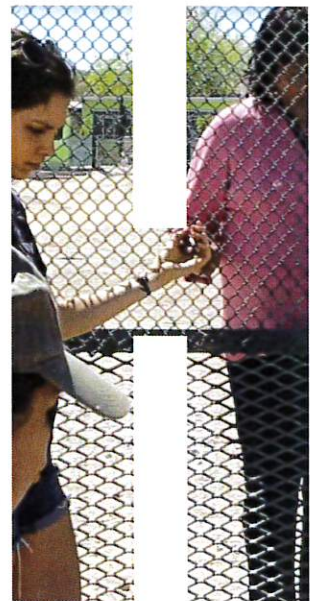




Evangelical Lutheran Church in America
God's work. Our hands.



ANNUAL REPORT

2019





A message from ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

Stepping out in faith can be difficult. Martin Luther did it in 1517. The Evangelical Lutheran Church in America did it at the 2019 Churchwide Assembly. This church can be bold and daring because of our scriptural and Lutheran confessional understandings. Is it easy?

No. Do we always get it right? Probably not. Where we are in error, may God correct us.

The cross is our center. Faith, grace and Scripture alone are our guides. We are church. We are compelled by the gospel and our understanding that in Christ we have been set free to love and serve the neighbor. This loving and serving of our neighbor alongside courageous and faithful leaders is what offers hope to congregations.

Over the past 18 months we have made significant strides in our work on congregational vitality. This church has multiplied its efforts and leveraged its resources to enhance vitality in congregations. Our vision continues to evolve around strengthening our relationships with God, each other and the neighbors we serve. In this way we are addressing both local and global issues by being present in our own community and proactive with issues in the broader church.

This presence is made possible in significant ways through your giving of time, talents and financial resources to our work together. The success of our recent campaign, *Always Being Made New: The Campaign for the ELCA*, reflects the increasing

support for existing and new ministries that serve our communities here at home and others around the globe. Through regular, special and legacy gifts, \$250 million was given to support God's work. Through the spiritual practice of giving, we both acknowledge receiving God's gifts and share in God's generosity by passing on a portion to others. Together we are doing God's work in ways that we could not do otherwise.

As your congregation plans work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. May you continue supporting God's work together with a spirit of solidarity, collaboration and generosity. We are all partners in the gospel, believing in Jesus Christ crucified and risen for the life of the world.

Stepping out in faith together,

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

"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!" —2 Corinthians 5:17



ATONEMENT
LUTHERAN CHURCH



Annual Report - January 12, 2020

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Financial Report Summary	addendum

Atonement Staff

Pastor
Greg Van Dunk 414-232-6493
church 414-422-0400 ext 11
greg@at-onechurch.org

Pastor
Kevin Kretzmann Farrar 925-324-3978
church 414-422-0400 ext 12
kevin@at-onechurch.org

Deacon for Caregiving/Office Ministry
Judy Kolstad 262-853-8033
church 414-422-0400 ext 10
judy@at-onechurch.org

Caregiving Communications Coordinator
Marian Wasierski church 414-422-0400
marian@at-onechurch.org

Office Assistant
Maria Seifert church 414-422-0400
maria@at-onechurch.org

Administrator for Office, Manager
Christopher Kent church 414-422-0400 ext 10
chris@at-onechurch.org

Coordinator for Youth & Family Ministry
Troy Mendez 414-530-7003
troy@at-onechurch.org

Coordinator for Children & Family Ministry
Anne Farebrother 414-235-9312
anne@at-onechurch.org

Program Assistant for Children, Youth & Family Ministry
Kara Mendez 262-744-5602
kara@at-onechurch.org

Child Care Coordinator
Isabella Mendez 414-422-0400
isabella.mendez317@gmail.com

Volunteer Coordinator
Jeanne Coughlin 414-232-5353
volunteer@at-onechurch.org

Bookkeeper
Larry Alber 414-422-0400
bookkeeper@at-onechurch.org

Coordinator for Contemporary Music & Lead Musician
Katy Klinnert Ellison 701-367-3031
katy@at-onechurch.org

Coordinator for Traditional Music, Organist & Choir/Handbell Director
Steve Joyal 414-640-9971
steve@at-onechurch.org

Building & Grounds
Kurt Traeder 414-708-5891
ktraeder@yahoo.com

Church Council

President
Dan Christianson 414-422-9239

Vice-President
Sally Vogt 262-679-3668

Secretary
Joy Alber 262-363-4888

Treasurer
Jay Tews 414-430-6511

Administrative
Adam Hodge 414-243-7603

Building & Grounds
Bruce Paul 414-529-0765

Stewardship/Finance
Sandy Zielinski 262-679-1930

Fellowship/Social Planning
Sally Puranen 414-507-9045

WELCA
Sue Ehrick 414-510-1050

Children, Youth & Family
Sally Vogt 262-679-3668

Church in Society
Kathy Sanders 414-412-0083

Groups

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

MEN'S Group
Jay Herb 414-397-3410

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

WELCA
Candy Nemke 262-679-5479

ROMEO
Bob Puranen 414-422-9212

Committees & Ministry Teams

Church & Society
Sharon Holden 414-423-5644

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

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

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

Creation Care
Bev Weber 262-853-6873

El Salvador Partners
Renee Stadtler 414-858-2422

Fair Trade Products
Darlene Duklas 414-427-7123

Financial Secretary
Doug Ehrick 414-425-8111

Habitat for Humanity
Sally Munia 414-425-7081

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

Knit-Wits
Mary Mooney 414-425-3299

Memorial Committee
Mary Tatera 262-784-0352

Outdoor Worship Center
Mary & Dale Coleman 262-679-1158
(Mary) macfive@outlook.com

Prayer Chain
atonementprayer@googlegroups.com
Lorraine Behling 414-422-1580
Jan DeGaetano jdegaetano135@gmail.com

Prayer Shawls
Sandy Traeder 414-807-1952

Quilters
Beth Gooding 414-425-0484

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

Wedding Coordinator
Kelly McDonald 414-839-8217

ATONEMENT LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING

JANUARY 12, 2020

CALL TO ORDER

OPENING DEVOTION

APPROVAL OF JANUARY 13, 2019 ANNUAL MEETING MINUTES

MEMBER STATISTICS FOR 2019 – prepared by Chris Kent; printed in annual report.

PASTORS' REPORTS – Greg Van Dunk and Kevin Farrar

PRESIDENT'S REPORT – Dan Christianson

STAFF REPORTS – Please refer to written reports, any questions?

COUNCIL & MINISTRY TEAM REPORTS – Please refer to written reports, any questions?

ELECTIONS

- Nominating Committee Slate of New Council Members (2020-2022)

Vice President	Lori Schantz
Building and Grounds	Ron Nemke
Stewardship/Finance	Lance Morgan
Children/Youth and Family	Sara Johns
- Nominating Committee (2020)
 - Dan Christianson – President, per the Bylaws
 - Lori Schantz – Vice President, per the Bylaws
 - Gary Dostal – Immediate Past President, per the Bylaws
 - (4)_____ – nomination from the floor
- Nominating Committee Slate of Synod Assembly Delegates (2020)
 - Judi Henry (2018-2020)
 - Candy Nemke (2019-2021)
 - TBD – youth representative
 - TBD – youth representative
- Mission Endowment Fund (Apple Tree Society) – place holder, no election in 2020 Inactive committee until \$50,000 base funding is obtained to begin distributions

2020 ANNUAL MINISTRY PLAN PROPOSAL AND APPROVAL – Dan Christianson

UNFINISHED BUSINESS

NEW BUSINESS

- 2021 Annual Meeting Date (January 11, 2021)
- Recognition of departing 2020 Council Members
Sally Vogt, Bruce Paul, Sandy Zielinski
- Other New Business

ADJOURNMENT

CLOSING PRAYER

FYI.....PROPOSED 2020 CHURCH COUNCIL/COMMITTEE MEMBERS

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

Church Council Officers**:		Term Expires
President	Dan Christianson	2020
Vice-President	Lori Schantz	2020
Secretary	Joy Alber	2020
Treasurer	Jay Tews	2020

