



2023 Annual Report

**Atonement Lutheran Church
Overland Park KS**

Atonement Lutheran Church 2023 Annual Report

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Council President

Greetings Atonement!

2023 has been an exciting year at Atonement! God has granted us many gifts (and a few opportunities!) for us to be thankful for.

Despite the challenges of the past 3 years, Atonement continues to exceed expectations. Our worship attendance and giving remain strong and our weekend services inspirational.

Over the summer, Drew Renollet was hired as the new Director of Youth Ministry, bringing many years of experience from his time with Kaw Prairie. I look forward to seeing what his ministry brings!

The Welcoming & Inclusion Team was formed with the goal of reaching out to members of Atonement through listening sessions, interviews, and Bible studies to ask the question, *Is Atonement a Welcoming Place?* A lot of good information was collected by the team, and we look forward to hearing from them in early 2024. A big thank you to Steve Ruschill, Stephanie Bartels-Christensen, Laura Kamienski and Dennis Nelson for their many hours of commitment and discernment!

For me, the 2023 highlight has to be the addition of Pastor Jordan. In the spring we created a Call Process Transition Team to develop our Ministry Site Profile to submit to the Synod with the goal of calling an Associate Pastor. At the end of the Profile completion, many of that team transitioned to the Call Team to begin the process of interviewing candidates. A big thank you to that team for their time, prayerful consideration, and the gift of Pastor Jordan! Jordan brings new ideas and a vitality that will serve Atonement for many years to come.

As we move into 2024, I am so excited for what this year brings. We will celebrate the end of our mortgage this spring, and while this will not solve all our campus concerns, it brings opportunities for church growth through additional staff, programs, and outreach.

I might be the shortest tenured member to ever become Council President at Atonement and I truly appreciate the opportunity to serve. As a relative 'newbie' I want to share my groups' journey to Atonement. There was a handful of us from Faith Lutheran that went in search of a new church once ours closed. What we found at Atonement reminded each of us of what church is – a place of community, opportunities, beautiful music, and a church service that spoke to each of us with the word of Christ.

The staff of Atonement continues to bless us with their gifts every day, and we thank them for their service and dedication and look forward to new ideas in ministry for the coming years.

A final thank you to the members of the Atonement Council for their dedication to our ministry's growth. And a thank you to every member of the congregation of your support, your passion, and your dedication to Atonement.

God's grace and peace to you all!

Tina Boutelle

President, Atonement Council

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 2023 our church family welcomed many new members. In February we welcomed Kelly and Jenny Brewer and their children Loren, Oscar and Charlie; Mark and Rebecca Hess and their children Charlotte, Corinne, and Elise; Duane Hilgenkamp; Taylor Jersak and her children Norah and Jesse; John and Sharon Jilovec; Jimmy and Angie March and their children Zoe, Maggie, and Riley; Craig and Sam Meyer and their children Maddy, Kenzie, and Jayden; Bill and Phyllis Nelson; Jim and Amy Roy; Brian & Laura Trentadue and their children Olivia, Ava, and Vivienne; Bob and Kristina Arteaga; Rob and Melissa Blake; Laura Warrender; Genevieve Brown and daughter Vivian; David and Susan Clark; Doug and Becky Dallman; Mark and Robin Dennis; Beth Eland; Taylor and Elissa Fjeldheim and son Booker; Terri Flanagan her father Don Flanagan; Steve and Pam Foerster; Sam and Kay Forsen; Kay Linney; Krista Mann and son Huck; Carol Motske; John and Laurie Riley and children Kate, Olivia, and Sophie; Kaley and Derrick Stephens and their children Landon, Olivia, and Everly; Sid Wartha; John and Kaitlin Westbrook and daughters Abigail and Mary; and Elizabeth Burt.

Baptism:

In 2023 we welcomed Mackenzie Badding, Ellis Mikkelson, Blair Bergin, Jesse Jersak, Vivienne Trentadue, Charlie Brewer, Booker Fjeldheim, Hannah Kesting, Vivian Brown, Mary Westbrook, Eliana Lichty, Kacey Dean, and Sebastian Dennis 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 2023, with fond memories we recall Jerry Wanninger, Warren Stockton, George Acinger, Jim Whitten, Kathleen Johnson, Melvin Keith, Wanda Jensen, Rev. John Frey, Thomas Guess, Kim Foster, Robert Howell, and Walt Linder. We will continue to hold their families and friends in our prayers.

Confirmation:

In 2023, Austin Adhero, Grace Baggott, John Philip Porter, Ava Trentadue, and Charlie Helgesen affirmed their baptism in the rite of Confirmation.

Weddings:

We celebrated the weddings of Ben Calvano and Krista Lind (offsite), Andrew Cunard and Amy Finch (offsite), Brian Grant and Samantha Chlebicki, and Ian Jones and Haley Utech (offsite).

Youth:

In 2023 we continued our emphasis on summer youth ministry. Isabella Black, Dayla Jertson, Grant Sturm, and Charlotte Hess attended Confirmation Camp at Camp Tomah Shinga in Junction City, KS. Later in the summer Jackson Sturm, Avery Wiens, Emma Sykora, Olivia Trentadue, and Emmy Esser attended Senior High Week at Rainbow Trail Lutheran Camp in

Hillside, CO. We also went on a “Youth Works” Mission Trip to Benton Harbor, Michigan, with Jackson Sturm, Henry Wheat, J.P Porter, Lucy Hurd, Grace Baggot, Ben Stelzer, Maggie Stelzer, Nick Ruschill, and Elise Martin.

New Staff:

2023 was also a year of some changes to our staff. In August we celebrated Deacon Cherri Jestmore on her retirement from ministry. Shortly after, we called Rev. Jordan Stone as our Associate Pastor with a call of 95% approval among the membership of Atonement! We also hired Drew Rennollet as our Director of Youth and Family ministry following Grace Vannoy’s resignation.

Looking Forward to 2023:

At the end of 2023, our in-person attendance is not quite what it was pre-pandemic. But it is getting closer and closer. We are at about 85-90% 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 six years.

In 2024 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 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 2024 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

Pastor Jordan Stone

Grace, Peace, and Mercy to you from God our Creator and from our Savior, Jesus Christ. What a year it has been. From vicar to pastor, this has been a year of new beginnings. Thank you for walking alongside me this past year and allowing me to do the same for you.

STEPHEN MINISTRY – Leaders Jan Allerheiligen and Marcia Mack. Our Stephen Ministers include: Pat Bjuland, Lyn Bowers, Angie Brickson, Frederick Baehner, Cathy Kauphusman, Barbara Mock, Dennis Nelson, Cindy Ommen, Collyn Peterson, Sandy Schumacher, Janette Schumm, and Scott Siegwald.

BREAD OF LIFE – Currently the Bread of Life group consists of Jim Peine, Cindy Peine, Lynn Bleck, Ruth Hofer, and Bette Croes.

