



2022 Annual Report

**Atonement Lutheran Church
Overland Park KS**

2022-2023 COUNCIL

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Council President

Random thoughts from the CFW....Chief Foot Washer...which I prefer over "President" if a title is required.

I am so excited! God is so good and I can see his Holy Spirit moving in so many ways among us. I'll point out a few in no particular order.

The Growing Young team completed a survey of our congregation, sent gift cards to our college students with hand written notes from our church family, supported a young adult dinner, instigated a young adult volleyball team, and initiated name tags for everyone who comes through our doors. The team has a passion for helping young people (ages 15-29) to discover and love the church...a challenge for sure, but the engagement of young people in the life of our church adds so much vitality to all that we do.

We re-started Alpha....a course that meets for 9 weeks to explore questions of faith. Each week starts with dinner followed by a video and then some time to discuss. The first course met in the fall with 23 attendees and the plan is for Alpha to continue for two to three courses per year. It is a non-threatening, thought-provoking environment for inviting people who don't attend church and surprisingly it is just as relevant for people who do! If you've never attended, come try it out....if you have attended, who could you invite? Can't wait to see who will be experiencing Alpha with us in 2023. Big thanks to Tawnya Fisher for her dedicated leadership and to all those who have been part of the team.

Have you checked out our new website? In this day and age, the website is our front door for those who want to see what we're like and it's our resource for all things Atonement. It gives a glimpse of what we are about and supplies the details for what we have going on. Much thanks to Ashley Swan for heading up the effort and to Ros Thorpe, Steve Ruschill, Jordan Stone, and Kari Walberg who worked on it as well.

We are so blessed with Pastor Zac. He is such a gifted preacher and teacher...so compassionate in his care for all and wise in his leadership. Can you imagine a better pastor to spend a year learning from as a seminary student? What a pleasure it was to have Darlene Hopkins and now Jordan Stone!

Our new youth director, Grace Vannoy, claims she is "living the dream". She is trying many new things and has had the support of so many from our church family. Is her enthusiasm contagious or is it just me?

How fun was it when young and old came together for singing, games, bible stories, questions, service, and prayers between worship services during Lent and Advent? So much fun! Intergenerational opportunities is a strategy supported by Growing Young and has been requested by our young people. Much thanks to Boo McCready for always working to make connections across the generations and for working with our vicars to pull off these events. We are blessed with so many wonderful retirees to love on our young people.

I have to give a shout out to our amazing staff. For a church our size with as slim of a staff as we have, there is no doubt that God is working in and through them to accomplish all that they do. And what would we do without Pat Bjuland and Kaye Dalbec? We would be in a world of hurt! Thank you, Pat and Kaye!

Grace recently gave me the book, *In a Pit With a Lion on a Snowy Day* by Mark Batterson. It is about how to survive and thrive when opportunity roars. I believe we have immense opportunity at

Atonement and I am passionate to become a “lion chaser” in pursuit of unleashing all that we as a church can become. I truly believe God wants to use us in bigger and better ways. I also believe we have a council, a staff, a stewardship team, and a foundation that is attuned to that and I am so grateful to be serving alongside all of them.

Lastly, I have a request for anyone who is reading this...please reach out to me by email, text or in person. I'd love to know who really reads this stuff! And I'd love to know what is on your heart in terms of the church. What do you love about Atonement or what do you wish was different? We have our 61st year ahead of us to take bold steps forward in the name of Christ, our Lord and Savior!

Blessings and peace,
Kathy Vannoy

Pastor Zac Sturm

When I reflect upon the past year in our ministry at Atonement, I prefer not to view numbers, charts, or graphs. To me, ministry is about making a difference in people's lives, one person at a time. Ministry is about bringing the message of Jesus to a hungry world, one person at a time. So, when I look back on ministry, I focus on the people and events that I remember best from the past year.

New Members:

In 2022 our church family welcomed many new members. In February we welcomed Pastor Dan Baldwin (campus pastor at the University of Kansas); Bob and Marylin Boomer; Francis and Joanna Hurd and their children Lucy, Thomas, and Henry; Mark McPhee; Jo Ann Prange; and Bishop Charlie and Pauline Maahs (welcome back to the Maahs'!). In the Fall we welcomed Dana and Jan Anderson; Matt and Jenni Badding; Daniela Frederick; Nick and Sarah Frost; Bill and Melissa Mokry and their children Ephraim and Eleanor; Kevin Shannon and Ashley Wright-Shannon; Mark & Becca Widner, Jimmy & Angie March and their children Maggie, Riley, and Zoe; and Duane and Susan Hilgenkamp. We have many prospective members who are waiting to go through a new member class in February so we joyfully expect to add many new members in 2023.

Baptism:

In 2022 we welcomed Bennett Cunard, Emma DeGarmo, Lucy Ray, Emma Mitchum, Sutton Schwiebert, James Eckers, Khloe Shanks, Eden Lausman, and Lucia Jensen into God's kingdom through the sacrament of Holy Baptism.

Deaths:

With moments of joy also come moments of tears. We remember members of our extended family of faith who died and joined their Creator in heaven for eternity. For 2022, with fond memories we recall Martie Jeffers, Carol Griffin, Gayle Dietz, Doug Smith, Clyde Jones, Raelene Dietz, Sonja Loudonback, Pat Stockton, Walter May, Mel Lavik, Susan Hilgenkamp, Dean Johnson, and Nancy Dvorsky. We will continue to hold their families and friends in our prayers.

Confirmation:

In 2022, Luke Black, Andrew Bloomer, Grant Bloomer, Lucy Hurd, Elise Martin, Owen Schierbeck, Maggie Stelzer, Jackson Sturm, Emma Sykora, Henry Wheat, and Avery Wiens affirmed their baptism in the rite of Confirmation.

Weddings:

We celebrated the weddings of Genna Lind and Zach Spencer (offsite), Rachel James and Alex Valentine (offsite), Eric Foerster and Mikayla Peterson (offsite), Nick Frost and Sarah Warren, and Nathan Choate and Sid Wartha.

Youth:

In 2022 we continued our emphasis on summer youth ministry. Isabella Black and Grace Baggott attended Confirmation Camp at Camp Tomah Shinga in Junction City, KS. Later in the summer Jackson Sturm, Taylor Crews, Avery Wiens, Josh Enko, Henry Wheat, and Elise Martin attended Senior High Week at Rainbow Trail Lutheran Camp in Hillside, CO. We were very excited to welcome Grace Vannoy as our new Director of Youth and Family Ministry in July of 2022! We are excited to welcome her gifts and vision for our youth ministry!

New Staff:

In 2022 we welcomed Grace Vannoy as Director of Youth and Family Ministry. We also welcomed Will McKown as our new Director of Operations following the retirement of Mitch Wyant. Vicar Darlene Hopkins finished her internship with us in mid-August and graduated from Luther Seminary. She accepted a call to serve Shepherd King Lutheran Church in Lubbock, Texas, in January of 2023. In August 2022 welcomed our new intern, Vicar Jordan Stone, who will be with us until August 2023.

Looking Forward to 2023:

2022 has been the most “normal” year we have had in a while here. We spent most of the year without requiring masks in the building and began offering in-person activities for all ages. As of the end of 2022, our in-person attendance is not quite what it was pre-pandemic. But, it is getting close. We are at about 80% of our pre-pandemic in-person attendance. When we add our livestream audience for the 8:30 service, that number exceeds our pre-pandemic attendance. In other words, we are engaging more people in ministry now than we have in the past five years.

In 2023 we will continue to be active in the Good Faith Network. The GFN continues to focus on homelessness and mental health issues in Johnson County. In 2023 we have added affordable housing to our emphasis. I was also elected co-president of the GFN in 2022 so we will continue to work for justice through the GFN.

In 2023 we will continue to offer engaging and diverse worship experiences. We will continue to offer education as well, especially focusing on youth and children. We will continue to have fellowship opportunities. And we will continue to ask the Missional questions of “What is God up to in our community?” and “How can we get involved?” The Holy Spirit is active here!

Thank You:

In closing let me also say that I feel honored and privileged to serve as Pastor of Atonement. So often the ministry here focuses on me because I am the Pastor. In reality, I know that no ministry could happen here without you. I truly appreciate all the ways that you support our ministry through your offerings of time, talent, and treasure. We would not be able to function without the many, many volunteer hours given by members of our church. Thank you for your time and commitment to our little patch of God’s kingdom called Atonement Lutheran Church.

Jesus says, “Follow me.” At Atonement we say, “Here we are, Lord. Use us to the glory of you and your kingdom!”

In Christ’s *Service*,

Pastor Zac Sturm

Vicar Jordan Stone

I would like to start out by thanking everyone for a warm welcome to Atonement. It has been a great learning environment and I have loved walking alongside all of you in faith and life.

I have been incredibly grateful for the individuals who have been intentionally involved in my internship process. Pastor Zac has been a wonderful supervisor. We meet once a week to talk about what I have been learning and ways that I can grow. In addition to Pastor Zac, I have my committee members that I meet with once a month. The members are *Steve Aspleaf (chair), Nikki Esser, Sarah Jertson, Bob Lindeblad, Cindy Peine, Sonja Pittrich, and Ashley Wright Shannon*. These individuals give feedback on my sermons, offer insight about the congregation/community, and give support in the ministry areas I am involved in.

At Atonement I have had the opportunity to preach several weeks and preside over communion (thank you to Bishop Susan for granting permission for me to preside). On December 28, I had the opportunity to preside over my first funeral while Pastor Zac was out of town. I feel with each week I learn something new and grow in who I am as a worship leader.

Other areas I have been involved in are confirmation, choir, various board/team/council meetings, Adult Ed, Wednesdays in the Word, Project 1020, Good Faith Network, and making visits to individuals who are hospitalized or homebound.

I am excited to dive into the second half of my internship and see the ways in which God works in and through me. Thank you for letting me be a part of Atonement's story, it has been truly a blessing.

God's Grace and Peace,
Vicar Jordan Stone

ATONEMENT LUTHERAN CHURCH ANNUAL MEETING – JANUARY 23, 2022

- Copies of the 2022 budget and May 2021 congregational meeting minutes were distributed.
- Steve Ruschill called the meeting to order.
- Pastor opened with prayer

ATONEMENT FOUNDATION REPORT

Keith Petrich provided the 2021 update. Foundation balance sheet grew by \$25,000 in 2021 and they distributed \$8,5000 in grants. Foundation recognized the below new members:

- Toni Pearson
- Tim Vannoy
- Dave Lind

Motion made to approve new members, motion carries.

ATONEMENT ANNUAL MEETING

Steve Ruschill called the annual meeting to order. Motion made to approve May 2021 minutes, motion carries.

Motion made to approve Synod delegates for June meeting, motion carries.

- Scott and Tonya Fisher
- Neil Pfeiffer
- Trudy Hadl

- **Treasurer's Report:**

Mike Daley reviewed 2021 financials and 2022 budget (see attached report).

2021 Year End Review:

- Giving increased 3% to \$1,283,000 in 2021 after being flat in 2019 and 2020 at \$1,250,000 million.
- Total expenses were higher \$24,000, or 3%, excluding the mortgage cost. Expenses began the year below historical levels but increased steadily throughout the year.
- Cash balances were \$268,000 compared to \$309,000 a year ago.

2022 Budget:

Expense Highlights

- Salaries and benefits increased \$42,000 for staff salary increases, \$7,000 for a full year of the intern program offset by \$26,000 Youth Director vacancy (assumes 7/1/22 hire of a Youth Director).
- Additional mortgage payments of \$3,200 per month, a practice began last April, however, the 2022 budget reflects full year of extra payments resulting in a \$10,000 increase.
- Total campus management costs are up \$12,000 from the 2020 budget as costs continue to rise.
- Increases in Worship and CSL back to pre-pandemic levels.
- New investments in small group ministry, fellowship and staff continuing education.