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

Standing Committees:**

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

“Special Committees” (Ministry Teams):**

Fellowship/Social Planning	Sally Puranen	2021
WELCA	Susan Ehrick	2021
Children, Youth, and Family	Sara Johns *	2022
Church in Society	Kathy Sanders	2020

Audit Committee (Council elected sequential 3 year terms):

<u>Previously elected: FYI: Ed Duklas (2020)</u>	Michael Meyer	2021
(3) Open		

Memorial Committee (Council elected 3 year terms):

FYI: Previously elected to position: Jay Tews (Treasurer, 2020) and Mary Tatera (lay member,2020)

President	Dan Christianson	2020
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* Notes new Council members if elected at January 2020 Annual Meeting

** Council officers and committee members need council approval at the January 2020 Council Meeting

ANNUAL Congregation Meeting: Date: **1/13/19** Time: 12:06 PM

Call to order 12:00 PM	President Gary Dostal Atonement Lutheran Church Fellowship Hall
Attendees	Sign in - 95 members present and signatures on file (2018; 570 confirmed membership; therefore 57 is 10%). QUORUM ESTABLISHED
Opening Prayer	Pastor Greg Van Dunk

Motion: Dan Christianson 2 nd : Mike Gandrud	Approval of Annual Congregation minutes 1/14/2018 Adopted
Motion: Sandy Zielinski 2 nd : Judy Schiller	Approval Congregation minutes 2/25/2018 Adopted
Motion: Roger Myhre 2 nd : Merrilee Berry	Approval Congregation minutes 4/22/2018 Adopted

Statistical Report	Chris Kent (staff) discussed; page 13 and 14 annual report
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Pastor's Report	Pastor Kevin and Pastor Greg discussed; printed in annual book (page 10 and 11)
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President's Report	Gary Dostal; printed in annual book (page 12)
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Staff Reports Council and Ministry Reports	printed in annual book, pages 22-32 Katy Klinnert-Ellisen added to her report concerning Family Camp, summer 2018
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ELECTIONS

Motion: Larry Alber 2 nd : Sally Vogt	Motion to adopt the slate presented by the 2018 Nominating Committee
Adopted	WELCA Rep: Susan Ehrick Member at large: Adam Hodge Member at large: Sally Puranen (C1.1/19)

<p>Motion: Nomination of <u>Gary Dostal</u> to the Nomination Committee 2019 Motion: Dan Christianson 2nd: Bruce Paul Adopted</p> <p>Motion: Nomination of <u>Shanna Kolp</u> to the Nomination Committee 2019 Motion: Cindy Dostal 2nd: Sally Munia Adopted</p>	<p><u>Nominating Committee 2019</u></p> <p>Automatic placement per Constitution: <u>Dan Christianson</u> (President – per Bylaws) <u>Sally Vogt</u> (Vice President per Bylaws)</p> <p><u>Elected</u> <u>Gary Dostal</u> <u>Shanna Kolp</u></p> <p>(C2.1/19)</p>
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<p>Motion: Paul Ellingson 2nd: Larry Alber Adopted (C3.1/19)</p>	<p><u>Synod Assembly Delegates for 2019, May 31-June 1</u> <u>Sally Munia</u> <u>Judi Henry</u> Two (2) Youth representative: Anna Milton and Amelia Milton</p>
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UNFINISHED AND NEW BUSINESS

<p>Ministry Plan for 2019 (2019 Budget) Motion to adopt 2019 Ministry Plan: Motion: Diana Luttmann 2nd: Judy Schiller Adopted (C4.1/19)</p>	<p>Addendum distributed of final 2018 financial numbers Treasurer: Jay Tews reviewed 2018 (income/expenses)</p> <p>Review of 2019 Ministry Plan; printed and distributed in Annual Reports (page 28) Discussion</p>
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Date of 2020 Annual Congregation Meeting	Jan 12, 2020
Recognition of outgoing Council Members	Laura Baldwin, Gary Dostal, Sally Pedersen and Chris Retzlaff
Other: Recognition of Doug Ehrick for his outstanding work in 2018 as Financial Secretary	

<p>Motion: Mike Gandrud 2nd: Bruce Paul</p>	Adjournment 1:20 PM
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Closing Prayer: Pastor Greg

Submitted by Secretary: Joy Alber Reviewed by Gary Dostal

PASTOR REPORT

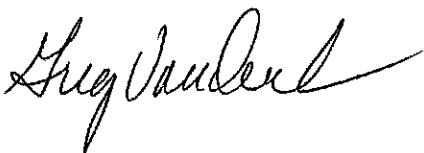
Transition, Surprise and Blessing

I love being the church with you and think of 3 words in this summary of our ministry together in 2019.

The **transition** is of course with our beloved Judy Kolstad. In her transition from New Berlin to Pewaukee she has afforded us the same grace in which she has blessed us in these nearly 13 years of ministry together. Our personnel team has been wise to observe that "there will never be another Judy." Not that she is God, it is just that she has made us her family. I think that each of our staff think of our congregation as family. That is one thing that makes our team a joy to be the church with. However, none of us are able to devote the time, attention and presence Judy has bestowed upon us. What will it be like in 2020 when she is no longer the ever-present smiling, "what can I do for you?" presence in our office? It won't be the same that is for sure. The good news is that Judy will remain connected to us while from Pewaukee. She'll continue to publish our "Bell," and remain in care contact with those she can reach in the cyber world. We are eager for that continued relationship!

I was pleasantly **surprised** by OneFEST. Yes, we made some money to support our outdoor ministries which of course is a motivation behind the effort. I was surprised that our second effort at a church festival truly became a family friendly event. Not only did our families with children and youth enjoy the day in great number, we had tons of guests I had never seen before. The "vendor fair," was a "wow." About 150 Atonement volunteers served on August 17 and it was fun (even the Van Dunk tank)! So many key people worked so hard for so many hours to make this happen. I will not try and list them for fear of failing to recognize adequately. I do want to lift up Ron Petersen, Katy Ellison and Kelly McDonald for making this a family friendly event we are excited to try again on August 22, 2020.

Our ministry together in 2019 will yield **blessings** in 2020. Specifically, I'm excited to welcome Deacon Marian Wasierski as our Caregiving Communications Coordinator and Mária Seifert as our Office Assistant. Marian will serve just a few hours each week. You'll see her most often on Sundays as she helps us keep track of care needs and helps direct Kevin and I in direct pastoral care. Mária will provide a warm welcome and very competent presence as our Office Assistant. We are so excited to welcome her as she serves 20 hours a week. We'll fill some of the gaps in the office with volunteers so please support them and let us know if that ministry interests you. We know there will never be another Judy but by the grace of God there still is all of us.



Pastor Greg Van Dunk

PASTOR REPORT

2019 was a year with an eye to the future. Working with Auxano, a church consulting firm, we gained helpful clarity about what makes Atonement unique and special: our commitment to **welcome, service, and growth in faith.**

Welcome. Our warmth and hospitality continues to be a source of pride for us as a church. I have spent much effort on how we can explore adding additional dimensions to our welcome. For many, a church's website and social media presence is a 'front door', the place where first impressions are made. Consequently, I am working closely with Chris Kent, our office administrator, on how to best optimize our web presence. This includes a website redesign, improved email communications, and a web-based church database.

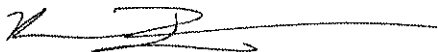
A commitment to hospitality also invites us to consider how we welcome all sorts of new people; I am proud to see how we are a community who is committed to welcome any and all people who walk within our doors.

Service. I had the privilege of attending the February 2019 Mission of Healing trip to El Salvador. I also have been able to attend a number of service and partner events at All Peoples Church, our partner church in Milwaukee. Going to Atlanta with a number of our high schoolers was a highlight for my year.

Growth in Faith. This year, I have handed leadership of Growth Groups over to Pastor Greg. Much of my focus in this area has been in our children, youth, and family ministry. I have worked closely with Kara, Troy, and Anne as I support them in their wonderful ministries, including teaching confirmation, in Cross+Training and ACTS, attending Fort Wilderness, and teaching First Communion Classes. Working with our CYF team and with church council, we have adopted a child protection policy, including policy of requiring background checks on all those who work with minors.