GRIEF SUPPORT GROUP – This is a new program at Atonement. Grief Support Group is a place where grieving individuals can come together, share their experience in a safe atmosphere, and know that they are not alone. Utilizing the book, *"Understanding Your Grief,"* by Alan Wolfelt, our group will both share personal experiences and learn tools that can be used during the grief journey. GSG meets on the first Saturday of every month at 9am.

GATHERING OF HOPE AND HEALING – We hosted our annual Gathering of Hope and Healing on November 4. This year's event included candle painting, candle lighting liturgy, prayer, and a time of devotion.

PARISH NURSING TEAM – Our Parish nursing team (consisting of Dina Devries, Lyn Bowers, and Bette Croes) continues to meet regularly to discuss meeting the needs of individuals who have been in the hospital or who are anticipating upcoming hospitalizations.

OUT OF OFFICE HOURS – Something that I started to do in my internship was "Out of Office" Office Hours. The intention behind this is to meet people where they are at; not everyone wants to meet inside of the church. I change locations from a coffee shop to a brewery each week. I have had consistent attendance and have had some great time of fellowship.

PRAYER MINISTRIES – Thank you to Pat Bjuland who coordinates putting names on our Prayer Sheet each week. I continue to take requests for our Prayervine and send those out as they come in.

Things to look forward to in 2024 – In March, Atonement will host a Mental Health First Aid for the Border Conference clergy. In April, we will be a host site for the National Faith + Climate Forum. In May, I will attend the Festival of Homiletics via Zoom. In July, Drew, Kevin Shannon, and I are going to chaperone youth to the National Youth Gathering. In August, I hope to attend a preaching conference put on by some Luther Seminary professors.

I could not do what I do without all of you. I am humbled by the opportunity to be your pastor and amazed daily to see the ways in which God works. I am grateful for each and every one of you. Blessings to you in this new year.

Pastor Jordan Stone

ATONEMENT LUTHERAN CHURCH ANNUAL MEETING – JANUARY 29, 2023

- Copies of the 2023 budget and May 2022 congregational meeting minutes were distributed.
- Pastor Zac called the meeting to order and opened with prayer.

ATONEMENT FOUNDATION ANNUAL MEETING

Keith Pittrich called the Foundation meeting to order. Minutes were reviewed and Keith Mundy motioned to approve the minutes, Cherri Jestmore seconded, and the motion carried.

Foundation balance sheet fell to \$119,000 in 2022, due to a \$10,000 grant to the church for bridge studies, along with an additional \$5,300 in grants. No new monies were received in 2022.

In 2022, the Foundation worked with the Stewardship team to develop a gift policy for Atonement. The new policy is available for review in the narthex.

Mark Eaton was recognized for his 6 years of service on the board. Janel Fuhrman was presented as the newest board member. Jim Peine motioned to accept Janel as the newest member and the motion carried.

The 2023 goals for the Foundation are to improve communications to the congregation about the role of the Foundation and to double the current balance by January 2024, then to double again by January 2025. Please remember to keep the Foundation in mind with your estate planning.

ATONEMENT ANNUAL MEETING

May 2022 Congregational meeting minutes reviewed. Greg Smith motioned to approve the minutes, Brad Anderson seconded, and the motion carried.

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

Worship Attendance ... in person attendance is strong and moving close to attendance numbers in 2019. On-line worship continues to be strong, averaging 200 per Sunday.

Staff ... a thank you to all for all their hard work and dedication during these interesting times. Each member of staff recognized and thanked for their roles. Also, a shout out to our newest staff members Grace Vannoy, Will McKown and Vicar Jordan.

Deacon Cherri ... has announced that Cherri is looking to retire in late summer or early fall of this year. Congregation recognized Cherri for her many years of dedication to Atonement.

Café ... Ricki Neuman has also announced her retirement this April. We thank Ricki for her many years of service and delicious food!

Lots of positives from the last year, and a lot of hope for 2023.

- **Treasurer's Report:**

Mike Daley reviewed 2022 financials and 2023 budget (see attached report).

2022 Financial Review:

- Year-end cash deficit was \$64,000, which is made up of a giving shortfall of \$43,000, and higher expenses by \$25,000. Most of the increase in expenses was the unplanned A/C replacement last summer.
- Current balance of the mortgage is \$455,000, with a continued estimated payoff date of April 2024.

2023 Budget Highlights:

- Expenses were budgeted \$80,000, or 8%, higher in 2023. This increase reflects the best estimates of increased salaries and inflation.
- Giving line shows an increase of 12% over 2022, which balances the increase in expenses.

ALC ANNUAL MEETING – JANUARY 29, 2023 (CONT'D)

2023 Campus Sustainment Spending Plan:

The current balance of the fund is approximately \$80,000. All items on the presented list are approved to be repaired in 2023. These items are the beginning steps for continued maintenance of the property.

Thank you!

A big thank you to the Audit Committee and for their dedication to the church audit process and to the staff for working hard to keep spending in line with their budgets.

Q&A

- Question about pledges in comparison to giving ... historically pledges do not equal the giving line, but the pledges do not always equal what we receive in gifts. In 2022, over 90% of commitments were met. The Stewardship Team continues to work for additional giving plus reaching out to non-giving households.

John Jensen moves to adopt the 2023 General Fund Budget and the 2023 Campus Sustainment Spending Plan as presented; Todd Briggeman seconds and motion carried.

- **Metropolitan School of the Arts:**

Steve Aspleaf presented his vision of a private school of the arts to be run out of Atonement (see attached report).

Q&A

- Question about approval ... team is looking for a good faith motion to accept the proposal for School of the Arts to become a lessee of Atonement once they have secured 30 students
- Question about security ... Steve is working with the Atonement security team to identify any additional security needed
- Question about occupancy during church events ... the school will primarily occupy the 2nd floor, with Charter Hall used during lunch. Church events will always take precedence.

John Jensen makes a motion to move forward with agreement with the School of the Arts to become a lessee of Atonement, motion passed with a majority vote.

- **Synod Assembly:**

Jenni and Matt Badding, Pat Bjuland and Dave James will represent Atonement as the Synod Assembly in June. Tom moved to accept delegates, Ros seconded, and motion carried.

Pastor adjourns meeting with the Lord's Prayer.

NEXT MEETING:

Annual Meeting – May 21, 2023 at 12:00pm in the Sanctuary

Respectfully submitted, Tina Boutelle

ATONEMENT LUTHERAN CHURCH ANNUAL MEETING – MAY 21, 2023

- Copies of the January 2023 congregational meeting minutes were distributed, attendance was taken and a quorum was established.
- Pastor opened with prayer.
- Kathy Vannoy, Council President, called the meeting to order. A quorum was established.

January 2023 Minutes:

January Congregational Minutes reviewed. Randy Osler moved to approve the minutes, Tom Riederer seconded and motion carried.

- **New Council Members:**

Four members of the congregation were presented as new council members beginning in July, with terms to be completed in 2026.

3-year term

Angie Brickson
Jeremy Otto
Lyn Bowers
Nathan Choate

Keith Pittrich moved to accept slate of new candidates; Bill Tidd seconded and the motion was approved..

- **2024 Nominating Committee Members:**

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

Ashley Swan
Erik Olson
Keith Neuman

Keith Mundy moved to approve the motion, Erik Jertson seconded, and the motion was approved.