Income Highlights

For the 2022 budget, we assumed a return to full operations for the entirety of the year, along with some specific new investments in areas we feel called to explore. We were blessed with a strong stewardship response in the fall and we are cautiously optimistic that for a meaningful increase in First Mile giving as well as continue momentum in Second Mile giving.

Q&A

- Question about contract musicians ... 2022 budget includes Parley services and getting back to pre-pandemic levels. Needed a soloist for all 3 services through most of 2021 with no choir presence until the Fall
- Comments about the church and system security ... will continue to review throughout the year.

Janice Kendrick moves to adopt the 2022 Budget as presented, Jim Thorpe seconds and motion carries unanimously.

- **Pastor's 'State of the Union' Report:**

Internship Program ... we will apply for another seminarian for the 2022-23 year, again applying through Luther Seminary Should know by May.

Youth Director ... with current covid rates, will continue to review start dates. Expect to have job description completed and posted by February, but not looking to bring on staff before summer. Thanksgiving to the many volunteers that have continued to help with the youth.

Lots of positives from the last two years with increased engagement plus an increased budget.

Bob led in a pastoral prayer.

- **Property Report:**

Keith Neuman provided an update on the collapsing bridge over the creek. There will be a meeting scheduled in the near future to discuss next steps and funding. Current budget for the bridge is \$0 ... will need a capital improvement campaign to cover costs.

Voiced concerns about traffic jam with two churches accessing the same entrance. Questions about city paying for any part of this – already been reviewed with city, the repair is our responsibility.

More comments about loss of parking spaces, will we have enough during major events and holidays?

- **New Business:**

Steve reported that the council is looking for 4 new members to replace expiring terms.

Steve moves to adjourn the meeting, motion carries.

Pastor closed in prayer.

NEXT MEETING:

Annual Meeting – May 22, 2022 at 12:00pm in the Sanctuary

Respectfully submitted, Tina Boutelle

ATONEMENT LUTHERAN CHURCH ANNUAL MEETING – MAY 22, 2022

- Copies of the January 2022 congregational meeting minutes were distributed.
- Pastor opened with prayer
- Steve Ruschill called the meeting to order.

January 2022 Minutes:

January Congregational Minutes reviewed. Dennis Allerheiligen moved to approve the minutes, motion carries.

- **Constitutional Changes:**

Steve reviewed the below constitutional changes proposed by Council:

Chapter 11 – OFFICERS

C11.01.

c. Officers of this congregation shall serve in the same capacity on the Congregation Council and shall be voting members of the Congregation Council, with the exception of the Treasurer who may be elected from the voting membership of the congregation. If the treasurer is so elected, they shall not be a voting member of the Congregation Council as defined in C12.01.

C11.02.

The Congregation Council shall elect its officers annually from among its continuing and newly elected members at the Congregation Council meeting held immediately prior to the expiration of the serving officers' terms. Officers of the Congregation Council shall be the officers of this congregation as well. The treasurer may be elected from the voting membership of the congregation. The officers shall be elected by written ballot and shall serve for one (1) year or until their successors are elected. Their terms shall begin on July 1st and end on June 30th.

Chapter 12 - CONGREGATION COUNCIL

C12.01.

The voting membership of the Congregation Council shall consist of not more than fourteen (14) nor fewer than nine (9) voting members, who, insofar as possible, are representative of the then current size and profile of this congregation. Any person who has been a voting member of the congregation for one (1) full year may be elected, subject only to the limitation on the length of continuous service permitted in that office or as disqualified by a provision of the bylaws. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause. Consistent with the laws of the state in which this congregation is incorporated, the congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

Chapter 13 - CONGREGATION COMMITTEES

C13.01.

The *Executive Committee* shall consist of the three (3) elected officers of this congregation.

Sharon Yelton moves to accept Constitution changes; John Jensen seconds and the motion approves.

- **New Council Members:**

Four members of the congregation were presented as new council members beginning in July.

3-year term

Scott Fisher

David James

Curtis Klaassen

1-year term

John Jensen

Keith Mundy moves to accept slate of new candidates, Tom Assel seconds and the motion approves.

ATONEMENT LUTHERAN CHURCH ANNUAL MEETING – MAY 22, 2022 (CONT'D)

- **New Nominating Committee Members:**

Three members of the congregation were presented as new nominating committee for the next year.

Steve Ruschill
Bob Lindeblad
Carol Weber

Janice Kindred motions to accept new members, Cindy Peine seconds and the motion approves.

- **Treasurer's Report:**

Mike Daley reviewed 2022 financials to date. Highlights through April include:

- Expenses are in line with budget,
- Giving is a little short by \$15,000.
- Cash balances are at \$445,000

- **Strategic Priorities:**

Steve reviewed Atonement's strategic priorities in coming months and years, full list included in the handout.

- **Pastor's 'Top 10' Report:**

From the handout, Pastor Zac reviewed the highlights of the last year, plus upcoming event in the next months.

- **Campus Sustainment Fund:**

Mike Daley reviewed the vision of the Campus Sustainment Fund, a dedicated account to address campus needs and will be funded by future reallocated mortgage dollars plus 2nd mile gifts. More information on 2nd Mile Gifting will continue through the fall.

The handout includes a forecast of campus maintenance and repairs that need to be completed.

Q&A

Several congregational questions regarding the bridge. Steve reviewed the options for bridge repair or removal, explaining the estimated costs given were from \$250,000 to \$500,000, so decision was made to block the bridge while further information was gathered. Blocking the bridge removes the safety risks and allows Council to focus on items around the church that need immediate attention. Additionally, regardless of future bridge plans, the flood risk will remain due to our proximity to the creek.

Pastor provided Steve with a gift for his years of the service to the church and the council.

The congregation closed with the Lord's Prayer.

NEXT MEETING:

January Annual Meeting – January 29, 2023 at 12:00pm in the Sanctuary

Respectfully submitted, Tina Boutelle

Caring Ministry Nahum Chapters 1-3

This past year my A-Z small group studied another minor prophet: Nahum. I'm not quoting any specific scripture this time because I would like to suggest you read this short book, only three chapters long. A quote from Life Application Study Bible reads: *"Nineveh is an example to all rulers and nations of the world today. God is sovereign over even those who are seemingly invincible. We can be confident that God's power and justice will one day conquer all evil."*

Nahum means comfort or consolation. And in our Caring Ministry, that is what we offer those who we serve.

Stephen Ministry - Our 17 Stephen Ministers serve their care receivers in whatever capacity is needed as well as meeting with each other and the SM leaders for continuing ed.

Bread of Life ministry (ten BOL ministers) served the homebound, taking them communion, companionship and offering hope.

Atonement continues to partner with five other local churches in forming our **Faith and Grief Support** group. We meet monthly at Village Presbyterian with an average of 25 people from throughout the community each month. That being said, in November 2022 we had 38 people. (At the writing of this report, the December 6 group had not yet met.)

Prayers for Ukraine and the World . . .Caring Ministry offered a special prayer service in March. This was made possible by a variety of members from age 8 to 80. In person we had 53 in attendance and over 50 people watched via livestream.

Our **Gathering of Hope and Healing**, which meets on All Saints weekend, did meet once again in the Chapel this year. It offered a time of quiet reflection, sharing with each other, lighting candles, prayer, scripture, and a message from Vicar Jordan.

Surviving the Holidays met for the first time since the pandemic. We were pleased to note that over half of those in attendance were from the greater community.

Our essential **Parish Nurse team** continues to meet regularly as they work to serve those who are ill or hurting and being in contact with them to see what their needs may be and how the needs can be addressed.

During the pandemic the **Wired Word** was sent out to those who registered (some 30 people) but now that we are pretty much open as usual, that has stopped.

The **Marriage Ministry** remains with three highly trained couples. Although the number of weddings at Atonement declined a bit last year, our mentor couples continue to be available as needed.

"We can be confident that God's power and justice will one day conquer all evil."

In His Amazing Grace,
Deacon Cherri Jestmore, Director of Caring Ministry

Kids & Family Ministries

First on my heart is my thanks to all the people of this congregation who have stood beside me and our staff. Your support has been amazing! I can't thank you enough for your encouragement, notes, prayers, texts, calls, emails, cards, snacks, coffee, ice cream, cookies, lunches, and chocolate 😊.

I am so grateful for the CSL team, Joanelle Porter, Katlin Hall, and Ruth Wheat! It is a joy and blessing to work alongside these wonderful people! Together we think, pray, laugh, worry, strategize, and love our Atonement families.

Each year we are so blessed by a wonderful team on Sunday morning and this year was no different. There were 25 people who pulled together to bring God's stories to life, share their faith, and share God's love with our kids. Several work behind the scenes gathering supplies, and taking pictures. I especially want to thank our 4 awesome youth leaders who joined the team this year. The seeds they are all planting may not sprout in front of them, but they will grow and bloom and remember the love!

I give thanks for Erin Neuman, nursery director, Sharon Ladd, assistant director, and our nursery team. They too spend hours planning, cleaning, loving, and caring for our little brothers and sisters. For many families, the nursery is the first ministry experience at Atonement and I am grateful for the staff's presence and passion!

This isn't a comprehensive list but here are a few things we were able to do this year, in no particular order:

- Sunday morning ministry
- Care in our nursery
- Parents' Night Out
- Tomah Shinga Camp
- Time with Children
- "Blessing of the Backpacks"
- VBS Marketplace
- 1st Communion
- Gifted Bibles to 3rd graders
- Cross-Gen Lent
- Serve Sundays
- Advent: Adventure
- "An Unexpected Christmas" play

Woven into all the above are gifts of hearts filled with love, talented hands, and creative minds of all those who make ministry happen. Most, if not all, of the ministries and events require months of planning and hours upon hours of preparation and hours of continuous attention. The dedication and passion that goes into each on the list above is what makes what we do here a journey in faith and not a list of programs or tasks.

Throughout the year I received video clips, texts, and emails with stories of your kids retelling God's stories they heard, songs they sang, and bible verses they learned from our church family. Thank you for letting me see the impact our time together has on your kids' daily lives. Thank you for your friendship, partnership, and love. I cherish each email, text, card, hug more than you'll ever know!

We also couldn't do this without your financial gifts and the partnership of other ministry teams outside of CSL, such as Council, Property Team, Outreach, and Worship Life! The impact and impressions left on the hearts of our kids is more than I can express in words. Sometimes the journey is challenging but, in the end, we come together and realize that God has used us to share the most important story and we are humbled...and full of hope, peace and joy!

And last but certainly not least, I am so grateful for my sisters and brothers on the staff (paid and unpaid). There is joy and collaboration in our hallways each and every day!

Alongside always!

Boo

Nursery

Director: Erin Neuman

It is our goal at Atonement's nursery to provide a safe, caring, and Christian environment for children 6 weeks of age to 5 years of age during church services and/or activities. We also provide care services to other needs within the church and to older children on a case-by-case basis. The nursery is under the supervision of a director, Erin Neuman, who reports to the Kids and Family Director. Including the director, the nursery currently employs eight part-time staff and welcomes the help of youth volunteers.

In the year of 2022 there were quite a few changes in the nursery ministry team as we slowly opened back up to provide care after the Covid-19 pandemic. In May, Co-Directors Emily Lang and Jessica Storm stepped down from the role to pursue other goals; we wish them well. Erin Neuman accepted the role of director once more and in the fall the nursery was able to hire 3 new staff members, including an assistant director, Sharon Ladd.

This year we have been working on revisiting nursery policies, such as revised job descriptions, childcare requests forms, and have been continuously working on keeping safety standards up to date and manageable. We have worked on providing a solid orientation for new staff members to feel welcome at the church and the nursery.