I continue to put my own stamp on confirmation, including a more flexible, elective-based system, improved communications with parents, and an increased commitment to service and involvement in our Sunday morning church life.

Beyond our particular congregation, I was elected this past June to our Synod Council. I also serve as the co-chair for the Synod's Opioid Abuse Task Force and our synod's Mission Table, a think-tank, if you will, for innovation. These roles keep me connected to fresh and helpful ideas that are an asset to me, and I believe, us as a church.



Pastor Kevin Kretzmann Farrar

CHURCH COUNCIL PRESIDENT REPORT

I would like to start my 2019 report by thanking a very dedicated group of individuals; your 2019 church council. Their hard work and dedication many times goes unnoticed but they get their assigned tasks completed in a timely fashion.

This year I challenged them to be the best that they could be in a leadership role. I introduced 3 symbols of leadership: A Diamond Ring, A Giraffe and a Jack-in-The Box. If you would like to find out what these 3 items represent, ask a council member or myself to explain how they represent leadership.

We have so much to be thankful for at Atonement: Our staff of truly dedicated individuals who give freely of their time and go above and beyond their job descriptions and the addition of two new staff members, Marian Wasierski in the role of Caregiver Communication Coordinator and Maria Seifert as Office Assistant. Welcome ladies to Atonement.

The many programs and projects that we either partially or fully fund. El Salvador Tepeagua Projects, Asylum Support, ELCA, Habitat for Humanity, Safe Babies, Food Pack, Kids Blast, Mission Trips, Lutherdale and All People's Church to name a few.

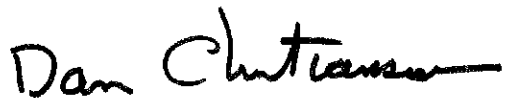
What about our summer festival? "One Fest" what a great event! A big thank you for the many folks and groups who made the event a Great Success. The proceeds in part will help support our Outdoor Ministry Program.

Our Pastors, Pastor Greg and Pastor Kevin who supply the leadership for our church. Yes, Pastor Kevin had a 1 year anniversary this summer at Atonement.

As a church you give freely of your time and talents to do God's work and for this we are truly blessed.

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

Peace,

A handwritten signature in black ink that reads "Dan Christianson". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

Council President Dan Christianson

STATISTICAL REPORT
(January 1 to December 31, 2019)



New Members (37)

Winter

Mike & Becky Beer (Alex, Jacob, Lacey)
John & Linda Iglinski
Norma Mann
Tyler & Savanna Plesetz (Eleanor)
Tim Schneeberg

Spring

Casey & Melanie Klawitter (Knox)
Becky & Ryan Kedrowski (Addisyn, Avery)
Laura & Richard Brogan (Audrey, Isaac, Owen)
Tom & Amy Deschaine (Ayden, Madric, Oliver)

Fall

Faith Laning
Robin Lien
Adam Holcomb (Melissa Mason)
Chuck & Tracy Esser
Allen & Mary Ann Sande
Matt Hembrook



Baptisms (12)

Hudson Alexander Sielaff 01/27
Eleanor Marie Plesetz 05/12
Kinsley Jean Rudy 05/19
Madric Aaron Deschaine 05/26
Oliver William Deschaine 05/26
Aydin Thomas Deschaine 05/26
Eloise Carolann Peters 07/28
Skylar Eileen DuFrane 08/04
Bryson Robert Puranen 08/18
Margaret Anne Kolkoski 11/13
Owen Patrick Brogan 11/10
Knox Everett Klawitter 12/08



First Communion (15)

04/07
Ava Rae Gumieny
Baleigh Elisabeth Miller Madelyn Bell Mielke
Kelsey Marie Morgan Nathan Allen Hinek
Cole Annalise Peterson Henry Gapinski
Bree Scafe Alyson C. Boers
Natalie Ann Storm Elijah Moore
Henry Steven James Isaac Michael Teisl
Vallee Zachary Alexander Felts
Katherine Jean Dina Zeer
Cravatta



Confirmation (13)

10/27

- Amelia Renee Milton
- Anna Rose Milton
- Jordan Ayla Schaich
- Evan Dominic Duerwachter
- Sydney Kate Lewandowski
- Brady Daniel Miller
- Hunter Maddux Scafe
- Jameson Donald Felts
- Alivia Brayden Mendez
- Tyler Frank Neitman
- Aydan Joseph Scortino
- Eric Robert Woznicki
- Jack Douglas Woznicki



Deaths (members) (5)

- 01/22 Diane L. Makowski
- 01/25 Estella Anderson Gilgenbach
- 09/13 Connie Rietz
- 11/07 Earl Ray Duewel
- 11/09 Donald W. Gieryn



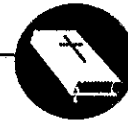
Released from Membership (44)

During the year 2019, 44 members were released from membership at Atonement, by means of transfer to another congregation or through annual role adjustment.



Total Atonement Membership

	2018	2019
Members - Baptized	232	227
Members - Confirmed	570	558
Members - Associate	3	2



Worship Attendance

	2018	2019
Average Weekly Attendance		
8:00 a.m. Worship	96	89
9:15 a.m. Worship	135	134
9:15 Kids BLAST	85	75
10:45 a.m. Worship	93	89
10:45 Kids BLAST	21	20
Average Weekly (reported on annual ELCA parochial report)	362	357

Average Summer Attendance		
8:00 a.m. Worship	77	79
9:30 a.m. Worship	177	179
10:45 a.m. Worship	n/a	39

Average Wednesday Attendance		
4:00 p.m. Wed Lent	45	50
6:30 p.m. Wed Lent	42	48
Summer Wed Services	46	n/a

Holiday Worship Totals		
Ash Wednesday		
4:00 p.m.	73	90
6:30 p.m.	85	84
Maundy Thursday	136	122
Good Friday	211	305
Easter Sunday	604	550
Thanksgiving Eve	72	92
Christmas Eve	901	862

Staff Reports

DEACON FOR CAREGIVING Judy Kolstad

Caregiving and Office ministry have been my focus since 2007 when I was called to Atonement. To me, these two areas have been equally as important.

Helping Christopher to keep the office running smoothly and efficiently, meeting weekly and monthly design deadlines has always kept me on the edge of my seat! As of December 31, 2019 I will be officially retiring from both of these positions. I will continue to volunteer in the office keeping my normal hours through the month of January...answering Mária's questions, guiding her through the daily responsibilities and trying to drain my brain of all of the office details I have managed these past 3 years. As much as I enjoy the challenge of learning graphic design, creating bulletins and the @1's the true desire of my heart is my call to Caregiving.

I always look forward to and prioritize the God interruptions in my daily office work to listen to and walk alongside people in need of care, counsel and prayer. As an Associate In Ministry, which has been changed to Deacon, my life has been forever changed being allowed the privilege to help and care for Atonement members. Thank you to all who have helped me with visitations as I would not have been quite as effective without out: Pastor Greg, Pastor Kevin, Marilee Berry, Jeanne Coughlin, Pat Gallun, Carole LaFond and Patti Quartello.

With all of this said, I welcome Marian Wasierski to the Atonement staff to be your Caregiving Deacon and Mária Seifert to be the office front desk person.

A very special and heartfelt thank you to the following people as without their input, energy and servants heart I would not be nearly as successful in my position:

Weekly volunteers: Alice Graham, Tom Quade, Sandy Zelinski

On-call volunteers: Sally Pedersen, Joan Pettitt, Judy Schiller

BELL folding and mailing team: Barb Downer (Leader), Lorraine Behling, Rena Bluedorn, Beth Gooding, Marilee Berry, Carole LaFond, Sally Pedersen, Marie Kallman and Janet Wojnowski.

I close with these words from former annual reports I have used Luke 10:29 as a guide for my ministry. In that verse Jesus is asked, 'Who is my neighbor?' Jesus replies by telling the story of the Good Samaritan. Today, as in Jesus' time, and continuing to go forward each day, we are admonished to do the same ... take care of our neighbors because we, as Christians, share our love of Jesus by helping those in need: God's work ... Our hands!