- **Associate Pastor Call Committee:**

Six members of the congregation were presented as call committee members to be led by Pastor Zac Sturm.

Neil Pfeiffer	Shana Stelzer
Olivia Trentadue	Jim Peine
Kevin Shannon	Joanelle Porter

Brad Anderson moved to accept the call committee nominees, Curtis Klaassen seconds and the motion was approved.

- Kathy recognized Ashley Swan, Keith Neuman and John Jensen for their service to the Council.

ATONEMENT LUTHERAN CHURCH ANNUAL MEETING – MAY 21, 2023 (CONT'D)

- **Treasurer's Report:**

Mike Daley reviewed 2023 financials to date. Highlights through April include:

- Giving is less than budget by \$33,000 and expenses are higher than budget by \$5,000.
- Advanced giving balance is \$130,000 that will be spread throughout the remaining months of 2023.
- YTD giving is up 9% over 2022.
- We've approved \$125,000 for the Property Team to begin repairs around the church, most notable in the LED lights in the sanctuary.
- Cash balances are at \$450,000.
- Last payment on the mortgage will be in April 2024.

- **Pastor Zac:**

School of the Arts ... Pastor Zac reported that the School of the Arts would not be ready to start in Fall 2023 but will continue work and look to revisit in 2024.

Welcoming Team ... Pastor has appointed a group of members to begin conversations with the congregation about 'How Welcoming is Atonement'. The discussions will include some of the ideas from Reconciling Works, bible studies and surveys. The team will facilitate discussions and collect information – more to come in the coming months. The Team is comprised of Steve Ruschill, Dennis Nelson, Laura Kamienski and Stephanie Bartels-Christensen.

Call Committee ... Pastor reported the Transition Team has been working on completing the Ministry Site Profile for our Associate Pastor Call. Once that has been submitted to the Synod, the Call Committee will begin the process – assuming mid-June. Would like to bring in the Associate Pastor by late-August to mid-September.

Stewardship Team ... Keith Mundy will provide a Temple Talk in June; a mid-year look at gifts and giving.

No Q&A ...

The congregation closed with the Lord's Prayer.

NEXT MEETING:

January Annual Meeting – January 28, 2024 at 12:00pm in the Sanctuary

Respectfully submitted, Tina Boutelle

ATONEMENT LUTHERAN CHURCH

SPECIAL CONGREGATIONAL MEETING – SEPTEMBER 10, 2023

A congregational meeting was called on September 10th for the purpose of extending a call to Reverend Jordan Stone. Rev. Susan Langhauser was present to observe and certify the meeting on behalf of the Central States Synod.

Pastor Zac welcomes the congregation and Pastor Langhauser. He then explained the process and asked for any for questions regarding the technical details of this vote. The voting proceeded. The signed tablets of those in attendance were passed. After the tablets were collected the ushers handed out the ballots. The congregation was instructed that only the members of Atonement, and youth that had been confirmed, were eligible to vote. The ushers collected the votes in the collection trays. The counting of the votes took place at that time in the narthex.

Pastor Zac stated that the compensation package had been reviewed by Pastor Jordan and was agreed upon. He asked for a motion to approve the compensation package by the congregation. Brad Anderson made the motion to approve, and Lyn Bowers seconded the motion. The congregation approved.

At this time the vote was presented to Pastor Zac by Tina Boutelle, Council President. The number of votes were 231 in favor of the call to Pastor Jordan, 12 opposed. At this time Pastor Jordan Stone entered the sanctuary to thunderous applause.

The Council members signed the documents needed to certify Reverend Jordan Stone as the associate pastor of Atonement Lutheran Church.

Angie Brickson
Acting Secretary Church Council

Kids & Family Ministries

First, on my heart is my thanks to all the people of this congregation who have supported and encouraged me and our staff. Your support has been amazing! I can't thank you enough for your notes, prayers, texts, calls, emails, hugs, cards, snacks, coffee, sweet surprises, lunches, and chocolate!

I am so grateful for the KFaM team, Amy Otto, 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. I give thanks for the honor and privilege of working alongside them on this incredible journey we call ministry.

We are so blessed by wonderful people who serve on Sunday mornings! 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. The seeds they are all planting may not sprout in front of them, but they will grow, bloom, and spread beyond our walls! A huge thank you to those who worked behind the scenes gathering supplies each week which helped me tremendously!

I give thanks for Erin Neuman, nursery director, Sharon Ladd, assistant director, and our entire 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, care, and passion! They are truly an amazing group!

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
- Funday Sundays
- Care in our nursery
- Parents' Night Out
- Chat & Pack
- Tomah Shinga Camp
- Time with Children
- Blessing of the Backpacks
- C.U.E.
- Palm Sunday
- Breakfast & egg hunt
- Bible Buddy Adoption
- VBS
- Organized Mass Chaos/Sunday AM Kickoff
- Breadmaking & 1st Communion
- Gifted Bibles to 3rd graders
- 4th Fridays
- Sew Much to Share
- Polar Express Morning
- Advent: Christmas in Five Letters
- "The Christmas Story" play
- Sensory Space – Room 108

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 KFaM, such as Council, Property Team, Outreach, Worship Life and our pastors! 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 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

Atonement Lutheran Church: Nursery Annual Report 2023
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, and an assistant director, Sharon Ladd, In total, the nursery currently employs eight part-time staff and welcomes the help of youth volunteers.

This past year we 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. We provided adult/child/infant CPR, AED, and first aid training and renewal to staff members among other training opportunities. Also our director and assistant director completed Mental Health First Aid training to support the staff and those in our community and care.

Beyond providing care for Saturday and Sunday services we also provided care for our event "Parents' Night Out", which provided a monthly opportunity for parents to reconnect and refocus for a few hours. We also began a quarterly day option "Parents' Day Out" for the same purpose. The nursery has also supported the Kids and Family Ministry with various events and planning not limited to care.

Our goals for 2024 include connecting with the community more, continuing opportunities for professional development for our staff, and providing quality and welcoming care.

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, clothes, and other items 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 Ministry

4 months wow - I can't believe that it has been that long already. It feels like that I just started a few weeks ago and we were months away from even thinking about Christmas, but as I sit here and type this, we are 2 weeks away from Christmas and are starting to put all the pieces together for an amazing Christmas Eve Service.

I want to start off by saying thank you! These last 4 months have been amazing, I have enjoyed each and every day as I have begun to get to know as many of you as I can. I have felt support from each and every one of you as I have started to shape this ministry through the vision I have for it. I am so excited for everything we have coming up, like more collective events through out the year, having weekly meetings with students through hangtime and whatever other fun activities that we have planned, for 2 amazing trips up to Rainbow Trail Lutheran Camp, and lastly an amazing chance to go to the National Youth Gathering this next summer.

Before we take a step into the future though, let's look at some of the highlights we have had these past few months.