Beyond providing care for Saturday and Sunday services, we also provided care for the new program ALPHA, and in the Fall, we were able to bring back our event "Parents' Night Out," which provided a monthly opportunity for parents to reconnect and refocus for a few hours.

Our goals for 2023 include connecting with the community more and providing opportunities for professional development for our staff.

Finally, we at the nursery would like to thank the generosity of Atonement's congregation for the donations this year. Thanks to the congregation, we have received diapers, toys, books, and clothes for day-to-day use. We welcome any further suggestions to improve our ministry and help the congregation, church, and community.

Thank you for your continued support of Atonement's Nursery.

Erin Neuman

Youth and Family Ministries

6 months! Wow! Time flies when you are having fun! Praise God! I have had the joy of serving our 7th-12th grade families these last few months. My first week on the job, I was at Rainbow Trail Lutheran Camp in Colorado with 6 of our high school students. We hiked, rafted, engaged in God's word, participated and led worship, and did many other fun activities while building new friendships.

After returning, I began building relationships with congregation members, students, and their families. I am so thankful for all of you! With the help of many of you, we started some new programs this fall. We had 12 weeks of high school Bible studies, a 3-day and 2-night confirmation mystery retreat, 5 service events, and Sunday morning programming. 19 confirmation students and 27 high school students have engaged in programming this fall. I want to say thank you to those who have helped me make this ministry happen this year.

Thank you to Erik and Kim Olson, Aaron and Kelly Wiens, John and Phyllis Jensen, and Anne Baggott for helping make Bible studies possible this fall for our high school students. We had 19 students engage in at least one Bible study this fall. Woohoo!

Thank you to Mandy Heitman, Spencer Lind, Boo McCready, Julie Oetmeier, Tiffany Swinehart, Tim Vannoy, Aaron and Kelly Wiens, and Suzanne Williams for making the Confirmation Mystery Retreat possible! We had so much fun at Main Event, the Wien's house/Boo's house, Blessings Abound, Nelson Atkins Art Course, Leawood Park, and at the Church. We had 13 of our confirmation students participate.

Thank you to Erin Briggeman, Judy Frey, Mandy Heitman, Wendy Johnson, Will McKown, and Ros Thorpe for making our service events happen this fall. 23 students engaged in our 5 service events. We loved partnering with Bessie's Mission, Blessings Abound, MLM, and serving our own community by helping decorate for Christmas.

Thank you to Aaron Wiens, Pastor Zac, and Vicar Jordan for teaching our confirmation students, and to Dawn Greer, Tiffany Swinehart, and Tim Vannoy for helping provide snacks.

Thank you to Adam and Angela Crews, Scott Fischer, Dawn Greer, and Tiffany Swinehart for praying with me this fall for our students, families, and ministry. Thank you to Anne Baggott, Stephanie Martin, Shana Stelzer, Eric Stepanek, and John Sykora for saying yes to helping me think about the future of YFaM.

Thank you to Tawnya Fischer, Katlin Hall, Steve Hess, Scott Johnson, Laura Kamienski, Dave Lind, Keith and Joyce Mundy, Jim and Cindy Peine, Kevin and Ashley Shannon, Kim Sykora, and Victoria Wood for being flexible as there were many last-minute changes. Haha, welcome to youth ministry!

Thank you to all of my YFaM parents! It has been a joy to walk alongside your families this semester in the joys and sorrows of day to day life. I am so grateful for each one of you and your students that I have gotten to know this semester. Thank you to all my students for making my job so joyful. You have taught me so much over the last few months and I thank you for the ways you have shared Christ's love and joy with me. I cannot wait for what is to come next year!

Thank you to the congregation for the warm welcome. I am so thankful I get to call Atonement home and you all my family! Thank you to the staff for helping me get settled these last few months and especially to Kaye Dalbec and Ricki Neuman for your help with the big and small details, and to Boo and Pastor Zac for daily support and guidance!

Along with all the help I got this year, I am grateful I got to participate in two educational opportunities this fall. In November, I attended Orange Tour with John Jensen, Laurie Lind, Boo McCready, Kathy Vannoy, Winkie Smith, Vicar Jordan, and Pastor Zac. I am also thankful for the

ten days I spent traveling and learning about the roots of the Christian faith and modern-day Israel in December. I hope to transfer my learning from these educational opportunities into my work with our students and families.

Last and most importantly, I praise God for all that He has done in these 6 months. I am so grateful that I have been able to partner with Him in the work He is doing in this community. It is by His grace alone that we were able to do all that we did in these few months.

As we enter a new year and another year of youth ministry, please consider the way God might be calling you to get involved in the work He is doing in our youth program. As you can see above it takes a whole village to walk alongside these students in their faith. We are in constant need of your prayers, friendship and service!

Living the dream!
Grace

Worship Life

This was quite a year. Though we were technically “back” from Covid, it continued to make schedules and events challenging to plan.

The Worship Team continued to meet quarterly, chaired by Bob Lindeblad. Thanks to all on the team for giving of your time and wisdom.

Second Saturdays Jazz worship was restored to every month this year. We get continued feedback from attendees that they like this format.

Sanctuary Choir gave 2 performances of Dan Forrest’s “*Requiem for the Living*.” The first was in the context of a concert, where they sang in a massed choir on Palm Sunday afternoon with choirs from UMKC Conservatory and First Lutheran Church and dancers from Culture House. I have never before heard such an outpouring of gratitude from those in attendance. The second performance was in worship on Good Friday. It also touched people deeply. Beyond the performances themselves, it was a great experience to get our choir together with others to perform the work, and to foster the exchange between students and church members in the choirs. A chamber orchestra accompanied both performances.

During the summer, several members of the Adult Handbell Choir participated in a national workshop of Handbell Musicians of America.

We continue to host a number of concerts throughout the year, including Kansas City Civic Orchestra, Friends of Chamber Music, Shawnee Mission South HS, NAVO Chamber Artists, OP Civic Band, neighborhood piano recitals, UMKC student recitals and more. The community loves our sanctuary! Offering hospitality to attendees from all over the city and upholding the arts as a valuable experience is an expression of one of Atonement’s core values. Perhaps you would consider assisting with hosting concerts at Atonement? Please contact me at rickd@atoneluth.org to express your interest.

Great respect and props to my colleagues on the Worship staff, Dr. Ray Feener and Julie Assel. They are committed, passionate leaders of their groups and I am grateful for their expertise and friendship alike.

My deepest thanks to all the volunteers who give hundreds of hours of their time to the worship life of the congregation: members of choirs, bell groups, dancers, artists, instrumentalists, singers, readers, pray-ers, Altar Guild members and so many more. There are 6 in particular who go the extra mile: Bette Croes, our choir librarian; Kari Walberg, artist extraordinaire; Pat Bjuland and Kaye Dalbec, volunteer miracle workers; Jade Scarlett, chair of the Altar Guild; and Ros Thorpe, who oversees the front office bulletin production. Thanks for all that you do in the furtherance of our mission together!

Thanks also to the folks who bring the words and music from our tongues to your ears: our A/V engineers. Your hours of work and expertise are appreciated both by those physically present in worship, but also by those beyond our walls who watch the livestream.

Finally, thanks to my colleagues on the Atonement staff for their helpfulness, good humor and friendship.

Respectfully submitted,

Rick Deasley
Director of Worship Life

Atonement Lutheran Church

Director of Operations

2022 Annual Staff Report

Although I have not been here a full year, I will do my best to highlight events that have occurred throughout the year. I will be pulling information from Mitch's monthly reports to fill in for the portion of the year that I was not here. If it is repetitive, please bear with me.

Firstly, I would like to express my sincerest appreciation and gratitude to the Atonement Lutheran Church Congregation, the staff, and the council for welcoming me in with open arms. Everyone has treated me as part of the team from day one and I could not effectively do my job without everyone's support. Thank you and I really appreciate it.

The layout of this report will be broken down into the various aspects of my job and its duties as follows: Staff Relations, Property Management/ Maintenance, Finance, and Misc & Goals.

Staff Relations:

The staff at Atonement is some of the best that I have ever worked with. Everyone is friendly, helpful, and dedicated. We all have our own tasks and focuses but the one thing that everyone shares is their dedication to the church and its congregation. With this common focus the staff relies on each other for guidance, inspiration, and sometimes just a friend to vent to.

With the help of the Personnel Committee, we have tried to meet the needs of each member of the staff to show how much their dedication and loyalty means. Atonement and the Personnel Committee have shown support in various ways, but some of the more notable methods have been the staff appreciation luncheon, the benefits provided to us, and compensation.

Property Management/ Maintenance:

There were several big improvements that were made throughout the year both on Mitch's part as well as mine. We have upgraded the lights in the sanctuary to LED lights. This was a big project due to several of the lights being above the pews and hard to reach. With this improvement the church will save money in the long term because LED lights are more cost effective (reducing energy draw) than halogen and incandescent.

Another big project that was undertaken was the upgrade of the fire panel. We have ALL noticed the repetitive endless beeping coming from the maintenance closet in Charter Hall. This project started early in the year when Mitch was here. The fire alarm panel had gone out and needed to be replaced but due to the computer board shortage the panel was on back order. After a long and frankly annoying wait I am pleased to inform everyone that the fire panel has been replaced and the endless beeping has ceased.

The Property Team and I have come up with a software package that will allow members of the church, staff, and the Property Team to submit maintenance and repair work orders to myself. With this software we will be able to track issues, report on repairs for future issues, and address issue in a timely manner.

I would also like to thank the hard work that the property improvement crew put in on repairing the sidewalks, parking lot, and the hot water heater for the lower level and gathering place hallway.

Finance:

The finances are one of the more stressful and challenging parts of the job. Mitch did a good job and limiting cost and I hope to be able to continue the process. Mitch and Traci performed a successful audit of the 2021 finances. The monthly finances were monitors by Mike Daley, Mitch, and myself. Mike Daley, Pastor Zac, and I put in a LOT of hours to submit a well thought out budget that was accepted by the council and hopefully the congregation.

Misc & Goals:

Security:

We have started the Security Team back up and are currently working on policies and procedure to ensure that Atonement remains a safe and wholesome place that people feel welcomed.

Goals:

I have some very ambitious goals in the future. I am going to continue to work on staff communication and participation. I am slowly working on bringing the campus back to life in small ways. I have repaired several toilets, replumbed the font, and repaired the sunshine sink. I will continue to repair things as they come up.

It will be an amazing adventure for us all.

Thank you,

William McKown

Outreach Ministry

*He has shown you, O mortal, what is good. And what does the Lord require of you?
To act justly and to love mercy and to walk humbly with your God. - Micah 6:8*

Howard Thurman, an African American theologian, pastor, and mystic, lived from 1899-1981, and is best known as a mentor and spiritual advisor to the Civil Rights Movement and Martin Luther King Jr in particular. His writing, *"The Work of Christmas,"* tells of our calling as people of God:

*When the song of the angels is stilled, when the star in the sky is gone,
When the kings and princes are home, when the shepherds are back with their flocks;
The work of Christmas begins:
To find the lost, to heal the broken, to feed the hungry, to release the prisoner,
To rebuild the nations, to bring peace among others, to make music in the heart.*

Atonement's Outreach Ministry includes both the areas of Assimilation (bringing people into the life of Atonement ministry), and Mission (ministry with neighbors, be they near or far). In January 2022 the teams of Outreach and Missional Life came together as the Outreach Advisory Team and have continued to serve members of Atonement and our community.