I will miss being part of the Atonement staff team ... I will miss seeing each of your faces on Sunday's and other days. God's peace and blessings to YOU as we follow Jesus and take care of our neighbors together ... but slightly apart.

Deacon Judy

VOLUNTEER COORDINATOR Jeanne Coughlin

Dictionary.com defines a volunteer as someone who voluntarily offers himself or herself for a service or undertaking, a person who performs a service willingly and without pay. Synonyms suggested on the Merriam-Webster website include: come forward, sign up, step forward, step up. My role as Volunteer Coordinator is to assist people in signing up for their help-out.

They are the persons who have come forward and signed up to serve on Sundays and holidays as Bakers, Fellowship Hosts, A-V, Worship Assistants, Communion Assistants, Indoor Greeters, Nursery Attendants, Outdoor Welcome, and Ushers. These roles are currently filled using the Planning Center Online program. I would be happy to meet with anyone to discuss signing up or updating your serving profile.

Thank you to Carole LaFond who schedules Bakers, Valerie Hense who schedules Hosts, and Isabella Mendez who schedules Nursery Attendants, and then communicates the information to me so I can input the names into the monthly schedule. Thank you to Judy Kolstad for helping to check people in before worship.

There are many others who are helping out in other ways, ways that are not organized through me – singing, playing instruments, teaching, knitting, sewing, landscaping, decorating, cooking and serving meals...

The list is endless. No matter what you do, thank you to all who have come forward, signed up, stepped forward, stepped up.

Winston Churchill said, "We make a living by what we get, but we make a life by what we give". Whatever your time allows, whatever your talents are, please know that your service to Atonement Church is greatly appreciated.

CHILDREN AND FAMILY MINISTRY

Kara Mendez & Anne Farebrother

It is the goal of Children and Family Ministries to create experiences that help children know God. We work to give families the tools to grow faith in their homes by offering options: a toddler book lending library, Lenten calendars, Advent activity books, busy bags with Christian books and activities to be used during worship, a Christian movie lending library for Little Steps students as well as exciting family events throughout the year. These activities and events are communicated to parents through weekly emails that includes suggestions to build faith in the home.

Kids BLAST

Our Bible Learning Adventure Story Time ministry offers weekly classes all year round! Kids BLAST is for students three years old through Fifth grade. Classes are held during 9:15 and 10:45 worship by teams of dedicated volunteers offering age appropriate learning using The Hands On Bible curriculum. Summer BLAST is also offered for children ages three through eight years old. The curriculum changes but the summer lessons are always fun!

Generous giving is an essential part of the spiritual growth of our children. Through weekly collections for Chuck the Duck, students collected \$2580.00 to purchase 92 Duffle Bags for Together We Rise! These duffle bags included care items for area children entering the foster system. This fall we have collected over \$300 for Kits for homeless children. We anticipate donating approximately 600 food items for local food pantries by Christmas 2019.

Little Steps

Ninety-minute classes provide a nurturing and faith-growing experience for guardian and child ages 2 through 5 years old who have not started kindergarten. Students learn about God through a variety of age appropriate and active experiences. Three sessions are offered in Fall, Winter and Spring. Both daytime and evening classes are available.

Family Events

Family events vary from year to year. In 2019, the **Easter Egg Hunt for Jesus** on Good Friday helped families focus on Jesus during the Easter holiday. Children hunted for eggs, enjoyed Easter crafts, and played games including an egg launch. The fourth annual **Trunk or Treat** offered a hot dog meal, trick or treating from trunk to trunk, games, crafts and costume parade. Both events were well attended by Atonement families and community members. The summer months included a **Family Movie Night and a Family Craft Night at Board Together**, a local business in Muskego.

Stepping Stones Ministry

Prayer Bear is a workshop for parents and their toddlers. Parents meet to discuss ways to pray while their toddlers explore prayer through a bible story and craft. Students are presented a small stuffed prayer bear in worship service. **Second Grade Bible Workshop** is an evening for parents and their second-grade child to explore the bible. Students are presented a bible during worship service. First Communion is a series of two classes for parents and their student, fifth grade and older in preparation for their first communion.

Lastly, our ministry would not be successful without the many volunteers that donate their time and resources. Thank you to all our ministry partners.

YOUTH AND FAMILY MINISTRY

Troy Mendez/Kara Mendez

Cross+Training: 6th-8th Grade//ACTS (Active Christians Together Serving): 9th-12th Grade
Cross-Training has an average of 15-25 students and ACTS has about 8-10 students attending on Sunday mornings at 9:15.

September

- Students and parents attended Kick-Off Night. Students socialized and played in bouncy houses and parents met with Troy, Kara and Kevin for an overview of the year.
- Students participated in putting together School Kits for Lutheran World Relief.

October

- Youth participated in the Food Pack-God's Work Our Hands.

November

- The Youth (30+ of them) baked pies and raised \$1,450.00, we were able to purchase 65 coats of various sizes.
- Students prepared a Thanksgiving Meal at Atonement. We then traveled to All People's Church to share the meal with them.
- The 14th Annual Pampered Chef Fundraiser took place.

January

- Students prepared and served pancake breakfast to Kids BLAST students.
- Students sold Calendars as a Fundraiser for Fort Wilderness and Mission Trips

February

- Students and Congregation collected dresses, jewelry and suits for Night to Shine, a prom/dance sponsored in part by the Tim Tebow Foundation for adults with special needs.
- Students traveled February 8th-10th to Fort Wilderness. We had 58 Cross Training & ACTS students and chaperones attend. This year we are trying to have sign-up and payment online through the new program Breeze.
- Students decorated, prepared and served Fat Tuesday Dinner to participants.

March

- Students served Lenten Meal, Breakfast for Dinner.

May

- Mother's Day Pie Baking
- Students served food at Open Door Café in Milwaukee.

- February 6th-9th, 2020, has been scheduled for the Fort Wilderness Winter Youth Trip. This year we will be taking a coach bus!!
- Taste of Home-(College Care Packages)-Went out in the beginning of the year in October and the second packages went out at the beginning of December for finals!
- Weekly Emails are continuing to be the main source of getting information out to students and parents.
- Instagram accounts for ACTS and Cross+Training have been set up so students and admin can share pictures and events coming up.
- Troy continues to grow meaningful relationships with the youth.
- Kara continues to TRY to keep Troy organized!

WORSHIP MUSICIAN Katy Klinnert Ellison

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

This year began as an interesting one for me personally as I was out for 6 weeks following a major surgery in January and as I've continued to recover throughout the year. My family was blessed and honored with so many wonderful meals, visits, phone calls, and support while I was recovering at home. Thank you for being the church with us in this way! It was an incredible load off of our shoulders to have such help and love from our church family. You are amazing! Thank you also to Steve Joyal for covering for me all of the Sundays I was away as well as to Worship Team for stepping up and leading while I couldn't be here or be on my feet. This church is truly filled with great people.

Our music ministry teams continue to strive to serve God as we lead worship here at Atonement. The Worship Team has served at both contemporary 9:15 and 10:45 worship hours as well as the 9:30 Outdoor Worship Services this summer. Our fourth summer of outdoor worship was great and we only had a couple of times where the weather didn't permit us to be outside. We were thankful for all of the opportunities we had to worship God in the sunshine of his creation. We look forward to being outdoors again next summer!

Service beyond music is also an important component of the Worship Team, and this summer we coordinated Outdoor Fellowship with a focus on raising funds and awareness for Bob's House for Dogs. This organization serves in two ways. One, in helping dogs that are elderly or homeless to give them a safe home and a purpose in their golden years. Two, they serve alongside these dogs as they transport them to nursing homes, hospitals, and hospice patients for visits and snuggles and a special care and attention that only dogs can give. It's an incredible ministry and thanks to you, we were able to send them over \$1,200 in donations. Amazing! Additionally, the Worship Team collectively sponsors a child through Compassion International--Jennifer, a 9-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! They are each blessed with musical gifts, they love and support each other like family, and most importantly, they love Jesus. It's truly an honor to serve alongside them.