- First, it wasn't long after I had started that we took a trip to Shawnee Mission Park where we had an amazing time with a hayride and bonfire and roasted hot dogs over the fire for dinner and took our first steps into an amazing ministry that we have ahead of us.
- Next, let's talk about our weekly hangtimes where we meet once a week and just spend some time together having fun together and just checking in with each other.
- After that it was time to take a trip to Carol Joy Holling for a confirmation retreat with 9 students from Atonement. This was a great time as the students dug into the Word and enjoyed the wonderful time camp offers with a little colder weather.
- Lastly, let's take a trip to MLM where some of the students had the chance to set up their Christmas store unloading a ton of pallets and sorting all thing from clothes to toys. This was an amazing time, serving next to the students helping in our local community.

I want to take a moment and thank all of those who have helped in the program giving the students more adults to lean on and feel cared for; this job would not be possible without each one of you. These past few months have been so amazing, and I am truly thankful for the chance to be here and continue my ministry here at Atonement in 2024. This next year is going to be amazing; I can't wait for all the great things that are going to happen and I hope you join me for this exciting ride.

Drew Renollet
Director of Youth and Family Ministry
Atonement Lutheran Church

Worship Life

We began the year by looking back at our history together in a rousing celebration of Atonement's 60th anniversary, supported by choir, bells and brass. Many thanks to the Worship Team, chaired by Bob Lindeblad, as they helped plan the event, and went on to meet during the year to oversee the many other aspects of worship.

We continue to host concerts for many community music groups such as Overland Park Civic Band, Kansas City Civic Orchestra, NAVO Chamber Music, Jubilee Singers, Shawnee Mission South High School and others. In addition, we have been the host for several professional presenting groups, such as Kansas City Chorale and Friends of Chamber Music. In the last instance, we hosted the Bach Collegium of Japan, with their soloist, Sir Roderick Williams, who went on to sing at the coronation of King Charles III last May. Concerts at Atonement by these groups bring people into the sanctuary who would otherwise never set foot inside the building. This is a form of outreach into the community around us.

Lent and Holy Week are a primary focus at Atonement. Thematics are developed months in advance, with supporting art carefully worked out and placed during the season by the artists, ably led by Steve Hess, Kari Walberg and Nancy Feener. Great thanks to them for their many hours of work to present the Gospel in a compelling visual fashion.

The Altar Guild plays a vital role in making worship happen each weekend and beyond. Jade Scarlett, their leader, is a fountain of good cheer, supported by dedicated volunteers who make it possible for us to receive the Meal at each service. They also do a myriad of things behind the scenes to beautify and enhance worship. I encourage you to contact Jade to add your name to the volunteers.

In May the Youth Bells performed at several venues in St. Louis, led by Julie Assel and her team of volunteers. This was a milestone event in coming out of the Covid era. We are looking to expand youth opportunities in the new year.

On a personal note, I played an organ recital at Village Presbyterian Church in January. Later in the year, I was grateful for the opportunity to play organ with the Kansas City Civic Orchestra on their November concert. With regard to the latter event, having an acoustically live sanctuary of sufficient size equipped with a pipe organ is a wonderful resource that enables us to do concerts like this. We are benefiting from the years of sacrificial giving of our members and friends towards this sanctuary and the resources necessary to maintain it.

I would be remiss if I did not mention my colleagues on the Worship staff, Julie Assel and Dr. Ray Feener. Tremendously able, caring leaders who inspire their choirs and ensembles, Ray and Julie are a joy to work with. I am privileged to work with them.

The same is true of my colleagues on the Atonement staff, particularly Pastors Zac and Jordan. I look forward to a new year filled with inspiring worship.

Respectfully submitted,
Rick Deasley, Director of Worship Life

Director of Operations

My first full year as Director of Operations has had its ups and downs. However, overall, I believe that it was successful and productive. I find that every day at Atonement is different from the last ... sometimes good, sometimes bad ... but every day I grow more and become more adept and efficient at doing my job. The Director of Operations position is not an easy or glamorous job. There are countless nights that I am here until the wee hours of the morning, but the work keeps me on my toes and makes me thankful that I can contribute to a wonderful organization such as Atonement.

I would like to express my sincerest appreciation and gratitude to Atonement Lutheran Church's congregation, staff, and Council for treating me like family. Without their support, I could not effectively do my job. Thank you! I truly appreciate it.

Staff Relations:

The staff at Atonement are some of the best with whom I have ever been associated. 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 having a friend with whom to vent.

As a staff, we all work to improve each other through communication and our willingness to help each other. We have done a better job of recording our monthly staff meetings, so that people who were unable to attend have an idea of what is happening. We have also implemented a staff communications white board in the office hallway. This allows both the staff and the congregation to see what we are currently doing and to request help with any projects where we might need assistance.

Property Management/ Maintenance:

We have taken some big steps this year to get Atonement's building back to the glory that it once was. We have added some benches and picnic tables in the north entry courtyard. These projects were completed by the Boy Scout troop that Atonement sponsors. Keagan Crocker's Eagle Scout project was to install paving stones and two picnic tables and Bridget Van Booven's project was to install paving stones and build five benches (three in the north courtyard and two at the main office entryway). Both Eagle Scouts planned each project on their own and managed the workers on their workdays. With their help, we have made the north courtyard and office entry an inviting place that the staff and congregation can go to unwind and converse.

Early in the year, I replumbed the font in the sanctuary to make it run more efficiently. The plumbing that existed was not conducive to the pump that was there. The tubing was too large and therefore did not give the effect that was desired. Reducing the tubing allowed the pump to give a more powerful rippling appearance. I also increased the size of the supply and drain line so that the font fills and drains faster.

A rollover project from last year that was initiated by Mitch Wyant (former Director of Operations) was to upgrade our fire panel. Thankfully, this stopped the beeping in the Charter Hall closet that I know everyone grew tired of hearing. We are still currently working on ironing out some kinks with the new panel, but it was a much-needed improvement that has made Atonement a much safer building.

At Atonement, we want people to feel welcome. One of their first impressions is our office entry. This year, we tried to make our entryway something to remember. I installed some bird feeders by the holly tree; removed some unsightly shrubs, trees, and bushes; and added some landscaping by the office door. I built a fountain shaped in a cross, added some fish, and surrounded it with Stella De Oro daylilies and a variety of hostas recommended by Betty Croes. This gives a vibrant look to our entryway and improves the perception of visitors and congregation members.

We improved our lawn irrigation system. Our grass this year did not meet the standards of previous years as a result of our sprinkler control system failing. We installed a new system that allows for remote monitoring so that we can see when the system is working and when it is not. This will also help in saving money because we can more accurately plan for rainy days.

There was an ongoing flooding issue in the main office restrooms. I know this had been a frustrating headache for Mitch. I was able to track down the root problem and address it. The cause was that the sink in the Sunshine Room was leaking and flooding the restrooms. I was able to cut out the old cast iron pipe and install a fitting that allows water to drain properly and not back up into the restrooms. As part of this project, I installed a reverse osmosis system on the Sunshine Room sink that provides staff, visitors, and the congregation with purified water. This also allowed us to cut back on the purchasing of bottled water and to take steps to make Atonement more environmentally friendly and green.