The Outreach Advisory team, meeting bi-monthly at the church, includes *Ruth Ahlrichs, Stephanie Bartels-Christensen Pat Bjuland, Sandy Boutelle, Lyn Bowers, Bette Croes, Shirley Foss, Judy Frey, Mandy Heitman, Charlotte Nordyke, Erik Olson, Ros Thorpe, Janette Schumm, and LeRoy Zimmerman.* Our Council liaison is *Curtis Klaassen.*

ASSIMILATION

We welcomed new members in both February and September of 2022; they included *Dana & Jan Anderson; Matt & Jenni Badding; Pastor Dan Baldwin; Bob & Marilyn Boomer; Daniela Frederick; Nick & Sarah Frost; Duane & Susan Hilgenkamp, Francis & Joanna Hurd, Lucy, Thomas, & Henry; Bishop Charlie & Pauline Maahs; Jimmy & Angie March, Maggie, Riley, & Zoe; Mark McPhee; Bill & Melissa Mokry, Ephraim & Eleanor; Jo Ann Prange; Kevin Shannon & Ashley Wright Shannon; and Mark & Becca Widner.* I also continue to reach out to those who visit our worship services, answering questions and extending welcomes to each, as well as following up with our new members. Pastor Zac and I worked together to arrange for *"Atonement 101"* classes during 2022.

MISSION OUTREACH

Over the course of 2022, the Outreach team focused on opportunities to serve our neighbors, both here in JoCo and across the Metro and beyond. Early in 2022 we reaffirmed our priorities of:

- Focusing more on ministries that are "local" to our church – primarily within Johnson County or nearby suburban areas.
- Focusing on ministries where the Atonement community is/can be actively volunteering and engaged.
- Focusing on ministries that address issues of homelessness, hunger issues, and peace/justice.
- As opportunities arise, be receptive to opportunities to partner & collaborate with other churches and organizations to strengthen the impact for all.

Hunger Ministries. During 2022 we hosted 10 food drives, and you responded generously! The food pantries at *Brookridge Elementary School, Hillcrest Transitional Housing, Jewish Family Services, JCCC, KU Lutheran Campus Ministries, MLM, and Resurrection OP* were the grateful recipients; we also collected @\$1,400 for ELCA World Hunger during Lent and supported Harvesters and their Holiday food boxes in November. We provided sack lunches for MLM and worked in their food pantry;

our elementary students created cards for the lunches; and volunteers prepared hot meals for Project 1020 and JoCo IHN.

“God’s work Our hands” Emphasis. In September we again lifted up this churchwide emphasis with a variety of events focusing on hunger, and once again Atonement families responded! Our YFaM youth filled 500 lunch sacks for MLM; volunteers traveled to Harvesters and worked in their food warehouse; we hosted a food drive benefitting three of our food pantries; and individuals and families worked in Charter Hall to fill almost 7,800 meals as we worked with YouthFront on a *SomethingToEat* project. We also provided speakers from MLM, Jewish Family Services and Hillcrest for three Sunday morning Adult Ed classes to discuss & learn more about the hunger issues facing our community and beyond.

Homelessness Ministries. We have continued our emphasis to help move JoCo individuals and families from homelessness to self-sufficiency through our work with the following organizations:

- **Hillcrest Transitional Housing** - We have hosted five families since we began this relationship in April 2021 and have supported them in their efforts to stabilize their families and seek new homes in the greater KC area. This program provides them with a safe and comfortable place to live while they work to pay off debt and learn sound financial skills, sometimes receiving help to get a better job, and more. Some of you have sent notes of support; others have provided hot meals and remembered birthdays. Our thanks to members of Sarah Circle who provided Christmas gifts for our apt, and to Angie Brickson who has actively served as a mentor for our families during their time in the program. hillcrestkc.org
- **JoCo IHN** – We have now 4 trained volunteers and have helped our host congregation, St Thomas Episcopal, with our host weeks in 2022, which occur once every 8-10 weeks; other volunteers have provided hot meals during those weeks. Special thanks to Lyn Bowers, who has helped to coordinate our response. jocoihn.org
- **Project 1020** – Project 1020 is JoCo’s only cold weather shelter, open from December 1st – March 31st, and is housed at the Shawnee Mission Unitarian Universalist Church in Lenexa. Several of our circles and other groups were involved last winter in providing evening meals and are encouraged to do so again. Atonement has also supported this ministry financially this year as they prepared for the 2022 winter. During Advent 2022 the Outreach Team hosted an Advent Challenge within the congregation, matching financial gifts up to \$2,500 to support their work this winter. With our match and the donation of a family’s memorial funds, we as a congregation have raised over **\$11,600** to support this ministry! project1020.com
- **MLM JoCo** – We have continued our partnership with MLM Johnson County to provide counseling and assistance for struggling JoCo residents. Our MLM Housing Case Manager, Stephanie Winn, has been out on maternity leave caring for her now 3-month-old daughter Fallon. Krysten Olson, an MLM case manager who has served in her absence, shares: *In 2022 we provided 53 households with \$126,047.20 in assistance and issued 13 KC Medicine Cabinet vouchers. We have multiple new grants for rent/mortgage/utility/hotel assistance, and on 12/1/2022, we opened a rapid rehousing program in JoCo and will be serving two homeless households to get them housed and stabilized. We are also an active member of the KS-505 Continuum of Care; Krysten serves on that board, as well as being a member of the Good Faith Network.* mlmkc.org

Peace & Justice Issues. The **Good Faith Network** has grown in its second year to 23 member congregations currently, representing Christian, Jewish, and Muslim communities - including Atonement. This fall our *“Community Conversations”* were held where we shared a variety of concerns within JoCo. In October at the *Community Problems Assembly* a new issue of Affordable Housing was identified, and we affirmed our continuing work on Homelessness and Mental Health issues. The *Solutions Briefing* is scheduled for *March 21st, 2023*, where our GFN members will hear of

the research work that has been done, as well as the solutions that each of the research teams have studied and prepared.

As of December 31st, 2022, we have 57 Atonement Network members who have committed to this ministry, some of whom are serving on the research teams; we thank them and our Atonement team leaders - *Jan Allerheiligen, David Lind, Stephanie Bartles-Christensen, Sharon Yelton, and Ros Thorpe*. *Pastor Zac* is serving as co-president of the GFN for the next 2 years and *Ros Thorpe* is co-chairing the Affordable Housing Research Team.

Two other dates for your calendar are *May 2nd, 2022*, when some 1,000-1,200 JoCo residents will meet at Church of the Resurrection for the Nehemiah Assembly with elected city and county officials to review the findings from our research and to urge action; and *June 6th*, when we will celebrate the work that we have accomplished and begin our investment drive. Contact: Pastor Zac, pastorzac@atoneluth.org or Ros Thorpe, rost@atoneluth.org.

We also lifted up **Lutheran Disaster Response** during Lent 2022 as they worked with the people in Ukraine struggling during the war and through your generous support, we raised \$8,205 that was forwarded on to support their work.

Stewardship of Funds. The Church Council and Atonement fund this ministry with 10% of offerings less mortgage payments. In 2022, 66% of that went directly to the Central States Synod to fund its work and the work of the ELCA Churchwide ministries. The remaining 34% was dispersed as follows:

- 6% to local food pantries to supplement their ministry
- 13.5% to Hillcrest Transitional Housing, JoCo IHN, and MLM JoCo as they work to help families struggling with homelessness
- 2% to Hollis Renewal Center
- \$2,500 (2.53%) to the Good Faith Network for congregational dues
- 4.8% to MLM and the Christmas Store; and
- the remaining 5.17% was set aside in the "Opportunity Fund" to support ministry opportunities that arose during the year.

Additional Gifts. During our food drives and throughout the year, many of you offered financial gifts, both personal donations and grants through Thrivent Action Teams (Thrivent grants came to \$1,750 in 2022!), which purchased additional food for local food pantries, additional support for our ministry with Hillcrest, and provided funds for a variety of needs and projects including providing an Easter dinner for approximately 80 people in need in downtown KCMO served by the Gathering Table, helping to purchase translation software for Brookridge Elementary School, and more.

ADDITIONAL MINISTRIES

Brookridge Elementary School. We continued our tradition this past summer of hosting a school supplies drive as well as two classroom snacks drives for Brookridge Elementary during the year; thank you for your generous contributions. We also utilized a Thrivent Action Team Grant to purchase 26 headphones for their students. We encourage more Atonement members to volunteer with the school to interact with younger members of our community and support a much-needed 'classroom snacks' drive in January. Contact: Janette Schumm, janschumm@icloud.com

MLM continues its ministry, offering a variety of services including food programs, rent & utility assistance, minor home repair, job assistance, and more. Atonement members have volunteered this past year in their food pantry, and also generously supported MLM's annual Christmas Store with hundreds of gifts provided to @1,000 families and a small army of volunteers, led by Bette Croes. For more information about MLM, contact MLM board member Erik Olson, erikmolson10@gmail.com.

Blessings Abound Thrift Store has remained open and is busier than ever. They still welcome volunteers to the store and work to keep it a safe environment for all. And those volunteers truly make a difference; through the resale and redistribution of donated items, Blessings Abound supports *MLM*,

Operation Breakthrough, HopeBuilders, Mission Southside, Jewish Family Services, LUMA and more local non-profit organizations. Contact: Tony Whitter, tonywhitter@gmail.com

Bessie's Mission (formerly Bessie's House). In October 2021 the board governing Bessie's House formally terminated its 501(c)3 status; however, several of the volunteers that have served for years have continued their ministry. Atonement members filled hygiene kits and sack lunches for their clients and continue to hold them in prayer. Contact: Judy Frey, freyjudy1@gmail.com

Hollis Renewal Center “. . . continues to be the place that invites God into the conversation of hope and health for our community.” Hollis continues to strengthen their outreach in our Lutheran community and beyond, completing their tiny homes projects, freshening up the existing structures and grounds, and many others. In 2023 they will work to remodel the Lodge and replace many of the furnishings and appliances. Contact: Ruth Ahlrichs, ruthahlrichs@gmail.com.

Parvin Estates is a 300-unit apartment complex on Parvin Road in NE Kansas City, MO near Worlds of Fun. It was created in the 1970s by Atonement and Metro Lutheran Ministry and is operated as an independent not-for-profit corporation. Of the 300 apartments, 100 are rent supported through Federal and State Government programs. Because of its long history with Parvin Estates, Atonement has 3 members serving on the Board of Directors - Mandy Heitman, Erik Olson and Jim Dalbec. Contact: Jim Dalbec, jimdalbec@outlook.com

2023 WILL BRING NEW OPPORTUNITIES

In 2023 we will work to offer more volunteer opportunities to serve in our community and strengthen our relationships. We are deeply grateful for your support – for your words and prayers of support; the hours you provided at the many outreach/service events over this past year; for your incredibly generous donations of food, apartment furnishings, financial support and more. I want to thank my colleagues on staff for their input and support, and my husband, Jim, who is always there when I need him. Lastly, I want to thank the members of the Outreach team who have shared their input and supported this ministry; their efforts have been - and continue to be - priceless.

When it comes to participating in the Kingdom of God, the possibilities are endless – and there is room at this table for us all. As we look forward to the future, we seek to more fully live the message in Micah 6:8 – to “*do justice, to love kindness, and to walk humbly with our God.*”

New Year's Blessings,
Ros Thorpe, Director of Outreach

Property Team

There were several big changes this year related to the Property Team, one major change being the Director of Ops position. Mitch Wyant retired in September and moved to Florida. We are thankful to Mitch for his many years of service and for keeping everything running smoothly around here, and at the same time we are very excited that Will McKown has taken over this role. In a few short months, Will has already made a big impact on our campus and has worked closely with the Property Team on planning short and long term projects, while at the same time completing in-house projects himself that would otherwise cost thousands of dollars if contracted out.