Our current weekly team is such a beautiful mix of gifts from God--I encourage you to get to know these amazing leaders if you don't already know them!

Tim Farebrother, Percussion and Bass

Dan Olson, Guitar and Vocals

John Zabkowicz, Guitar, Vocals, and Bass

Niyah Borgman, Vocals (New in 2019!)

Nicole Lemus, Vocals

Anne Farebrother, Vocals

Becky Beer, Vocals

Sheryl Bohne, Vocals

Michelle Dable, Vocals

Katlyn Ihnen, Vocals

Brandon Ihnen, Vocals

Larry Alber, Vocals

Mike Murphy, Sound Technician

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!

The Worship Team is always looking for new vocalists, guitar and bass guitar players, instrumentalists, and percussionists! If you're interested in exploring using your musical gifts to serve God, please get in touch with me!

I look forward to growing more and worshiping vividly with you all in 2020!



TRADITIONAL MUSIC WORSHIP Steve Joyal

This concludes my fourth year as Coordinator of Traditional Music at Atonement Lutheran Church, and I welcome your support as we continue to grow and discover new avenues for enhancing the 8:00 a.m. worship services as well as participate in other worship opportunities. I take great pride in our traditional performers and we have seen remarkable growth in the program this year.

The Adult Choir and Handbell Choir members have worked long hours to present wonderful, moving, and enriching music that has brought special meaning to our services. Both ensembles have been growing slowly but steadily, while improving the quality of their musical offerings, and offering regular anthems to the 8:00 a.m. worship services, as well as occasional 9:15 services. I believe that this year's Good Friday Cantata – Dubois' "Seven Last Words" and the Advent/Christmas Festival Cantata – Lloyd Larson's "Emmanuel – God with Us" brought great joy and the incredible messages of the season to a large number of worshipers. We invite all of you to join us in one of these Festival Choirs in 2020! Our greatest undertaking to date will take place on Good Friday, 2020 – John Rutter's "Requiem".

Special musicians are always being sought for the summer and occasional services throughout the school year. All ages and varieties of performances are welcome. Please sign up early and often – see Steve Joyal! The Allen organ remains capable of leading strong and vital congregational singing, but is probably entering the final years of its life expectancy. The Bösendorfer grand piano remains in excellent condition and we are continuing to maintain regular tunings three times each year.

All of our ensembles are open for new members. Rehearsals are as follows: Handbell Choir on Wednesday evenings from 6:15-7:15 p.m.; Adult Choir on Wednesday evenings from 7:30-9:00 p.m.

The music programs have been greatly assisted with the incredible donation from the Millie Kaminski Fund, given around almost two years ago. Through these funds, we were able to have a professional cleaning and polishing of our current set of bells and have begun a fund for bringing in special soloists from time to time! Other benefits will be coming as well, including our special musicians for festival occasions.

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!!

CHILD CARE COORDINATOR Isabella Mendez

As the new Child Care Coordinator I have hired new staff, continued to implement nursery guidelines and scheduled nursery staff for both church services and for special occasions.

We are a VERY active nursery year round and support all ministries and groups within our church. We also support our families by providing them with names of caregivers to utilize outside of church.

We have 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.

Currently we are working on a NEW event, Christmas-Parent Night Out in order to give parents a "free" night to "wrap-up" before Christmas. We will be providing entertainment for children 2-months to 3rd Grade including, craft, snack, story, playtime and more!

Thank you to our caring nursery staff-Sara Jochims, Alivia Mendez, Kayla Sanders, Cassidy Nicholson, Brady Miller (new), Sydney Lewandowski (new), Abby Gandrud (new), Olivia Orluske (new).



OFFICE & COMMUNICATIONS Christopher Kent

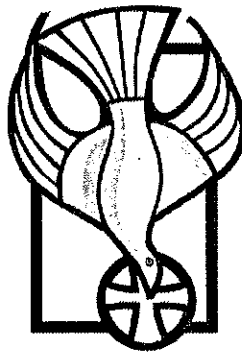
As I complete my second year, I remain grateful to be a part of this staff in service to this wonderful congregation. Special thanks to Judy Kolstad, who as my office colleague and friend has provided invaluable support on many levels. I will miss her dearly. Special thanks as well to all those who volunteer their time and talents including Tom Quade and Alice Graham in the office and Kelly McDonald whose talents in media continue to be a blessing! Thank you to the many volunteers as well not listed here. Finally, I'm delighted to be able to work with Maria Seifert in the office as we move into 2020.

We do many things to support the various ministries, range of office/administration and communications needs. And as Judy mentioned in her report, do so smoothly and efficiently as we can. This is everything from databasing, to payroll, to publications, to preparations for each Sunday and much beyond. I enjoy the variety.

Highlights for me this past year included supporting a successful OneFest and stewardship campaign, and supporting and seeing the various ministries shine.

I've enjoyed meeting and corresponding with many of you. My office hours into 2020 will continue to be Mondays and Tuesdays and Friday mornings.

- Blessings



Atonement
Lutheran Church *a family place*

2019 Committee Reports

ADMINISTRATIVE/PERSONNEL COMMITTEE

Cindy Dostal

Philippians 1:6 And I am sure of this, that he who began a good work in you will bring it to completion at the day of Jesus Christ.

The past year was one of planning for change as we recognize the exceptional service of Deacon Judy Kolstad. We can never replace Judy, but we did work on a variety of strategies to fulfill the duties she faithfully completes for the life of Atonement. Blessings in retirement and for the move closer to family in 2020, Judy! We were honored to work with you and receive grace through you!

Deacon Marian Wasierski began work with Judy Kolstad on November 24. Deacon Marian brings a wealth of experience in the areas of caregiving and hospice care. In 2020, she will coordinate Atonement's caregiving efforts with the pastors and several caregiving volunteers from the congregation. Special thanks to the search committee: Cindy Dostal (chair), Adam Hodge (Administrative Council Rep) and Patti Quartullo.

Mária Seifert (MAH-ria Sigh-furt) was hired as a new office assistant and began training with Judy Kolstad on December 1st. Special thanks to the search committee: Dan Christianson (chair), Pr. Kevin Farrar, Judy Kolstad, Anne Farebrother, Kara Mendez, Christopher Kent, and Joy Albert.

2020 Staff Role	Held By
Senior Pastor	Greg Van Dunk
Associate Pastor	Kevin Farrar
Contemporary Music Worship Team Leader	Katy Klinnert Ellison
Traditional Music, Choirs, Organist	Steve Joyal
Nursery Coordinator	Isabella Mendez
AV Assistant	Mike Murphy
Office Coordinator/Content Marketing Manager	Christopher Kent
Deacon for Caregiving	Marian Wasierski
Volunteer Coordinator	Jeanne Coughlin
Bookkeeper/Accountant	Larry Alber
Custodian/Buildings & Grounds	Kurt Traeder
Coordinator of Youth & Family Ministry	Troy Mendez
Program Assistant for Youth & Family Ministry	Kara Mendez
Coordinator of Children & Family Ministry	Anne Farebrother
Program Assistant for Children and Family Ministry	Kara Mendez
Office Assistant	Mária Seifert
Bell Publication (distance work)	Judy Kolstad

In other areas of personnel, we are grateful to Laura Woodard for her work as Nursery Coordinator. As of August 1, Isabella Mendez has taken over that role. Judy Kolstad will continue to assemble "The Bell" in 2020 from a distance.

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

As always, special thanks are due to Pr. Greg! You continue to be visionary, even if the pathway is not completely clear. You never despair, or at least you never show it! You

work tirelessly to move us closer to God and support our very best endeavors.

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

APPLE TREE SOCIETY: ENDOWMENT FUND FOR MISSION OUTREACH Larry Alber

The **Apple Tree Society** team reports that **sixteen** Atonement families have included the ATS as beneficiaries to support the Mission Endowment Fund of their church, long after their lives on earth. They demonstrate that their support is so important in their faith journey that they wish their legacy to continue giving a percentage of their assets to Atonement's future mission outreach.