The parking lot lighting system was outdated. The property team worked on upgrading the lights in the parking lot. We changed them to an LED alternative that draws less electricity and will reduce the cost and draw on our energy system.

We also upgraded our emergency phones in both elevators and moved from a copper phone line to a cellular monitoring system. Our old system did not work and was not adequately monitored. This upgrade takes advantage of modern technologies and better meets the safety codes and standards of our state and local governments. The new phones are now incorporated into our security system monitoring devices.

Information Technology (IT):

Another important project that was completed this year was to increase our Wi-Fi capabilities. We had some Wi-Fi blind spots in the building. I reconfigured the entire Wi-Fi system, added new access points to address the blind spots, and increased the capacities of each access point. This eliminated the issues that were plaguing the staff and congregation.

In addition, I upgraded some of the staff's computer systems. Quite frankly, all of the staff's computers are outdated and falling apart. We purchased four new computers for staff that allow them to do their work more efficiently and reduce frustration.

Security:

This year we beefed up the security at Atonement by installing a new security system capable of remote access for our burglar alarm system and remote door access. We also added door contacts to all exterior doors so that now the entire church is monitored whenever the burglar alarm system is active. The staff also now has real-time access that allows them to remotely unlock the doors and to schedule door access for after-hours and outside groups. This will reduce entrance of unexpected visitors. As part of this project, we also re-keyed all the exterior doors. All of this will result in a safer environment for everyone that uses the building.

We also expanded our surveillance system by adding several new cameras and reconfiguring the existing ones. This allows us to better monitor the building and surrounding property. We have already experienced this as a tremendous tool for increasing safety. We have been able to provide the Overland Park Police Department with pictures and videos of suspicious activity and have allowed for better record keeping within the church. As part of our security and fire system, we moved from a copper phone line to a cellular line. This allowed us to reduce costs and cut ties with Spectrum.

We have also reactivated the Security and Safety Team to reevaluate our security protocols and look for ways to improve overall safety at the church. We have started the process of writing standard operating procedures to proactively address issues such as active shooters, evacuation plans, and any other possible catastrophes that might occur. We have accomplished this by looking at incidents that could arise at the church and creating plans and reactions on how to address them.

One example is an active shooter situation. We have evaluated the most likely entry points, built a reaction plan, and strategized for the worst-case scenario. These include things such as having an emergency trauma kit on hand.

Finance/ Budgeting:

Every January, Traci Johnson (our bookkeeper) and I put together data for our annual financial audit. With the help of Council Treasure Mike Daley and the Audit Committee, we can identify any potential errors in our work. Based on the information provided from the 2022 year-end financial audit, we passed without any major mistakes. Traci does a fantastic job with our bookkeeping and assures that our income and expenses meet the standards that Atonement has come to expect.

Each month Traci Johnson, Mike Daley, and I put together our monthly financial statements. With this information, we are able to monitor our income and expenses which allows us to gauge where we are doing well and where we need to cut back. This also gives us the data that we need to project next year's budget.

A lot of time and effort goes into creating the budget each year. I personally spend around three months painstakingly going through every line item to forecast to the best of my ability. As a result of this effort, coupled with the increased giving by the congregation, we have increased our net income by over \$100,000 and reduced our total expenses by more than \$10,000 between 2022 and 2023.

Kitchen/ Café:

We have made some improvements to our kitchen this year as well. We purchased a new convection oven capable of handling a large amount of food and installed a new commercial grade garbage disposal system to replace a broken one.

Other notables:

In order to make the Operations Department more efficient, we have developed a Facilities Manual. In this manual, we have lists of all property management items. It includes lists of all HVAC units and locations, building diagrams, important plumbing and electrical locations, and details of our IT and security systems. The idea is that this manual will allow staff and congregation members to function in the event that I am unavailable. It will also serve as a resource for keeping a record of future projects and issues.

We are also working on another manual of standard operating procedures that will outline all of the tasks and duties of the Director of Operations. This will streamline the transitions of future employees as well as making operations more effective.

Director of Kids and Family Ministries Boo McCreedy and I have been working to make the Lower Level more kid friendly and inviting. We have taken a plain layout and tried to revamp it with a cool clubhouse façade that can engage and entertain the children more effectively.

On top of all the large projects that have been accomplished this year, the Property Team's Platinum Crew has worked on several smaller projects such as tree trimming and removal, repairing toilets, stopping roof leaks, and various other projects. They have done a fantastic job this year and are an integral part of bringing this building back to life. The congregation should be proud and thankful for all of their hard work.

Goals for 2024:

We will continue to make improvements throughout the church and bring outdated systems back to pristine functionality. We will continue to repair plumbing, lighting, and landscaping. Some larger notable improvements that are planned are replacing the roof on the main office area and possibly the education wing, replacing the HVAC system that is currently not working in the Narthex, repairing the sanctuary's organ, and repairing the wooden beams in the north courtyard.

It will be an amazing and exciting adventure for us all.

Thank you,

William McKown
Director of Operations

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*

Holy and Gracious God – You call us to leave all things, you who had nothing. You call us to be servants, you who came to serve. You call us to share the load, you who carried our sin. You call us to speak your word, you who lived it daily. You call us to be followers, and in your strength we will. May our voice bring words of comfort . . . may our hands be there when needed . . . may these feet walk that extra mile . . . may this life be always centered on service for you. In Christ’s name we pray, Amen.

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). The Outreach Advisory team, meeting bi-monthly at the church, includes *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 *Lyn Bowers*.

ASSIMILATION

We welcomed 29 households as new members in February and September of 2023 by transfer and affirmation of faith. I also continue to reach out to those who visit our worship services, answering questions and extending a welcome to each, as well as following up with our new members. Pastor Zac and I worked together to arrange for “*Atonement 101*” classes during 2023.

MISSION OUTREACH

Over the course of 2023, the Outreach team focused on opportunities to serve our neighbors, both here in JoCo and across the Metro and beyond. Early in 2023 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 2023 we hosted 9 food drives, and you responded generously! The food pantries at *Brookridge Elementary School, Harvesters, Hillcrest Transitional Housing, Jewish Family Services, JCCC, KU Lutheran Campus Ministries, MLM, and Resurrection OP* were the grateful recipients. We also supported Harvesters with their Holiday food boxes in November and a workday at their site last spring. We provided sack lunches for MLM and worked in their food pantry, and volunteers prepared hot meals for Project 1020 and JoCo IHN.

“God’s work Our hands” Emphasis. In August/September we again lifted up this churchwide emphasis with a variety of events focusing on hunger, and once again Atonement families responded! 50+ volunteers filled 10,000 meals for *Something to Eat*; Mary Circle put together hygiene kits and sack lunches for Bessie’s Mission; we hosted a food drive benefitting the student food pantries and JCCC and KU’s Lutheran Campus Ministry; 30 volunteers met at Heart to Heart International in Lenexa and put together 450 hygiene kits that went to disaster-impacted areas; and volunteers filled 500 sack lunches for MLM.