The Property Team has been holding in-person monthly meetings throughout 2022. We meet the first Thursday of each month to discuss property concerns, projects, and plan workdays. Its members plan the use of capital resources, oversee campus maintenance, and complete big and small projects throughout the year. Typically, three to four property workdays are held each year and take place on Saturdays from 8:30 to noon, however, only one workday was completed in May. Workday tasks have shifted in 2022 from scheduled quarterly half days to tasks being completed on an as needed basis. Turnout for the property workdays has been low the past few years, especially post pandemic. This shift has allowed larger tasks to be completed by volunteers based on their weekly availability. Below is a sample of workday tasks completed throughout the year by Atonement volunteers (thank you Don Foss, Steve Hofer, Floyd Larson, Ray Peterson, and Bill Tidd):

- Water heater replacement: lower level
- Sidewalk patching: South entrance
- Replacement of kitchen chest freezer
- Kitchen cleaning
- Painting
- Tree trimming

Some of the bigger ticket items completed in 2022 include:

- Sanctuary Lighting: All new energy-efficient LED lighting that should last 20+ years and save thousands in energy costs.
- Fire Alarm updates
- Carpet Cleaning: Deep clean of the narthex, gathering place, and sloped hallway.

A big thank you to the Property Team members and all workday volunteers for sharing your time and knowledge over the past year.

Property Team members: Bette Croes, Bob Wright, Don Foss, Jeanne Merchant, Kari Walberg, LeRoy Zimmerman, Obed Thompson, Keith Neuman (Council Liaison), Will McKown (Dir. Of Op.), Scott Swan (Team Lead)

Personnel Committee Annual Report December 31, 2022

The Personnel Committee, according to the Atonement Constitution, section C13.04, shall consist of no fewer than three (3) voting members elected by the Congregation Council. Term of office shall be three (3) years, with a minimum of one member elected each successive year.

The Personnel Committee is currently chaired by JulieMcPhee.

Current members on the Personnel Committee are:

Julie McPhee, Chair

Dan Greer

Pat Bjuland

Cindy Peine

Zac Sturm, Sr. Pastor

Will McKown, Staff Liaison

Scott Fisher, Council Liaison

Steve Ruschill, Immediate Past President, Church Council

Purpose: The Personnel Committee strives to provide a positive working environment for the staff by ensuring matters related to compensation, benefits, personnel policy, employment law, performance management, staff relations and recognition are addressed.

Responsible To: Church Council and Senior Pastor

Ministry Duties/Expectations: There are five appointed positions. Members must be approved annually by a vote of the Church Council.

Committee Chair. Convenes, sets agenda and chairs monthly meetings. Coordinates with Director of Operations. and Council Liaison to decide when issues need to be addressed.

Hiring, Onboarding and Personnel Policy. Teams with council liaisons and committees tasked with filling open positions and guides the hiring process. Coordinates onboarding. Maintains and updates the personnel handbook/Job Descriptions with input from the committee.

Performance and Records Management. Maintains standards for personnel evaluation including ongoing feedback. Maintains Performance Review Forms and provides reminders when reviews are due. Facilitates resolution of individual performance issues. Ensures that personnel records are current and stored in a secure manner. Takes minutes of meetings and distributes them to the committee. Assists with updating the personnel handbook and maintaining current job descriptions.

Staff Relations and Recognition, and Learning and Development. Serves as point of contact to listen to staff concerns and assist with resolution. Connects staff to other resources for support. Provides staff recognition. Partners with the Director of Operations to identify resources and solutions for staff development needs.

Compensation and Benefits. Coordinates team effort with the Director of Operations, Council Personnel Liaison, Council Treasurer, and Senior Pastor to provide recommendations for annual compensation adjustments and staff bonuses. Provides a recommendation for the Staff Health Insurance Plan.

The Personnel Committee provided feedback and recommendations to the Council in areas relating to: hours of work, compensation and salary increases, bonuses, Portico Plan selection,

staff positions, performance review practices and staff continuing education. The Personnel Committee reviewed the Personnel Policy Handbook.

The Personnel Committee would like to thank Ashley Swan for her service on the committee, and welcome Scott Fisher as the new council liaison, and Will McKown as the staff liaison.

Sonja Amber resigned her position on the Personnel Committee in September of this year. The Personnel Committee thanks Sonja for her three years of service.

The Personnel Committee coordinated the celebration of staff service anniversaries for five years at Atonement for Pastor Zac and 15 years for Boo McCready. Congratulations to you both.

The Personnel Committee would like to thank our dedicated staff for their outstanding job of revitalizing ministry following the pandemic!

Respectfully Submitted,

Julie McPhee, Chair

Stewardship Team

*You will be enriched in every way for your great generosity,
which through us will produce thanksgiving to God; II Cor. 9:11*

In the second year of our efforts to grow deeper and reach wider as stewards of God's grace, the Stewardship Team listened intently, observed closely, and reflected deeply on life in the congregation. We continue to monitor quantitative indicators to determine activity and direction. And we meet and pray regularly for the guidance of the Holy Spirit.

We continue to embrace the vision adopted last year:

*Guided by God's word and grace, we are inspired
to share grace, gratitude and generosity with others.*

We strive to find spiritual and practical ways to engage this vision in our life and the life of the congregation. At the core of our efforts are the following:

- Develop a wholistic understanding as stewards of God's grace and gifts
- Grow grateful and generous stewards of all ages
- Encourage people to give proportionately of their time, talents and resources as they have been blessed.
- Encourage First Mile financial giving to the ongoing ministry of Atonement and Second Mile financial giving to those ministries and causes about which members and friends are most passionate or see a specific need.

With the above vision and points on our hearts, we worked on the following in the past year:

1. Inspiring Faith & Generosity – We introduced this year-round theme to focus on stewardship education for all ages. We began in 2021 with an emphasis on gratitude and generosity. For 2022 we decided to on regular giving and proportionate giving. These addressed a significant percentage of members who showed no contribution of record and a declining portion of household income shared with Atonement's ministries. We also led sessions of the Adult Forum on planned giving, being generous and caring for creation. These sessions involved resources from the ELCA Foundation, Thrivent Financial Services and Lutherans Restoring Creation.
2. Mission Interpretation – This involves how we make a difference in our giving and why. Through the E-news we shared stories of how we are touching the lives of others through our Mission Support. We also developed and shared three videos of how and why members are supporting our ministry. These are posted on our website.
3. Enhancement of Atonement Website – Recent changes in the design of our website have included a fresh look to our online giving. You will find tiles explaining options for giving and stories of how this makes a difference. These tiles will change seasonally. Members and friends of Atonement contribute over \$300,000 online annually.
4. Annual Fall Response – Combining our stewardship education with an invitation to respond to God's blessings is the focus our annual fall emphasis. The theme for 2022 was **Faithful and Joyful Stewards**. This included an update of our Narrative Budget to affirm our ministry areas: Engaging Worship, Making Disciples, Connecting with Others, Community Outreach.

Activities included inspirational temple talks, articles in the newsletter/bulletin, a stewardship reflection guide and a BBQ. We continue to encourage the practice of 10-10-80 as introduced by Pastor Zac in 2021.

We continue to be blessed by the support of Atonement members and friends. More than 40

people served on the Stewardship Team. Worship attendance averaged over 350 people for the four weekends including Response Sunday on November 5-6. The faith responses showed an increase in the average of First Mile dollar responses for 2023.

	<u>2020</u>	<u>2021</u>	<u>2022</u>
First Mile Responses	195	191	183
Second Mile Responses	0	29	74
First Response Dollars	\$879,338	\$980,969	\$969,138
Second Mile Dollars	<u>0</u>	<u>\$78,516</u>	<u>\$90,200</u>
Total	\$879,338	\$1,059,485	\$1,059,338
First Mile Average	\$4,509	\$5,136	\$5,206
Second Mile Average		\$2,707	\$1,219
Total Households	582	524	450
Households Responding	33.5%	36.5%	40.7%
% of Actual First Mile	69.2%	74.0% estimated	

5. Atonement Gift Policy – In looking at giving to Atonement over the last five years, we noticed there have been few memorials or bequests to our ministry together. Our conversation noted that Atonement does not have a well-defined, public gift policy. We asked for assistance from the ELCA Foundation and submitted a policy which was approved in December 2022.
6. Collaboration with Atonement Foundation – The Stewardship Team takes an active interest in all income streams to the congregation. We reached out to the Atonement Foundation to undertake a collaborative effort to grow planned gifts in 2023. A plan will be finalized for the 60th Anniversary celebration and subsequent months.

We are grateful for those who have faithfully served on this team in the past year: Brad Anderson, Pat Bjuland, Jagger McCarroll, Mark Porter, Shana Stelzer, Vicar Darlene Hopkins, Vicar Jordan Stone, Pastor Zac Sturm. We are also thankful for the collaboration with Mike Daley, Treasurer; Keith Pittrich, Atonement Foundation Chair; Ros Thorpe, Communications; Kaye Dalbec, Administrative Support. We look forward to 2023 as we broaden and deepen our efforts as stewards of God's varied gifts.

Dennis Allerheiligen
Co-Chair Stewardship

Keith A. Mundy
Co-Chair Stewardship

Atonement Foundation 2022 Annual Report

The **Atonement Lutheran Church Foundation** - building a legacy for God's work.

The Foundation was established in 2006 to receive and manage gifts and bequests for the perpetual support and enhancement of Atonement Lutheran Church of Overland Park, Kansas, and its congregational ministries. The Foundation exists as a separate and distinct legal entity from the church. The Foundation provides enhancement for current ministries and the capacity to fund future ministries of our Church. It is intended to serve the needs of our congregation today and in the future.

Grants from the Foundation's assets will be applied to the development and expansion of ministry programs that complement and enhance the mission and ministry of our congregation as well as for special capital improvement projects that serve the needs of our Church. No portion of the Foundation's assets may be used for the regular annual operating budget of the Church.

The Foundation is currently administered by a nine-member Board of Directors elected by the congregation. The Board manages the financial assets of the Foundation by prudently investing the funds for growth and determines the amount of disbursements that can be made from such assets. The Board must abide by the Foundation's Articles and Bylaws, as well as its own properly adopted written policies governing gift acceptance, investments and disbursement to support Atonement and its congregational ministries. All of which are available for review.

During 2022, the Foundation's Board of Directors met four times to monitor the performance of investments, review the Foundation investment policy, continue developing strategies to raise awareness of the Foundation and its mission, and review and approve grant requests.

In 2022 the following grants were approved:

- \$2,500-Camp Toma Shinga
- \$ 800-Growing Young Initiative
- \$2,000-Outside Banner Replacement

Plans and strategies for 2023 include continuing to grow the Foundation's assets through contributions and market gains, and to coordinate with the Stewardship Team in their efforts to host educational opportunities, including steps to include the Foundation in estate planning.

Board members serving during 2022 include:

Keith Pittrich - President
Paul Krueger - Vice-President
Mark Eaton - Treasurer
Joel Meyer - Secretary
Sandy Boutelle
Toni Pearson
Tom Assel
Tim Vannoy
Dave Lind
Pastor Sturm, ex-officio

Members of Atonement are encouraged to contact any member of the Foundation's Board for more information and answers to specific questions regarding how to give to the Foundation or how to submit a grant request.

We appreciate the foresight our members and years ago to create the Foundation and we appreciate all who have provided financial support!

Respectfully submitted,
Keith Pittrich - President

Atonement Lutheran Foundation
Financial Statements
12/31/2022

12 mos. Ended
December 31, 2022

Balance Sheet	
Money Market Portfolio	\$ 6,123.45
Short-term fixed income pool	30,523.84
Intermediate fixed income pool	12,132.66
Equity Portfolio - Domestic	49,483.18
Equity Portfolio - International	20,292.38
Funds on Atonement Books	1,310.88
Total Assets	119,866.39
Total Liabilities	\$ -
Fund Balance	\$ 119,866.39
Total Liabilities & Fund Balance	\$ 119,866.39

Statement of Fund Activity	
Fund Balance, Beginning of Period	\$ 153,986.74
Contributions of Gifts	-
Investment Income	2,467.10
Realized Gains (Losses)	2,607.59
Unrealized Gains (Losses)	(24,407.27)
Total Additions	(19,332.58)
Grants Approved	13,083.76
Operating Expenses	450.00
Change in Beg Fund balance from GKCCF	114.65
Administrative Fees - GKCCF	1,139.36
Total Distributions	14,787.77
Total Change in Fund Balance	(34,120.35)
Fund Balance - End of Period	\$ 119,866.39

Atonement Foundation Annual Meeting January 23, 2022

Keith Pittrich called the meeting to order by referring everyone to pages 21, 22 & 23 of the annual report.