Every year, right here in Wisconsin, millions of dollars are left in estates, much going to the State of Wisconsin because there was no will or estate plan on record. We wish to raise this awareness and create a culture of charitable giving to further the church's ministry far into the future. 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 \$33,976 invested into the **ELCA Endowment Fund A** portfolio. Atonement's Constitution requires a minimum of \$50,000 must be reached before any funds can be dispensed. Contact your financial advisor, tax attorney or your Thrivent agent for more information about legacy gifting and tax benefits. Please contact Pastor Greg, for more information.



MEMORIAL COMMITTEE Mary Tatera

For the year 2019, as of December 15th, Atonement Lutheran Church has received 89 memorial gifts totaling \$3,033, which were given in memory or honor of members or loved ones. These gifts were dedicated to the ministries in Christ's Church.

A registry of all persons remembered and givers is maintained in the narthex for your reviewing. These gifts were given for: (plus undesignated)

- Knit Wits
- Outdoor Worship
- Quilters
- Days for Girls

Purchases and donations included:

- Special Music
- Knit Wits
- Quilting
- Outdoor Ministry Operating Fund
- Landscaping

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

CHURCH IN SOCIETY (CIS) Kathy Sanders

Your Church In Society Committee supports outreach efforts for Atonement Lutheran Church by initiating programs or supporting programs members take part in. We welcome everyone to join the Church in Society Committee as it is a rewarding experience to lead a life of service in Jesus' name. We are always looking for Atonement members who have Thrivent Grant funds available to use for a good cause! In 2019 we received \$1500 in Thrivent funds to do outreach work of the church!

ALL PEOPLE'S CHURCH – Atonement Lutheran Church is a *partner* of All People's Church (along with numerous other churches) to help them meet the needs of members and their neighboring community. AP's always welcomes their partner church members to join them during weekly services as well as for special activities like their Partner Prayer Breakfast & GWOH activities. The Pantry at All People's Church is always in need of food in addition to feminine hygiene items and baby items such as diapers, wipes, formula and baby food.

We have an ongoing *Food Collection* to help them supply their food pantry, *Giving Tree Collection* in March (cleaning & office supplies), *Blessing Bags & Books Collection* in April-June (Reading books and healthy snacks & hygiene items for summer), *Back Pack/School Supplies Collection* June-August, *Coat Collection* in November. Renee Stadler coordinates most of these drives. Judy Larsen coordinates the Blessing Bags & Book Collection. Judy Larsen & Renee Stadler both used Thrivent Grants on their collections. Jack & Alice Graham graciously deliver items to AP's Church weekly.

Many groups have provided lunches for the kids in the *KWTS (Kids Working To Succeed)* project at AP's, CIS did 4 lunches this past year totaling 210 lunches delivered; Sharon & Terry Mattern received a Thrivent Grant to help pay for the lunch supplies. There are many requests during the week at AP's for something to feed children when the pantry is not open so always send a few extra lunches (the KWTS children share their lunches with their siblings!).

HOPE Center of Waukesha County – is an outreach organization which supports people who are homeless and those living in poverty in Waukesha County. We collect socks, underwear and t-shirts and personal hygiene items on a regular basis. They maintain a store of new & "gently used" clothing (they communicate when they need to restock). Items can be placed in the crate under the CIS board by the coat rack. When we have leftovers from meals we bring them to the Hope Center. At Easter we did a "Coats for the King" collection and all of the coats went to the Hope Center where they were greatly appreciated. The money collected in the "Sock it to Poverty" socks on the last Sunday of the month in Fellowship Hall, along with the \$500 designated benevolent

funds are donated to Hope Center on Waukesha County Match Day to double the funds. CIS purchased a raffle basket from "Wits for School Kits" fundraiser and then donated the basket to the Hope Center Fundraiser Dinner in November for them to raffle off. Jan Larsen & Judy Larsen (along with other members) deliver items to Hope Center.

MUSKEGO FOOD PANTRY – Throughout the year we collect food pantry items in the barrel across from the donation counter.

SERENITY HOUSE – is a rehab facility for men recovering from addiction in addition to outpatient programs for men and women. Throughout the year Al and Jan Larsen along with other members/groups at Atonement bring meals and stay for fellowship. During the Spring & Fall GWOH the youth participated in sharing a meal with Serenity House and a moving communion of experiences.

EL SALVADOR – Our congregation continues to support students so that they can attend school and allow their families to have help with daily expenses. Nancy Hanks continues to head up the scholarship program. Cindy Dostal has been leading the mission works for El Salvador.

HABITAT FOR HUMANITY – MILWAUKEE – CIS sponsored the Lenten Chili Supper on March 13th serving 115 & collecting donations of \$468 for Habitat. Many thanks to the 3 youth volunteers for help serving the meal. Marge & Don Froiland received a Thrivent Grant for the cost of the meal. About 20 members from APC attended the dinner and Lent Service and we sent all of the leftovers with them to share with members & family in need. We also provided lunches & snacks for the Habitat Build on June 20th; Pastor Greg received a Thrivent Grant for the cost of the food and our budgeted funds were used for a Housewarming gift for the homeowner.

GOD'S WORK. OUR HANDS. – In **spring** we did GWOH Month with activities April 27th through June. Jan Larsen coordinated the event. Volunteer opportunities included Spring Outdoor workday, Habitat for Humanity Re-Store, Outdoor Work at AP's Church, Serenity House Meal, Muskego Food Pantry Sort and Habitat Build (4 days), Habitat Tool Drive, Lutherdale Build, Kitchen Cleanup, KWTS Lunches, Together We Rise Duffel Bag Decorating & Packing. **Fall** – September 8th we held a Walking Taco Fundraiser for the cost of the foodpack and served 186 raising \$1271, that plus additional donations and funds leftover from 2018 covered the cost of the pack. Barb Downer received a Thrivent Grant to help cover the cost of the food for the fundraiser. On September 22nd – Al & Jan Larsen organized 2 food packs. We had 102 participants pack 14,748 meals of Beans & Rice that were sent to the Bahamas due to extreme need from the hurricane (some possibly to El Salvador).

SAFE BABIES HEALTHY FAMILIES OF WAUKESHA ANNUAL PICNIC – Atonement sponsors the annual picnic recognizing achievements & program graduates and their families – July 17th Ruth Circle hosted the picnic serving 190-200 attendees (the weather was extreme which prohibited some from attending for health reasons). This meal focuses on healthy, hearty food for the families and all leftovers are sent home with the children and their families.

KATHY'S HOUSE – Atonement is doing a fundraising campaign to sponsor the furnishing of an entry area at the new Kathy's House in memory of Irene Schelman's life as a Servant of God and the impact she had on all of the lives she touched. The campaign is beginning with the Christmas Gift Campaign December of 2019.

Thank you for all of your support and participation! CIS

OUTDOOR MINISTRY CENTER

Ron Petersen

2019 has seen things rockin' in all three of our outdoor ministries!!! All three areas are beautifully landscaped and maintained. The playground continues to see kids climbing, sliding, and having fun. This was our fourth year for the Outdoor Worship Center and attendance continues to rise year after year. The Memory Garden also continues to provide a reverent, respectful and tranquil area to celebrate the lives of our members.

In the Memory Garden, the Columns are filling fast!! Paver sales continue year after year...thanks go out to Dale and Mary Coleman for orchestrating and tracking the sales/engravings!!! Niches have increased not only in inquiries but also in niches purchased. In the Outdoor Worship Center, we are diligently working on a plan to provide shade for our band in the summer of 2020. This is long overdue and of great importance. Different cost options are being explored. OneFest this past August was a huge success!!! A shout out goes to Katy Klinnert Ellison and Kelly McDonald---they made OneFest what it was with the addition of a Kids Karnival, vendors, hayrides, the Van Dunk tank, and on it goes. The final profit from OneFest was \$13,545. We had in excess of 100 volunteers who helped put this together!!! In addition, we currently have a balance in the OAR account of \$18,807.63 (\$10,000 of that balance is required to stay with Thrivent). In summary, things are looking good in our Outdoor Ministries. Stay tuned for our OneFest next August 22nd!!!

Thanks to all of you for your continued support to our Outdoor Ministries.....without you none of this would be possible!!!