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 continued hosting 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 family, 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 2023, which occur once every 8-9 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 have been involved 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 2023-2024 winter. During Advent 2023 the Outreach Team hosted an Advent Challenge within the congregation, matching financial gifts up to \$2,500 to support their work this winter. Thanks to you, we as a congregation have raised \$7,844 to support this ministry, with more coming in! 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, shared: *In 2023 we provided 158 households with \$333,520.92 in assistance – an increase of 156% over 2022. The rapid rehousing program opened in December 2022 in JoCo has served 5 households during 2023, with 2 households still in process; have provided rent/utility assistance; and have provided unhoused individuals with shelter while they received services from community partners. We bid farewell to Stephanie Winn as she and her family have moved to CO; however, we are delighted to welcome Daynisha Hall as our new housing case manager.* mlmkc.org

Peace & Justice Issues. The **Good Faith Network** has grown in its third year to almost 30 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*, we affirmed our continuing work on the issues of Homelessness, Affordable Housing, and Mental Health. The *Solutions Briefing* is scheduled for *April 14, 2024*, 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, 2023, we have 79 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, Collyn Peterson, LeRoy Zimmerman, 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 7th, 2024*, when some 1,500 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 July 14th*, 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. thegoodfaithnetwork.org

We also lifted up **Lutheran Disaster Response** during Lent 2023 as they worked with the people in Ukraine struggling during the war and through your generous support, we raised \$8,322 that was forwarded on to support their work.

Stewardship of Funds. The Church Council and Atonement funded this ministry in 2023 with 10% of offerings less mortgage payments. In 2023, 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:

- 9% to local food pantries to supplement their ministry
- 11.7% 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 (2.63%) to the Good Faith Network for congregational dues
- 4.8% to MLM and their Christmas Store; and
- the remaining 3.86% was set aside in the “Opportunity Fund” to support ministry opportunities that arose during the year. This fund helped cover costs to repair the freezer at the Gathering Table in KCMO; purchased soap products for Project 1020; made a gift to Hollis Renewal Center celebrating its 35th anniversary; helped cover the costs of the Something to Eat project; and provided a \$1,000 donation to the work of the Papua New Guinea Mission Society.

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, which purchased additional food for local food pantries; additional support for our ministry with Hillcrest; 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. The Outreach team has broadened our support as we provided funding for translation software so that the teachers and staff can better communicate with families whose primary language is not English; providing much-needed personal hygiene supplies for families; and we are also exploring opportunities to provide assistance to their families who are immigrants to the US; this fall they had over 100 students from countries outside the US who were attending school there. 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 well over 500 gifts provided to @1,000 families and a small army of volunteers, led by Bette Croes. For more information about MLM, contact MLM board president 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. Contact: Dave Mareske, dave@holliscenter.org.

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

2024 WILL BRING NEW OPPORTUNITIES

In 2024 we will work to offer more volunteer opportunities to serve 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. If you would be interested in serving on the Outreach team as we work to expand our ministry or take a lead on one of our current ministries, or new! – please reach out to me!

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

A number of significant operational changes and long-term improvements were accomplished in 2023 working with our Director of Ops, Will McKown, who completed his first full year in this position. Will 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. Will also helped coordinate local Eagle Scout projects that added outdoor seating at the North entry and office entry.

The Property Team has been holding in-person monthly meetings throughout 2023. We meet the first Wednesday 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 mornings, however, no official workdays were held in 2023. Workday tasks had shifted back in 2022 from scheduled quarterly half days to tasks being completed on an as needed basis. This shift has resulted in tasks being completed by volunteers based on their weekly availability. Below is a sample of workday tasks completed throughout the year by Atonement volunteers... a big THANK YOU to the "Platinum Crew" of Don Foss, Steve Hofer, Floyd Larson, Ray Peterson, and Bill Tidd:

- Sidewalk patching near North entrance
- Ceiling tile replacement
- Painting
- Tree trimming

2023 marked the first year of the Campus Sustainment Fund, which helped support much needed improvements in safety and security, along with other necessary campus repairs and long-term upgrades:

- Security system
- Access control doors
- Fire alarm upgrades
- Elevator upgrades
- Wi-Fi upgrades
- Carpet cleaning
- Kitchen garbage disposal
- New kitchen electric convection oven
- Parking lot LED lighting

I would like to thank the Property Team members and all Atonement volunteers for sharing your time and knowledge over the past year.

Property Team members: Bette Croes, Jeanne Merchant, Kari Walberg, Don Foss, Keith Neuman, Dave Stelzer (Council Liaison), Will McKown (Dir. Of Op.)

Scott Swan (Team Lead)

Personnel Committee

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 Julie McPhee.

Current members on the Personnel Committee are:

Julie McPhee, Chair

Dan Greer

Pat Bjuland

Cindy Peine

Zac Sturm, Sr. Pastor

Will McKown, Staff Liaison

Curtis Klaassen, 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. Juneteenth was added to the calendar as a paid staff holiday.

The Personnel Committee welcomed Curtis Klaassen as the new council liaison.

The Personnel Committee coordinated a celebration for 20 years of staff service as Bell Choir Director for Julie Assel. Congratulations, Julie.

In December, the personnel committee held a thank-you Christmas luncheon for all staff members.

The Personnel Committee would like to thank our dedicated staff for their faithful service to Atonement's ministry.

Respectfully Submitted,
Julie McPhee, Chair

Atonement Stewardship Team Report for 2023

Besides this, you know what time it is, how it is now the moment for you to wake from sleep. For salvation is nearer to us now than when we became believers; the night is gone, the day is near. Let us then lay aside the works of darkness and put on the armor of light
Romans 13:11-12.

For 2023 our efforts to grow deeper and reach wider as stewards began with an Epiphany focus on the Five Gifts of Discipleship. These are the faith promises we make at baptism, affirm at Confirmation and include every time we receive new members. This emphasis reminded us that we are both stewards and disciples of God's varied grace.

Our Team continues to embrace the vision adopted in 2022:

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 regular 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 as a specific need.

With the above vision and points on our hearts, we worked on the following in 2023:

1. At the request of Council, we reviewed Loose Offering over last several years. Average in non-pandemic years has been about \$25,000. Recommended we continue to pass plate in worship. This led to the development of an Offering Invitation that is included in the bulletin weekly.
2. Introduced Atonement Gift Policy to congregation. This informed members and guests of how we receive and use gifts, including both designated and undesignated.
3. Inspiring Faith & Generosity – We offered Adult Forum for congregation with Mr. Stephen Phelps, ELCA Gift Planner. This led to several conversations and more than one major gift by the end of 2023.
4. Mission Interpretation – This involves how we make a difference through our giving and why. Through the E-news we shared stories of how we are touching the lives of others through our Mission Support.
5. Updated Atonement Website – This included offering online giving and option to make a fall response electronically.
6. Monitored Receipts by Required Minimum Distribution. We discovered over \$200,000 is contributed annually. We have 200+ households who will qualify for such gifts by the end of 2024. This led to scheduling a special workshop to explain benefits to these households.
7. 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 2024 was **Together in Ministry Every Day - TIME**. 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, and Grace and Gratitude BBQ. We considered use of Growth Giving Step Chart but decided to use Proportionate Giving Chart instead.