Keith then asked for a motion to approve the minutes from the last year. A motion was provided, seconded and was passed.

Keith reviewed the four grants that were approved in 2021.

The current board members were introduced and thanked for their service. A special thanks was made to Jim Dalbec who is leaving the board and was most recently Foundation Vice President.

The new board members for 2022 were nominated and are Tom Assel, Dave Lind, Toni Pearson, and Tim Vannoy. Cheri Jestmore moved to accept the nominations, Jim Thorpe seconded, and the motion passed. There was a motion to approve the nominations as submitted by Jim Thorpe, seconded by Sharon Yelten, and the motion passed.

There was a motion made to adjourn, was seconded and the motion was approved.

Respectfully submitted,

Joel Meyer - Secretary

Treasurer Report

The financial results of the past year have largely reflected our return to normal operations after several years of disruption due to the pandemic. In this report I will highlight 2022 financial results as well as provide an overview of the 2023 budget.

2022 Financial Review

- Giving increased 5% to \$1,347,000 in 2022, however, we had budgeted for income to increase 8% for a shortfall of \$43,000.
- Total expenses were higher 12% as 2022 was a year of full operations coupled with increases in costs of services and a large HVAC repair cost in July of \$25,000.
- We continued the steady paydown of the mortgage balance, including making an extra \$38,400 in principal reductions towards the balloon payment. The mortgage balance is \$455,000 and we are on track to pay off in April 2024.
- On a cash basis (adjusted for depreciation and mortgage cost) the operating deficit was (\$64,000). The reported operating deficit for the year was (\$244,000).
- Cash balances (excluding dedicated accounts) were \$218,000 compared to \$268,000 a year ago.

2023 Budget Overview

Expenses - 2023 budget expenses were accumulated from each Atonement Staff member based on an assessment of their ministry. As a church, we are not immune to the pressures of inflation which is persistent in many of our budgeted expense line items. Below are several areas of note regarding expenses (all comparisons are to 2022 actual income/expense):

- Salaries and benefits increased \$52,000 due to staff salary increases and due to the Youth Director vacancy in 2022 whereas we are assuming full staffing for 2023.
- Total Benevolence was budgeted consistent with 2022 at \$95,000. (Payment to ELCA and giving to other organizations: Central States Synod and local Outreach ministries.)
- Food Service and Education lines are up almost \$7,000 as we are increasing spending for two priority areas of Small Groups and Fellowship.
- Total campus management costs are up \$15,000 while Office/Admin costs are up almost \$8,000 as cost of services are estimated to rise.
- Additional \$15,000 in KFam/YFam as invest further in our Youth programming and engagement.

Giving - Total gifts pledged through the Fall stewardship campaign were slightly lower than last year. It is important to remember that pledged amounts are always below the actual giving (and expenses). The increased expenses require an increase in giving of \$160,000, or 12% compared to 2022 actual gifts.

Campus Sustainment Fund - Our Campus sustainment fund has a balance of \$95,000 as of December 31, 2022 with over \$90,000 in 2023 pledges additionally committed. We are thankful for these gifts as we progress towards our goal of having a fully funded campus sustainment account. Please continue to consider a Second Mile gift to the Campus Sustainment fund as you are able to.

I continue to be thankful for the generous support of our congregation and I'm excited for the future of our ministries.

Respectfully submitted,

Mike Daley
Atonement Treasurer

Audit Report

We have audited the Statement of Financial Condition and Statement of Financial Activity for Atonement Lutheran Church as of and for the year ended December 31, 2022. These financial statements are the responsibility of the Atonement Lutheran Council and its Treasurer. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

We believe our audit provides a reasonable basis for our opinion. In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and net assets of the Atonement Lutheran Church as of December 31, 2022, and revenues and expenses for the year then ended in accordance with accounting policies established for religious organizations.

The Audit Committee

Bob Boomer
Ed Hoelzle
Tim McCandless

January 12, 2023

Atonement Lutheran Church Balance Sheet

	As of Dec 31, 2022	As of Dec 31, 2021 (PY)
ASSETS		
Current Assets		
Bank Accounts		
CASH ON HAND	0.00	0.87
EQUITY BANK CHECKING	218,378.29	268,428.26
EQUITY BANK MM- RESERVED FUNDS	207,089.99	152,492.01
Total Bank Accounts	\$ 425,468.28	\$ 420,921.14
Other Current Assets		
UNDEPOSITED FUNDS	0.00	0.00
Total Other Current Assets	\$ 0.00	\$ 0.00
Total Current Assets	\$ 425,468.28	\$ 420,921.14
Fixed Assets		
ACCUMULATED AMORTIZATION	-6,593.75	-5,843.75
ACCUMULATED DEPRECIATION	-5,723,553.53	-5,543,601.65
EDUCATION/OFFICE BUILDING	1,302,729.99	1,302,729.99
LAND	250,000.00	250,000.00
LOAN FEE	7,500.00	7,500.00
NEW SANCTUARY	6,043,167.40	6,043,167.40
PERSONAL PROPERTY	670,511.71	670,511.71
PIPE ORGAN	608,828.03	608,828.03
Total Fixed Assets	\$ 3,152,589.85	\$ 3,333,291.73
TOTAL ASSETS	\$ 3,578,058.13	\$ 3,754,212.87
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
Total PAYROLL LIABILITY	\$ 21.00	\$ 0.00
PREPAID ADVANCED GIVING		
ADVANCED GIVING PRIOR YEAR	27,500.00	15,600.08
Total PREPAID ADVANCED GIVING	\$ 27,500.00	\$ 15,600.08
RESERVED FUNDS		
DEDICATED MEMORIALS		
CARING CONNECTION	4,221.43	4,152.70
MEMORIALS- GENERAL	14,243.96	9,798.96
MEMORIALS- OPEN	150.00	0.00
MEMORIALS- RESTRICTED	14,839.16	14,839.16
WORSHIP	870.00	745.00
YSL/CSL	728.10	
Total DEDICATED MEMORIALS	\$ 35,052.65	\$ 29,535.82
DEDICATED ACCOUNTS		
ATONEMENT DEDICATED	23,763.80	19,992.49
ATONEMENT FOUNDATION	1,310.88	14,844.64
GOOD SAMARITAN FUND	630.00	92.87

	As of Dec 31, 2022	As of Dec 31, 2021 (PY)
OUTREACH ADVISORY		
BESSIE'S HOUSE	0.00	747.86
MEXICO MISSIONS	0.00	50.00
MLM	410.00	165.00
MLM CHRISTMAS STORE	2,219.07	293.26
OPPORTUNITY FUND	2,647.93	3,830.61
OUTREACH MINISTRY	6,721.13	5,633.52
PRISON MINISTRY	618.00	843.00
TANZANIA MISSION	0.00	50.00
YES-WAY	789.99	1,539.99
Total OUTREACH ADVISORY	\$ 13,406.12	\$ 13,153.24
SPECIAL PROJECTS		
CHAIRS	2,880.00	2,880.00
COMMUNICATIONS	3,000.00	3,000.00
PIANO FUND	5,555.00	5,555.00
SECOND MILE	95,401.48	38,820.00
YOUTH ROOM	3,379.80	3,528.35
Total SPECIAL PROJECTS	\$ 110,216.28	\$ 53,783.35
STAFF		
PASTOR'S GIFT	160.00	100.00
SABBATICAL SENIOR PASTOR	6,989.35	5,864.35
STAFF CHRISTMAS GIFT	1,974.22	1,287.28
Total STAFF	\$ 9,123.57	\$ 7,251.63
WORSHIP		
ALTAR FLOWERS	90.00	0.00
EASTER/CHRISTMAS GARDEN	4,869.25	4,733.25
LIBRARY FUND	396.45	396.45
MUSIC FUND	100.00	0.00
Total WORSHIP	\$ 5,455.70	\$ 5,129.70
XYZ	626.52	444.24
YOUTH DEDICATED		
CONNIE CONFIRMATION CAMP	3,226.85	3,176.85
LLOYD JENSON CAMP	2,467.13	2,317.13
NOISY OFFERING	203.98	0.00
YOUTH MISSIONS	3,406.51	2,770.05
Total YOUTH DEDICATED	\$ 9,304.47	\$ 8,264.03
Total DEDICATED ACCOUNTS	\$ 173,837.34	\$ 122,956.19
Total RESERVED FUNDS	\$ 208,889.99	\$ 152,492.01
Total Other Current Liabilities	\$ 236,410.99	\$ 168,092.09
Total Current Liabilities	\$ 236,410.99	\$ 168,092.09
Long-Term Liabilities		
THRIVENT FINANCIAL LOAN	454,837.81	827,281.24
Total Long-Term Liabilities	\$ 454,837.81	\$ 827,281.24
Total Liabilities	\$ 691,248.80	\$ 995,373.33
Equity		
ACCUMULATED CAPITAL	2,374,136.72	2,374,136.72

	As of Dec 31, 2022	As of Dec 31, 2021 (PY)
Retained Earnings	384,702.82	221,741.46
Net Income	127,969.79	162,961.36
Total Equity	\$ 2,886,809.33	\$ 2,758,839.54
TOTAL LIABILITIES AND EQUITY	\$ 3,578,058.13	\$ 3,754,212.87

Atonement Lutheran Church Statement of Financial Activity

	Jan - Dec 2022	Jan - Dec 2021 (PY)
Income		
GENERAL FUND	1,175,837.12	1,201,516.32
ADVANCED GENERAL FUND	124,586.08	33,499.92
EASTER OFFERING	5,114.00	5,171.50
LENTEN	2,035.00	1,850.00
LOOSE OFFERING	21,741.84	28,496.30
Total GENERAL FUND	\$ 1,329,314.04	\$ 1,270,534.04
OTHER INCOME		
INTEREST INCOME	186.17	42.68
Total OTHER, MISC	10,024.37	7,728.28
USE OF FACILITIES	7,713.80	4,525.00
Total OTHER INCOME	\$ 17,924.34	\$ 12,295.96
Total Income	\$ 1,347,238.38	\$ 1,282,830.00
Expenses		
BANK FEES		
BANK CHARGES	1,401.29	1,877.90
CREDIT CARD FEES	4,495.96	3,286.95
Total BANK FEES	\$ 5,897.25	\$ 5,164.85
BENEVOLENCE		
CENTRAL STATES SYNOD	63,235.00	56,180.00
OUTREACH ADVISORY		
BESSIE'S HOUSE	0.00	656.00
HILLCREST HOUSING	3,019.00	1,481.00
HOLLIS RENEWAL CENTER	2,075.00	3,460.00
JFS FOOD PANTRY	2,349.00	0.00
JOCO IHN	784.00	0.00
M.L.M.	1,910.00	2,571.00
M.L.M. JOCO	5,985.00	4,816.00
MLM CHRISTMAS STORE	2,537.00	2,136.00
OP FOOD PANTRY	2,967.00	3,726.00
OPPORTUNITY FUND	5,877.00	6,172.00
OUTREACH	3,941.00	0.00
PRISON MINISTRY	618.00	3,791.00
VALLEY VIEW HOPE CHEST	0.00	3,726.00
Total OUTREACH ADVISORY	\$ 32,062.00	\$ 28,809.00
Total BENEVOLENCE	\$ 95,297.00	\$ 84,989.00
CARING MINISTRY		
CARE SUPPORT GROUP	317.29	218.31
STEPHEN MINISTRIES	498.53	742.65
Total CARING MINISTRY	\$ 815.82	\$ 960.96
EDUCATION		
ADULT - EDUCATION	471.16	436.11