STEWARDSHIP

Sandy Zielinski

Chairperson: Larry Alber

Council Representative: Sandy Zielinski

Committee members; Lance Morgan, Mike Hietpas, Mark LeMahieu, Jason Cleaver, Aaron Bridgeland, Tom Nickel and about 25 additional who assisted with phone calls and visitation.

The committee extends a big thank you to the generous souls of this congregation! In 2017 we received a little better than 100% of projected revenues and in 2018 our revenue was 101% of the mount pledged. We anticipated your generosity will result in similar result for 2019 by the time you read this.

The results of our 2020 'Generosity is Joy' campaign compared to 2019 is:

	2019	2019 (pledged as of 12/18/18)
Statements of Intent	256	256
Total:	\$586,100	\$614,073

2020 PROPOSED MINISTRY PLAN Church Council

Atonement Lutheran Church

2020 Ministry Plan

12/9/2019 10:59

	Proposed 2020 Plan	Ministry Plan 2019	Difference
Contributions			
1 Envelope Offerings	\$ 684,161	\$ 655,737	\$ 28,424
2 Holiday and loose offerings		\$ -	\$ -
3 Thrivent Choice, Interest, and Other		\$ -	\$ -
4 Total Contributions	\$ 684,161	\$ 655,737	\$ 28,424
Expenses			
<u>Benevolence</u>			
5 Primary benevolence - ELCA	\$ 27,000	\$ 26,200	\$ 800
6 Hope Center	\$ 500	\$ 500	\$ -
8 Subtotal Benevolence	\$ 27,500	\$ 26,700	\$ 800
<u>Ministries</u>			
9 Church in Society	\$ 3,020	\$ 3,075	\$ (55)
10 Evangelism	\$ 2,400	\$ 1,400	\$ 1,000
11 Children & Family	\$ 8,628	\$ 11,400	\$ (2,772)
12 Staff Leadership Training	\$ 5,000	\$ 400	\$ 4,600
13 Social Planning	\$ 1,710	\$ 1,900	\$ (190)
14 Stewardship	\$ 6,550	\$ 6,550	\$ -
15 Worship	\$ 4,010	\$ 3,820	\$ 190
16 Youth & Confirmation	\$ 6,700	\$ 6,700	\$ -
17 Subtotal Ministries	\$ 38,018	\$ 35,245	\$ 2,773
<u>Staffing</u>			
18 Payroll	\$ 307,754	\$ 289,272	\$ 18,482
19 Benefits	\$ 58,604	\$ 62,420	\$ (3,816)
20 Other Benefits	\$ 17,236	\$ 17,300	\$ (64)
21 Subtotal Staffing	\$ 383,594	\$ 368,992	\$ 14,666
<u>Operations</u>			
22 Church Council	\$ 20,550	\$ 13,850	\$ 6,700
23 Church Office	\$ 25,700	\$ 26,600	\$ (900)
24 Facility Utilities & Overhead	\$ 30,200	\$ 31,900	\$ (1,700)
25 Buildings & Grounds	\$ 35,899	\$ 29,750	\$ 6,149
26 Mortgage	\$ 122,700	\$ 122,700	\$ -
27 Subtotal Operations	\$ 235,049	\$ 224,800	\$ 10,249
28 Total Expenses	\$ 684,161	\$ 655,737	\$ 28,424

WOMEN OF THE ELCA (WELCA) Candy Nemke

The Women of the ELCA at Atonement had another faith inspired year living out their purpose statement. "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".

Our four general meetings every year are open to all women of Atonement.

- February 9, 2019 - We enjoyed a presentation on Laughter Yoga by Beth Boeck from The Healing Space in Menomonee Falls. Delicious soups and breads were provided by Elizabeth and Priscilla Circles. Feminine hygiene products and paper goods were collected for All People's Church and the Muskego Food Pantry.
- May 6, 2019 - Jennifer Buchholtz from the Milwaukee Speakers Bureau gave an informative presentation called "Go Away, Find Your SELF" - Personal Transformation Through Travel". Leah Circle brought pies for refreshments. From the free will offering, a \$100.00 Walmart gift card was purchased for Kathy's House.
- September 19, 2019 - Lydia and Rebekah circles hosted a delicious salad supper. Dr. Katherine Stevenson from ProHealth Care gave an informative presentation on women's health issues. Feminine hygiene products were collected for All People's Church and the Muskego Food Pantry.
- December 3, 2019 - Appetizers and goodies compliments of Mary/Martha and Ruth Circles were enjoyed by all. We enjoyed a magic show with a message by Jeff Campbell. Gloves and scarves were collected for the Milwaukee Resue Mission and the Muskego Food Pantry.

Our governing board was comprised of:

President- Candace Nemke
Vice President - Open
Secretary - Lori Schantz
Treasurer - Kris Fantetti
Mission Action - Mary Taylor
Mission Community - Dianne Hoskins
Council Representative - Sue Ehrick

Circle & Cafe Chairwomen were:

Elizabeth - Heddy Bartz
Leah - Joan Johnson & Jean Albers
Lydia - Candy Nemke
Mary/Martha - Wendy Hunjadi & Lori Schantz
Priscilla - Alice Dunn
Rebekah - Darlene Duklas
Ruth - Pat Gallun & Kathy Carlson

There are seven circles that are a part of WELCA. You do not need to be in a circle to participate in any project or general meeting. All are welcome!

- 375 kits were completed for the Days for Girls project. One hundred kits were sent to refugee women and girls in Lebanon, South Sudan, Somalia, and Afghanistan.
- The Prayer Chain continues under the leadership of Lorraine Behling and Jan DeGaetano
- Our Ash Wednesday Lenten Supper was well attended, serving a variety of delicious soups to over 120 people. A free will offering collected \$274 for the Asylum Family program.
- 115 dozen cookies were collected in May for the Luther Manor coffee cart program.
- Ruth Circle and other members cooked and served a meal for over 150 people in the Safe Babies Healthy Family program, part of Easter Seals of Southeast Wisconsin.
- The Baby Moses collection continued the second Sunday of every month by Ruth Circle.
- Sock It To Poverty collects loose change for the Hope Center every month.
- Lydia serves a meal to Kathy's House every month.
- Leah provides breakfast once a month to the Hope Center.

- The Knit Wits under the direction of Mary Mooney made 137 afghans, 171 hats, 47 scarves, and 32 pairs of mittens.
- 25 prayer shawls were made by the group lead by Sandy Traeder.
- 1,250 school kits for LWR were assembled this year by the ladies of Mary/Martha Circle. The October 24th "Wits for School Kits" Trivia Night, the fundraiser to support the project, was a huge success.
- 300 quilts were made and boxed for LWR, along with 50 baby layette kits, personal care kits, and soap. Beth Gooding continues to coordinate the quilters group.
- Jennifer Arnold preached on Thank Offering Sunday, September 29. \$330 was collected and sent to the National ELCA office.
- Sally Munia received the WELCA Trust Award for her work and dedication to Altar Guild, Habitat for Humanity, Kathy's House, and countless other projects.
- Under the direction of Darlene Duklas, the new Fair Trade coffee and chocolate products have been well received.
- Mary Taylor attended the SWO Convention on October 12 at Holy Cross Church in Menomonee Falls.
- We continued to support the Salvation Army of Waukesha with 110 Angel Tree tags which provide gifts for needy boys and girls.

There are other countless projects that our ladies support, both in and out of the walls of Atonement. We are a busy group.

Each year the WELCA President is asked to choose a theme. I chose "JOY" and one of my favorite bible passages,

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

My hope is that I've shared joy and laughter this year while doing God's work. The memories and friendships I've made are priceless. My work with WELCA isn't finished. I'll be back! Walk the journey with me in 2020.

Blessings,
Candy Nemke

ALTAR GUILD Sally Munia and Marilyn Kulas

We want to thank all the individuals that gave of their time to serve on the Altar Guild in preparing the church each Sunday and for various special occasions through out the year. As we know, some months are busier than others and it often takes several individuals to accomplish all the duties for the services. This important ministry would not be possible without the help of so many.

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 and Pastor's robe.