We continue to be blessed by the support of Atonement members and friends. More than 25 people served on the Stewardship Team during the fall effort. Worship attendance has averaged over 300 people for the four weekends including Response Sunday on November 11-12. The average of faith responses for 2024 to the General Fund showed an increase of 16%.

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
General Fund Responses	195	191	183	160
Campus Sustainment Fund	0	29	74	0
Atonement Foundation	0	0	0	31
General Fund Responses	\$879,338	\$980,969	\$969,138	\$966,384
Campus Sustainment Fund	0	\$78,516	\$90,200	0
Atonement Foundation	<u>0</u>	<u>0</u>	<u>0</u>	<u>\$ 29,488</u>
Total	\$879,338	\$1,059,485	\$1,059,338	\$995,872
General Fund Response Average	\$4,509	\$5,136	\$5,206	\$6,040
Campus Sustainment Fund Ave.	\$2,707	\$1,219	\$1,219	\$ 0
Atonement Foundation Ave.	\$ 0	\$ 0	\$ 0	\$ 951
Total Households	582	524	450	415
HH Respond to General Fund	33.5%	36.5%	40.7%	38.6%

(Note: Campus Sustainment Fund merged with General Fund in 2023. Responses to Atonement Foundation do on include anticipated gifts for years beyond 2024.)

8. Collaboration with Atonement Foundation – Our 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. This included an invitation for households to make a response to the Foundation for 2024. There were also more than 40 planned giving conversations with individual households completed during the year. More are planned for 2024.

We are grateful for those who have faithfully served on this Team in 2023: Pat Bjuland, Bob Eckert, Randy McColley, Mark Porter, Pastor Zac Sturm. We are also thankful for the collaboration with Keith Pittrich and Paul Krueger, Atonement Foundation; Ros Thorpe, Communications; Kaye Dalbec, Administrative Support; Mike Daley, Treasurer; Stephen Phelps, ELCA Foundation. We look forward to 2024 as we continue to shine the light of Christ in our Community and beyond.

Dennis Allerheiligen
Co-Chair Stewardship

Keith A. Mundy
Co-Chair Stewardship

Atonement Lutheran Church Foundation

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 funds for the enhancement for the current ministries of the Church.

Grant requests are reviewed to ensure that they assist in the development and expansion of ministry programs that complement and enhance the mission of the Church. No portion of the Foundation's assets may be used for the regular operating expenses of the Church.

The Foundation is administered by a 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 adopted written policies governing gift acceptance, investments and grant disbursements.

Board members serving during 2023 include:

Keith Pittrich - President
 Paul Krueger - Vice-President
 Tom Assel - Treasurer
 Joel Meyer - Secretary
 Sandy Boutelle
 Toni Pearson
 Dave Lind
 Janel Fuhrman

The senior pastor and congregational president also serve as ex-officio members of the board.

During 2023, 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 2023 the following grant was approved:

\$1,000 – God's Work Our Hands

Grant approval history for the Foundation:

2023	2022	2021	2020	2019	2018
\$1,000	\$3,300	\$6,000	\$14,750	\$13,478	\$9,100

Contributions to the Foundation for 2023 totaled \$7,500.

Contribution history for the Foundation:

2023	2022	2021	2020	2019	2018
\$7,500	Zero	\$20	\$2,955	\$50	\$12,405

The Board thanks the congregation for their increased financial support of the Foundation during 2023 and for the pledges received for support during 2024 and beyond.

Total assets of the Foundation as of 12/31/2023 was \$142,932.48. This is up 19% from the end of 2022 when the assets were \$119,866.39.

Plans and strategies for 2024 include continuing to grow the Foundation's assets through contributions and market gains, to strengthen and encourage the grant application process and to continue to work with the Stewardship Team in their efforts to visit with members about including the Foundation in their estate planning.

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.

Respectfully submitted,
Keith Pittrich - President

**Atonement Lutheran Foundation
Financial Statements
1/11/2024**

	12 mos. Ended December 31, 2023
Balance Sheet	
Money Market Portfolio	\$ 6,507.64
Short-term fixed income pool	33,063.61
Intermediate fixed income pool	13,430.33
Equity Portfolio - Domestic	58,798.87
Equity Portfolio - International	23,170.03
Funds on Atonement Books	7,962.00
Total Assets	142,932.48
Total Liabilities	\$ -
Fund Balance	\$ 142,932.48
Total Liabilities & Fund Balance	\$ 142,932.48

Statement of Fund Activity	
Fund Balance, Beginning of Period	\$ 119,866.39
Contributions of Gifts	7,500.00
Investment Income	3,344.10
Realized Gains (Losses)	1,622.37
Unrealized Gains (Losses)	13,698.03
Total Additions	26,164.50
Grants Paid	1,000.00
Operating Expenses	848.88
Change in Beg Fund balance from GKCCF	100.34
Administrative Fees - GKCCF	1,149.19
Total Distributions	3,098.41
Total Change in Fund Balance	23,066.09
Fund Balance - End of Period	\$ 142,932.48

Detail of operating expenses

Café Food - 60th Anniversary	358.88
West Bend Mutual - Annual insurance	450.00
Report Filing - Not for Profit KSOS	40.00
	\$ 848.88

**Atonement Lutheran Church Foundation Annual Meeting
January 28, 2023**

Keith Pittrich called the meeting to order by referring everyone to pages 29-32 of the annual report.

Keith then asked for a motion to accept the minutes from last year. A motion was provided by Keith Mundy, it was seconded by Cheri Jestmore, and was passed.

Keith reviewed the financial statement which reflected a balance of \$119,000 for 2022 down from \$153,000 in 2021. Reasons for the drop included a decline in the stock market, grant payouts, and no contributions.

There were three grants approved in 2022 totaling \$5,300. The foundation has been giving grants for nine years now totaling over \$68,000. There is now a gift policy created in cooperation with the Stewardship committee and copies were provided.

The current board members were recognized including Mark Eaton, Joel Meyer, Sandy Boutelle, Paul Krueger, Tom Assel, Dave Lind, Tim Vannoy and Toni Pearson. It was noted that Mark Eaton was leaving the board and he was thanked for his service.

Janel Fuhrman was identified as a potential new board member. Keith asked for others and there were none. He entertained a motion for nominations to cease, it was provided by Lorraine Anderson, and it was seconded by Greg Smith, and the motion to cease nominations was approved. He then asked for a motion to accept the candidate presented, it was moved by Jim Peine, seconded by Phyllis Jensen, and the candidate was elected.

Lastly, Keith reiterated the lack of gifts last year and in general over the last few years. He cited our goal of doubling the foundation balance to \$225,000 by January of next year and to try to double it again to \$500,000 by January 2025.

There was a motion to adjourn the meeting which was provided by Keith Mundy, it was seconded, and the meeting adjourned.