	Jan - Dec 2022	Jan - Dec 2021 (PY)
LIBRARY	37.20	76.71
SMALL GROUP MINISTRY	2,456.14	0.00
Total EDUCATION	\$ 2,964.50	\$ 512.82
FOOD SERVICE		
CAFE	2,076.40	236.77
FELLOWSHIP	794.54	1,470.62
KITCHEN	2,297.84	862.84
Total FOOD SERVICE	\$ 5,168.78	\$ 2,570.23
HUMAN RESOURCES H/R		
BACKGROUND CHECKS	1,440.25	0.00
CONVENTIONS/SEMINARS	1,753.00	1,510.60
EDUC - CARING MINISTRY	1,493.48	172.90
EDUC - CSL DIRECTOR	192.26	0.00
EDUC - SENIOR PASTOR	1,713.46	1,190.71
EDUC - STAFF	125.00	0.00
EDUC - YOUTH DIRECTOR	72.60	0.00
OTHER PERSONNEL EXPENSES	560.99	61.73
PROF EXPENSE - PZ	1,590.44	1,431.64
STAFF MILEAGE EXPENSES	1,442.37	796.61
STAFF RELATIONS	1,715.50	973.32
Total HUMAN RESOURCES H/R	\$ 12,099.35	\$ 6,137.51
MISC		
STEWARDSHIP	588.32	0.00
Total MISC	\$ 588.32	\$ 0.00
OFFICE/ ADMIN		
COMMUNICATIONS	2,900.40	2,003.59
COPIER PAPER	3,415.03	2,861.19
IT HARDWARE	1,218.23	1,599.09
IT SOFTWARE	2,002.37	1,708.91
IT SUPPORT	3,015.01	3,675.65
LEASED EQUIPMENT	10,798.87	7,834.79
OFFICE SUPPLIES & MISC.	1,793.37	2,128.31
POSTAGE	2,781.09	4,784.64
PRINTING	981.95	2,254.64
PUBLICATIONS	2,962.12	2,301.56
Total OFFICE/ ADMIN	\$ 31,868.44	\$ 31,152.37
PAYROLL		
FICA - EMPLOYER	24,425.61	22,530.75
HOUSING - INTERN	10,882.05	0.00
HOUSING - SENIOR PASTOR	36,500.08	25,000.08
PAYCOR - CONTRACT	3,412.44	3,245.47
SALARIES	381,452.70	353,507.93
BENEFITS	109,964.45	108,839.02
SABBATICAL SENIOR PASTOR	1,125.00	1,125.00

	Jan - Dec 2022	Jan - Dec 2021 (PY)
Total SALARIES	\$ 492,542.15	\$ 463,471.95
WORKERS COMPENSATION	1,780.00	1,964.00
Total PAYROLL	\$ 569,542.33	\$ 516,212.25
PROPERTY MGMT		
BUILDING & GROUNDS	24,953.31	18,435.18
BUILDING SUPPLIES	1,283.40	1,613.79
CUSTODIAN SERVICES	37,650.00	35,592.00
CUSTODIAN SUPPLIES	1,349.51	1,484.45
HVAC	21,977.21	9,101.95
INSURANCE	25,358.75	23,780.50
LANDSCAPING	13,381.00	9,230.00
PEST CONTROL	776.25	1,035.00
REAL ESTATE TAXES	2,268.00	2,173.50
SNOW REMOVAL	9,120.00	4,725.00
TRASH COLLECTION	4,527.21	4,724.79
Total PROPERTY MGMT	\$ 142,644.64	\$ 111,896.16
Reimbursable Expenses	1,062.52	0.00
THRIVENT FINANCIAL INTEREST	29,580.57	45,870.83
UTILITIES		
INTERNET	1,711.90	1,209.76
KANSAS GAS SERVICE	10,945.67	8,623.76
KCP&L	46,587.18	45,629.07
PHONE	5,534.64	5,291.61
WATER DISTRICT #1	8,296.33	4,078.75
Total UTILITIES	\$ 73,075.72	\$ 64,832.95
WORSHIP		
ALTAR GUILD	1,968.04	1,511.10
CONTRACT MUSICIANS	38,000.00	27,835.00
SUPPLY PREACHER	972.12	1,332.88
WORSHIP LIFE	8,690.81	7,200.48
Total WORSHIP	\$ 49,630.97	\$ 37,879.46
YOUTH		
CSL		
4TH FRIDAYS	291.01	0.00
FAITHFUL FAMILIES	859.99	1,200.43
MILESTONES	837.77	647.23
MUSICAL	425.07	37.38
NURSERY	560.20	131.01
SUNDAY SCHOOL	4,033.81	2,207.33
VBS	5,312.15	3,928.90
Total KFAM	\$ 12,320.00	\$ 8,152.28
YFAM		
ACTIVITIES & EVENTS	1,357.31	1,149.74
CAMP	1,500.00	3,572.94

	Jan - Dec 2022	Jan - Dec 2021 (PY)
CONFIRMATION	2,017.95	348.63
KCLYC/MISSON	292.98	2,564.92
MILESTONES	553.48	787.43
SUNDAY SCHOOL	288.78	568.82
Total YFAM	\$ 6,010.50	\$ 8,992.48
Total YFAM/KFAM	\$ 18,330.50	\$ 17,144.76
Total Expenses	\$ 1,038,566.71	\$ 925,324.15
Net Operating Income	\$ 308,671.67	\$ 357,505.85
Other Expenses		
FIXED ASSETS EXPENSE		
AMORTIZATION EXPENSE	750.00	750.00
DEPRECIATION EXPENSE	179,951.88	193,794.49
Total FIXED ASSETS EXPENSE	\$ 180,701.88	\$ 194,544.49
Net Income	\$ 127,969.79	\$ 162,961.36

Atonement Lutheran Church 2023 vs. 2022 Comparison

	2023 Budget	2022 Actual	2023 Budget v 2022 Actual		2022 Budget	2023 Budget v 2022 Budget	
			Better/ (Worse) \$	Better/ (Worse) %		Better/ (Worse) \$	Better/ (Worse) %
Income							
GENERAL FUND	1,360,529	1,175,837	184,692	15.7%	1,308,649	51,880	4.0%
ADVANCED GENERAL FUND	98,100	124,586	(26,486)	-21.3%	30,791	67,309	218.6%
EASTER OFFERING	5,100	5,114	(14)	-0.3%	5,145	(45)	-0.9%
LENTEN	1,800	2,035	(235)	-11.5%	1,734	66	3.8%
LOOSE OFFERING	26,665	21,742	4,923	22.6%	30,000	(3,335)	-11.1%
Total GENERAL FUND	1,492,194	1,329,314	162,880	12.3%	1,376,319	115,875	8.4%
OTHER INCOME							
INTEREST INCOME	300	186	114	61.1%	-	300	NM
OTHER, MISC	-	-	-	NM	11,725	(11,725)	-100.0%
CARING MINISTRY	120	180	(60)	-33.3%	-	120	NM
CSL INCOME	1,020	2,000	(980)	-49.0%	-	1,020	NM
FOOD SERVICE INCOME	4,980	2,577	2,403	93.2%	-	4,980	NM
OTHER GIVING	180	2,394	(2,214)	-92.5%	-	180	NM
Reimbursable Expense Income	-	1,063	(1,063)	-100.0%	-	-	NM
YSL	600	1,811	(1,211)	-66.9%	-	(600)	NM
USE OF FACILITIES	7,200	7,714	(514)	-6.7%	2,500	(4,700)	-188.0%
Total OTHER INCOME	14,400	17,924	(3,524)	-19.7%	14,225	175	1.2%
Total Income	1,506,594	1,347,238	159,356	11.8%	1,390,544	116,050	8.3%
Expenses							
BANK FEES							
BANK CHARGES	1,500	1,401	(99)	-7.0%	1,992	492	24.7%
CREDIT CARD FEES	6,300	4,496	(1,804)	-40.1%	3,450	(2,850)	-82.6%
Total BANK FEES	7,800	5,897	(1,903)	-32.3%	5,442	(2,358)	-43.3%
BENEVOLENCE							
Total BENEVOLENCE	94,980	95,297	317	0.3%	98,852	3,872	3.9%
CARING MINISTRY							
CARE SUPPORT GROUP	1,200	317	(883)	-278.2%	1,056	(144)	-13.6%
STEPHEN MINISTRIES	900	499	(401)	-80.5%	708	(192)	-27.1%
Total CARING MINISTRY	2,100	816	(1,284)	-157.4%	1,764	(336)	-19.0%
EDUCATION							
ADULT - EDUCATION	600	471	(129)	-27.3%	1,250	650	52.0%
LIBRARY	300	37	(263)	-706.5%	175	(125)	-71.4%
SMALL GROUP MINISTRY	6,000	2,456	(3,544)	-144.3%	1,000	(5,000)	-500.0%
Total EDUCATION	6,900	2,965	(3,936)	-132.8%	2,425	(4,475)	-184.5%
FOOD SERVICE							
CAFE	2,520	2,076	(444)	-21.4%	2,000	(520)	-26.0%
FELLOWSHIP	3,000	795	(2,205)	-277.6%	2,500	(500)	-20.0%
KITCHEN	2,520	2,298	(222)	-9.7%	3,292	772	23.5%
Total FOOD SERVICE	8,040	5,169	(2,871)	-55.5%	7,792	(248)	-3.2%
HUMAN RESOURCES H/R							
BACKGROUND CHECKS	480	1,440	960	66.7%	750	270	36.0%
CONVENTIONS/SEMINARS	1,500	1,753	253	14.4%	1,200	(300)	-25.0%
EDUC - CARING MINISTRY	1,000	1,493	493	33.0%	600	(400)	-66.7%
EDUC - CSL DIRECTOR	1,750	192	(1,558)	-810.2%	300	(1,450)	-483.3%
EDUC - SENIOR PASTOR	1,500	1,713	213	12.5%	1,410	(90)	-6.4%
EDUC - STAFF	300	125	(175)	-140.0%	500	200	40.0%
EDUC - YOUTH DIRECTOR	1,750	73	(1,677)	-2310.5%	-	(1,750)	NM
OTHER PERSONNEL EXPENSES	300	561	261	46.5%	-	(300)	NM
PROF EXPENSE - PZ	1,500	1,590	90	5.7%	1,410	(90)	-6.4%