The following individuals served on the Altar Guild during 2018: Chris Czajkowski, Nancy Hanks, Linda Lundin, Sue Nigorski, Shirley Littleton, Carole LaFond, Kathy Carlson, Barbara Downer, Sandy Traeder, Sandy Snyder, Jan DeGaetano, Diane Dominski, Kathy King, Marilyn Kulas, Sally Munia, Karen and Neil Borgman, and anyone else who has served in any capacity this last year that I may have missed.

A very special thank-you to:

Marilyn Kulas for making sure we never run out of supplies.

Shirley Littleton for making the banners and paraments that adorn our church.

Sharon Holden for embroidering the baptismal napkins.

We are certainly blessed by the talents of so many of our Sisters In Christ!

The schedule continues to be available on a Google Doc, which hopefully makes the sign-up a little easier. Hard copies are also located in the altar guild room and on the WELCA bulletin board.

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

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

BUILDING AND GROUNDS Bruce Paul and Kurt Traeder

In general 2019 was another uneventful year for Building and Grounds which was a good thing! There were no major equipment or building failures requiring major expense, most of the items that needed to be attended to were thought of and covered in our annual budget. We continued to make improvements to our outdoor space including removal of some dead trees and limbs in the Outdoor Worship Area as well as contracting with Davey Tree Service to provide expert care to the existing trees. We also supported the electrical needs for Onefest with an investment in heavy gauge power cords in line with the thoughts that Onefest will continue to be an annual event. A complete inspection was conducted by a certified company of our sprinkler system. We needed to replace the blower motor on one of our 10 furnaces; this is the first significant maintenance item involving our HVAC systems that we are aware of. A window in our steeple needed to be replaced due to a crack in it. Replacing this window required the rental of a lift which we also used to replace burnt out light bulbs in the sanctuary.

At this point we must also remind everyone that even though it seems like we just moved into this great new building yesterday it was 11 years ago that we did so! Since then little or no updates to the building have taken place including new paint anywhere that we can think of. The building is far from falling apart or worn out but we are now getting closer to when items will need repair or replacement and we should consider setting aside funds to do so as possible future needs occur. These items include carpeting, flooring, paint, furnace/air conditioning units (we have 10 of each), parking lot, plumbing fixtures, roof sections, etc.

In light of this, we have requested an increase in the capital replacement fund for the 2020 budget. Money has also been requested in the 2020 budget to make some major repairs to the parking lot to improve drainage and help extend the life of the lot. There are also plans being made to start repainting some of the class rooms early next year.

But most of all we need to thank everyone for your help taking care of our building and grounds, from the small items done without thinking on a daily basis to the larger projects! It is only through everyone's help that we can control costs by doing things ourselves. We would like to thank the following for sharing their expertise, Bill Lucio (HVAC), Ron Nemke and Scott Anderson (electrical), and Jerry Wollenzien (Plumbing). We would also like to thank the following volunteers that participated when the call for help went out this year, Paul Ellingson, Michael Meyer, Dick Bluedorn, Dale Borchardt, Toska Dobschuetz, Barb Downer, Chuck Esser, Adam Hodge, Al Larsen, and Bill Wolff. When we have a need for help an email goes out to those who have expressed an interest in helping with the building and grounds maintenance, if you would like your name added to, or removed from the list please contact Kurt Traeder at ktraeder@yahoo.com.

Litany

- L. Gathering together as God's people in this place, may we always be aware of your presence in our midst.
- C. Lord, may we always be aware of your presence.
- L. Knowing that the Word is our light, may we continue to grow in our scriptural and confessional understandings.
- C. Lord, may our minds continue to grow in your word.
- L. Recognizing that stepping out in faith is not easy, we ask that you give us strength, O Lord, to listen and be bold and daring.
- C. Lord, give us the patience to listen and the strength to be bold and daring.
- L. While we strive to know ourselves and your will for us, may we build our relationships with our brothers and sisters in Christ.
- C. Lord, help us to build faith-filled and healthy relationships with others.
- L. Recognizing that we are often the ones asking, "And who is my neighbor?," may we open our eyes, ears and hearts to all those in the community in which we live.
- C. Lord, may we always be open to those in the community in which we live.
- L. Recognizing the importance of Moses, the prophets and disciples, may we work together to accompany and raise up leaders for your church.
- C. Lord, may we have the insight, encouragement and skills to raise up courageous leaders.
- L. Recognizing the many gifts you have entrusted to us, may we use these gifts to do your work in the world today.
- C. Lord, may we use the gifts entrusted to us to do your work.

God of Tempest, God of Whirlwind

1 God of tem - pest, God of whirl-wind, as on Pen - te -
 2 God of blaz - ing, God of burn - ing, all that blocks your
 3 God of earth - quake, God of thun - der, shake us loose from
 4 God of pas - sion, God un - sleep - ing, stir in us love's

cost de - scend! Drive us out from shel - tered com - fort;
 pur - pose, purge! Through your church, Christ's liv - ing Bod - y,
 leth - ar - gy! Break the chains of sin a - sun - der,
 rest - less - ness! Where the peo - ple cry in an - guish,

past these walls your peo - ple send! Sweep us in - to cost - ly ser - vice,
 let your flam - ing Spir - it surge! Where de - ceit con - ceals in - jus - tice,
 for earth's heal - ing set us free! Crum - ble walls that still di - vide us;
 may we share your heart's dis - tress. Rouse us from con - tent with e - vil;

there with Christ to bear the cross, there with Christ to bear the cross!
 kin - dle us to speak your truth, kin - dle us to speak your truth!
 make us one in Christ our Lord, make us one in Christ our Lord!
 claim us for your king - dom's work, claim us for your king - dom's work!

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 Music: John Hughes
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- L. Let us pray. As we strive to be your church of the present and the future, may we nurture a spirit of collaboration and solidarity. May we all be partners in sharing the gospel and believing in Jesus Christ crucified and risen for the life of the world.
- C. Amen.

Beyond the Wall: Making All Things New



When have you discovered newness in life through Christ? Did you have to step out in faith to do so? Perhaps you had to let go of your will and accept God's will. This

is a major turning point in the faith journey of many people. There are examples in Scripture about Job (Job 29-30), Elijah (I Kings 19:4-14), Mary Magdalene (Luke 8:1-2) and the women at the tomb (Luke 23:55 – 24:5). Consider the story of the rich young man (Matthew 19:16-26, Mark 10:17-31, Luke 18:18-30). He approached Jesus with a simple question: "What must I do to inherit eternal life?" Jesus replied, "Go, sell what you own, and give the money to the poor, and you will have treasure in heaven." When the young man heard this, he was very sad and walked away, because he was very rich. Given the choice, he found it difficult to forsake wealth in this world for the promise of God and eternal life.

Sometimes there are barriers or walls that complicate trying something new or stepping out in faith. What walls or barriers have you encountered? Consider the story of Zacchaeus (Luke 19:1-10), who wanted to witness Jesus preaching but was too short to see past the crowd. After Zacchaeus climbed a tree, Jesus called out to him and invited himself to lunch in Zacchaeus' home. We know what Jesus said to Zacchaeus,

and he was a different person afterward. He had changed from wanting wealth and success in this world to desiring significance through a life of faith. When have you, or your congregation, chosen success over significance? Perhaps when using numbers or the size of your facilities as a measure. Moving toward significance usually means sacrificing success. In what areas of ministry is your congregation seeking significance today?

Stepping out in faith may be a personal choice for a short time but usually involves accompanying others. As members in the body of Christ, we are not called to meet our own needs alone. The Great Commission (Matthew 28:16-20) calls us to go beyond our barriers and bring the message of Jesus Christ to others. This helps us grow beyond a Christian enclave to become servants of Christ and a serving community. In what ways has your congregation moved from an enclave to a servant community?

Overcoming barriers and walls to make things new involves stepping out in faith. It means shaking loose from lethargy and moving out from sheltered comfort. In the process we break the chains of sin that hold us back and divide us from making us one in Christ. When we share in the distress of God's heart to do the kingdom's work, we are in tune with God's will, choosing significance over success and becoming a servant community. This is when we feel the vitality of our faith and the power of the Holy Spirit. May you experience this newness in Christ in and through your ministry.