	2023 Budget	2022 Actual	2023 Budget v 2022 Actual		2022 Budget	2023 Budget v 2022 Budget	
			Better/ (Worse) \$	Better/ (Worse) %		Better/ (Worse) \$	Better/ (Worse) %
STAFF MILEAGE EXPENSES	1,500	1,442	(58)	-4.0%	1,000	(500)	-50.0%
STAFF RELATIONS	1,200	1,716	516	30.0%	750	(450)	-60.0%
Total HUMAN RESOURCES H/R	12,780	12,099	(681)	-5.6%	7,920	(4,860)	-61.4%
MISC							
NEW MEMBERS	800	-	(800)	#DIV/0!	300	(500)	-166.7%
STEWARDSHIP	600	588	(12)	-2.0%	1,500	900	60.0%
Total MISC	1,400	588	(812)	-138.0%	1,800	400	22.2%
OFFICE/ ADMIN							
COMMUNICATIONS	3,200	2,900	(300)	-10.3%	2,508	(692)	-27.6%
COPIER PAPER	5,100	3,415	(1,685)	-49.3%	3,000	(2,100)	-70.0%
IT HARDWARE	4,200	1,218	(2,982)	-244.8%	4,800	600	12.5%
IT SOFTWARE	2,400	2,002	(398)	-19.9%	1,800	(600)	-33.3%
IT SUPPORT	3,900	3,015	(885)	-29.4%	3,000	(900)	-30.0%
LEASED EQUIPMENT	11,350	10,799	(551)	-5.1%	9,150	(2,200)	-24.0%
OFFICE SUPPLIES & MISC.	2,400	1,793	(607)	-33.8%	1,704	(696)	-40.8%
POSTAGE	2,220	2,781	561	20.2%	4,800	2,580	53.8%
PRINTING	2,100	982	(1,118)	-113.9%	960	(1,140)	-118.8%
PUBLICATIONS	2,700	2,962	262	8.8%	1,860	(840)	-45.2%
Total OFFICE/ ADMIN	39,570	31,868	(7,702)	-24.2%	33,582	(5,988)	-17.8%
PAYROLL							
FICA - EMPLOYER	26,700	24,426	(2,274)	-9.3%	24,290	(2,410)	-9.9%
HOUSING - INTERN	12,000	10,882	(1,118)	-10.3%	14,400	2,400	16.7%
HOUSING - SENIOR PASTOR	37,200	36,500	(700)	-1.9%	44,253	7,053	15.9%
PAYCOR - CONTRACT	3,600	3,412	(188)	-5.5%	3,360	(240)	-7.1%
SALARIES	414,700	381,453	(33,247)	-8.7%	376,159	(38,541)	-10.2%
BENEFITS	123,600	109,964	(13,636)	-12.4%	121,649	(1,951)	-1.6%
SABBATICAL SENIOR PASTOR	1,350	1,125	(225)	-20.0%	1,125	(225)	-20.0%
Total SALARIES	539,650	492,542	(47,108)	-9.6%	498,933	(40,717)	-8.2%
WORKERS COMPENSATION	1,900	1,780	(120)	-6.7%	2,200	300	13.6%
Total PAYROLL	621,050	569,542	(51,508)	-9.0%	587,436	(33,614)	-5.7%
PROPERTY MGMT							
BUILDING & GROUNDS	-	24,953	24,953	100.0%	14,892	14,892	100.0%
INSPECTIONS & CONTRACTS	15,550	-	(15,550)	NM	-	(15,550)	NM
REPAIRS	36,000	-	(36,000)	NM	-	(36,000)	NM
BUILDING SUPPLIES	6,000	1,283	(4,717)	-367.5%	960	(5,040)	-525.0%
CUSTODIAN SERVICES	38,150	37,650	(500)	-1.3%	37,800	(350)	-0.9%
CUSTODIAN SUPPLIES	1,800	1,350	(450)	-33.4%	1,440	(360)	-25.0%
HVAC	-	21,977	21,977	100.0%	6,000	6,000	100.0%
INSURANCE	27,600	25,359	(2,241)	-8.8%	24,988	(2,612)	-10.5%
LANDSCAPING	10,000	13,381	3,381	25.3%	9,996	(4)	0.0%
PEST CONTROL	-	776	776	100.0%	1,275	1,275	100.0%
REAL ESTATE TAXES	2,500	2,268	(232)	-10.2%	2,268	(232)	-10.2%
SNOW REMOVAL	10,000	9,120	(880)	-9.6%	6,500	(3,500)	-53.8%
TRASH COLLECTION	5,100	4,527	(573)	-12.7%	4,920	(180)	-3.7%
Total PROPERTY MGMT	152,700	142,645	(10,055)	-7.0%	111,039	(41,661)	-37.5%
Reimbursable Expenses	-	1,063	1,063	100.0%	-	-	NM
THRIVENT FINANCIAL INTEREST	13,750	29,581	15,831	53.5%	29,609	15,859	53.6%
Unapplied Cash Bill Payment Expense	-	-	-	NM	-	-	NM
UTILITIES							
INTERNET	1,500	1,712	212	12.4%	1,280	(220)	-17.2%
KANSAS GAS SERVICE	11,650	10,946	(704)	-6.4%	10,700	(950)	-8.9%
KCP&L (EVERGY)	50,775	46,587	(4,188)	-9.0%	45,972	(4,803)	-10.4%
PHONE	5,400	5,535	135	2.4%	5,400	-	0.0%
WATER DISTRICT #1	8,125	8,296	171	2.1%	4,300	(3,825)	-89.0%
Total UTILITIES	77,450	73,076	(4,374)	-6.0%	67,652	(9,798)	-14.5%

	2023 Budget	2022 Actual	2023 Budget v 2022 Actual		2022 Budget	2023 Budget v 2022 Budget	
			Better/ (Worse) \$	Better/ (Worse) %		Better/ (Worse) \$	Better/ (Worse) %
WORSHIP							
ALTAR GUILD	3,000	1,968	(1,032)	-52.4%	3,000	-	0.0%
CONTRACT MUSICIANS	29,700	38,000	8,300	21.8%	36,000	6,300	17.5%
SUPPLY PREACHER	1,000	972	(28)	-2.9%	1,020	20	2.0%
WORSHIP LIFE	13,200	8,691	(4,509)	-51.9%	6,692	(6,508)	-97.3%
Total WORSHIP	46,900	49,631	2,731	5.5%	46,712	(188)	-0.4%
CARING CONNECTIONS (NEW)							
4TH FRIDAYS	400	-	(400)	NM	-	(400)	NM
CAMP	650	291	(359)	-123.3%	198	(452)	-228.3%
FAITHFUL FAMILIES	200	-	(200)	NM	200	-	0.0%
MILESTONES	1,800	860	(940)	-109%	1,500	(300)	-20.0%
MUSICAL	700	838	138	16%	1,000	300	30.0%
NURSERY	400	425	25	6%	500	100	20.0%
SUNDAY SCHOOL	600	560	(40)	-7%	510	(90)	-17.6%
VBS	6,025	4,034	(1,991)	-49%	4,000	(2,025)	-50.6%
Total KFam	16,125	12,320	(3,805)	-31%	11,904	(4,221)	-35.5%
ACTIVITIES & EVENTS							
CAMP	3,400	1,357	(2,043)	-150.5%	1,550	(1,850)	-119.4%
RELATIONAL MINISTRY	2,000	1,500	(500)	-33.3%	500	(1,500)	-300.0%
RETREATS	2,500	-	(2,500)	NM	-	(2,500)	NM
CONFIRMATION	4,900	-	(4,900)	NM	-	(4,900)	NM
MISSION	-	2,018	2,018	100.0%	750	750	100.0%
MILESTONES	2,000	293	(1,707)	-582.6%	750	(1,250)	-166.7%
SUNDAY SCHOOL CURRICULUM	925	553	(372)	-67.1%	400	(525)	-131.3%
Total YFam	16,775	6,011	(10,765)	-179.1%	4,200	(12,575)	-299.4%
Total KFam/YFam	32,900	18,331	(14,570)	-79.5%	16,104	(16,796)	-104.3%
Total Expenses	1,118,320	1,038,567	(79,753)	-7.7%	1,018,129	(100,191)	-9.8%
Net Operating Income	388,274	308,672	(79,602)	-25.8%	372,413	(15,861)	-4.3%
FIXED ASSETS EXPENSE							
THRIVENT MORTGAGE BALLOON	38,400	38,400	-	0.0%	38,400	-	0.0%
THRIVENT MORTGAGE PRINCIPAL	349,874	334,043	(15,831)	-4.7%	334,015	(15,859)	-4.7%
Total FIXED ASSETS EXPENSE	388,274	372,443	(15,831)	-4.3%	372,415	(15,859)	-4.3%
Net Income	-	(63,772)	(63,772)	100.0%	0	0	100.0%

**ATONEMENT LUTHERAN CHURCH
CAMPUS SUSTAINMENT BUDGET
2023**

IMPROVEMENT ITEM	AFFECTED AREA	CATEGORY	PROJECTED TIME	PROJECTED COST
Garbage Disposals	Kitchen	PLUMBING	January	\$ 4,000
LED light conversion	Building	ELECTRICAL	February	\$ 6,000
Office Restroom Remodel	Building	Construction	March	\$ 15,000
Carpet Cleaning	Building	MISC.	April	\$ 1,500
Wood Beams over offices - repair and/ or replace	Grounds	MISC.	May	\$ 15,000
HVAC Repairs	Building	HVAC	June	\$ 45,000
Security system upgrade	Building	SECURITY	TBD	\$ 15,000
Chernobyl Water Heaters	Building	PLUMBING	TBD	\$ 13,000
Access Control Doors	Entry	SECURITY	TBD	\$ 10,000
			PROJECTED TOTAL:	\$ 124,500

Note: Second mile fund ~\$87k as of 11-30-22 with \$86k in additional pledges

2022

	Baptized	Confirmed
Baptized/Confirmed Membership as of 12/31/2021	1120	932
Members Received during 2022		
Baptism of Children (under age 15)	9	0
Baptism/Confirmation of Adults	0	0
Affirmation of Faith	13	9
Transfer	21	16
Other Sources & Statistical Adjustment	0	0
Total New Members Received	43	25
Existing Baptized Members Confirmed in 2022		
Confirmation of Children (Parents Members)	0	11
Confirmation of Children (Parents Non-Members)	0	0
Confirmation of Adults	0	0
Total Existing Baptized Members Confirmed	0	11
Total Baptism/Confirmed Members Added	43	36
Members Removed During 2022		
Death	13	13
Transfer	7	7
For Other Reasons & Statistical Adjustment	87	69
Total Membership Removed	107	89
Net Change in Baptized/Confirmed Membership in 2022	-64	-53
Statistical Adjustment	0	0
Baptized/Confirmed Membership as of 12/31/2022	1,056	879

ATTENDANCE REPORT

	2022	2021	2020	2019
Average Weekly Attendance				393
In Person	303	203	144	
*Livestream (per ELCA)	164	522	933	
Ash Wednesday		102	314	246
In Person	285			
Livestream	162			
Palm Sunday Weekend			1750	527
5:00pm - In Person	73	57		
8:30am - In Person	141			
8:30am - Livestream	215			
11:00am - In Person	223	824		
Maundy Thursday - In Person	230	88	990	101+164
*Good Friday - In Person	276	752	0	340
Easter Vigil - In Person	133	0	0	126
Easter Sunday			2400	1030
8:30am - In Person	370			
*8:30am - Livestream	566	1158		
11:00am - In Person	456	300		
Thanksgiving Eve (<i>Turkey Eve on Metcalf</i>)	0	0	0	0
Traveler's Christmas	0	0	0	98
Christmas Eve				1125
4:30pm - In Person	474	701	67	
4:30pm -*Livestream (per ELCA)	672	660	2222	
7:30pm - In Person	403			
7:30pm - Livestream	390			
Christmas Day			0	65
10:00am - In Person	65	90		
10:00am - *Livestream (per ELCA)	204	106		

*2021 Per ELCA - congregations should take the number of views for a 7-day period following the service, then multiply that number x 2. *"We recognize it's difficult to know how many people were watching from a given household, but we feel this multiplier will give a good average in most cases."*

**IN MEMORIAM
2022**

We give thanks to God for the promise of everlasting life in Christ our Lord;
a promise that fills us with hope and comfort as we now remember
the members of this congregation who died in 2022:

Martie Jeffers
1/10/2022

Carol Griffin
2/4/2022

Douglas Smith
3/23/2022

Clyde Jones
5/12/2022

Raelene Dietz
6/3/2022

Pat Stockton
6/5/2022

Sonja Loudenback
6/11/2022

Walter May
6/29/2022

Mel Lavik
9/23/2022

Susan Hilgenkamp
10/28/2022

Gayle Dietz
10/29/2022

Dean Johnson
11/18/2022

Nancy Dvorsky
12/10/2022