Respectfully submitted, Joel Meyer, Secretary

Treasurer Report

The financial results of the past year reflect a year of transition as we entered a completely “normal” post-pandemic year of church operations and expenses while enjoying the return to regular in-person and virtual worship. Our ministries and our presence in the community has grown and we are hopeful that 2024 will be an inflection point in the progress towards our collective ministry and financial goals. In this report I will highlight 2023 financial results as well as provide an overview of the 2024 budget.

2023 Financial Review

- Giving increased 7% to \$1,439,000 in 2023, however, we had budgeted for giving to increase 12% for a shortfall of \$68,000.
- Total expenses were \$22,000 less than we budgeted, despite incurring some large expenses for the fire alarm panel during the year. The primary differences to budget were:
 - Utilities and Property Management expenses did not increase as much as we anticipated in the budget saving \$25,000.
 - Total payroll was lower \$7,000 due to lower benefits cost than expected.
 - Yfam costs were \$6,000 lower than budget due to less activities during the year and the success of the youth trip fundraiser.
 - Benevolence was higher, we gave \$12,000 more to the Central States Synod and other ministries outside our walls.
 - Worship costs were \$7,000 higher due to contract musicians which had previously been paid for through dedicated funds that did not re-occur in 2023.
- 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 \$65,000 and we are on track to pay off in early 2024.
- On a cash basis (adjusted for depreciation and mortgage cost) the operating deficit was (\$47,000), an improvement compared to the 2022 deficit of (\$64,000). The reported operating surplus, excluding the mortgage, for the year was \$197,000.
- Cash balances (excluding dedicated accounts) were \$149,000 compared to \$218,000 a year ago.

2023 Budget Overview

Expenses - 2024 budget expenses were accumulated from each Atonement Staff member based on an assessment of their ministry area. While we all look forward to having the required mortgage payment resolved, the reality is that it is imperative that we develop a habit of saving for future campus costs to ensure the campus remains a vital and sustainable resource in our ministry. In addition, your Council identified several areas of investment for new ministries that resulted in an overall expense budget that is \$343,000 higher than 2023, offset by the lower mortgage expense. Below are several areas of note regarding expenses (all comparisons are to 2022 actual income/expense):

- Salaries and benefits increased \$141,000 due to staff salary increases and a new Director of Communications position.
- Total Benevolence - Synod giving + Outreach ministry represents a 20% increase from 2023.

- Property management and utilities are budgeted to increase \$28,000 compared to 2023 primarily due to an increase in our insurance cost and other required property inspections.
- For the first time, the budget includes \$150,000 allocation to Campus Sustainment. Think of this as planned savings so we can ensure the Campus remains a vibrant asset for years to come.

Giving - Total gifts pledged through the Fall stewardship campaign were consistent with last year. It is important to remember that pledged amounts are always below the actual giving (and expenses). The 2024 budgeted giving is \$1,510,000 which is consistent with the 2023 budget and represents a 5% increase over 2023 actual giving.

Campus Sustainment Fund - Our Campus sustainment fund has a balance of \$152,000 as of December 31, 2023 which will allow for partial funding of the projects planned for 2024. We are thankful to continue to be able to proactively address campus repairs and improvements – please refer to the **Campus Sustainment Budget** for a review of 2023 projects and the planned projects for 2024.

In closing, thank you for the continued financial support of Atonement and the important ministries we collectively share. I am continually thankful for the generous engagement of our congregation look forward to continuing in 2024 and beyond.

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, 2023. 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, 2023, 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
Elizabeth Burt

January 11, 2024

Atonement Lutheran Church Statement of Financial Condition

	As of Dec 31, 2023	As of Dec 31, 2022
ASSETS		
Current Assets		
Bank Accounts		
EQUITY BANK CHECKING	\$ 149,036.90	\$ 218,378.29
EQUITY BANK MM- RESERVED FUNDS	233,787.03	207,089.99
Total Bank Accounts	382,823.93	425,468.28
Fixed Assets		
ACCUMULATED AMORTIZATION	(7,343.75)	(6,593.75)
ACCUMULATED DEPRECIATION	(5,907,730.26)	(5,723,553.53)
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	709,589.23	670,511.71
PIPE ORGAN	608,828.03	608,828.03
Total Fixed Assets	3,006,740.64	3,152,589.85
TOTAL ASSETS	\$ 3,389,564.57	\$ 3,578,058.13
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Credit Cards		
CITI COSTCO	(2,046.04)	0.00
HOME DEPOT	(92.83)	0.00
Total Credit Cards	(2,138.87)	0.00
Other Current Liabilities		
Total PAYROLL LIABILITY	337.70	21.00
PREPAID ADVANCED GIVING		
ADVANCED GIVING CURRENT YEAR	0.00	0.00
ADVANCED GIVING PRIOR YEAR	8,450.00	27,500.00
Total PREPAID ADVANCED GIVING	8,450.00	27,500.00
RESERVED FUNDS		
DEDICATED MEMORIALS		
CARING CONNECTION	4,012.40	4,221.43
MEMORIALS- GENERAL	5,012.33	14,243.96
MEMORIALS- OPEN	1,555.00	150.00
MEMORIALS- RESTRICTED	13,395.16	14,839.16
WORSHIP	1,585.00	870.00
YFAM/KFAM	5,674.94	728.10
Total DEDICATED MEMORIALS	31,234.83	35,052.65

DEDICATED ACCOUNTS		
ATONEMENT DEDICATED	0.00	23,763.80
ATONEMENT FOUNDATION	7,962.00	1,310.88
GOOD SAMARITAN FUND	630.00	630.00
OUTREACH ADVISORY		
MLM	1,409.13	410.00
MLM CHRISTMAS STORE	464.04	2,219.07
OPPORTUNITY FUND	2,537.33	2,647.93
OUTREACH MINISTRY	5,720.62	6,721.13
PRISON MINISTRY	618.00	618.00
YES-WAY	0.00	789.99
Total OUTREACH ADVISORY	10,749.12	13,406.12
SMALL GROUP MINISTRY		
ALPHA	376.64	0.00
XYZ	552.31	626.52
Total SMALL GROUP MINISTRY	928.95	626.52
SPECIAL PROJECTS		
CAMPUS SUSTAINMENT	152,268.33	95,401.48
CHAIRS	2,761.74	2,880.00
COMMUNICATIONS	3,000.00	3,000.00
PIANO FUND	299.01	5,555.00
YOUTH ROOM	2,759.57	3,379.80
Total SPECIAL PROJECTS	161,088.65	110,216.28
STAFF		
PASTOR'S GIFT	160.00	160.00
SABBATICAL SENIOR PASTOR	8,313.55	6,989.35
STAFF CHRISTMAS GIFT	0.00	1,974.22
Total STAFF	8,473.55	9,123.57
WORSHIP		
ALTAR FLOWERS	0.00	90.00
EASTER/CHRISTMAS GARDEN	2,418.24	4,869.25
LIBRARY FUND	396.45	396.45
MUSIC FUND	630.00	100.00
Total WORSHIP	3,444.69	5,455.70
YOUTH DEDICATED		
CONNIE CONFIRMATION CAMP	2,726.85	3,226.85
LLOYD JENSON CAMP	1,567.13	2,467.13
NOISY OFFERING	1,325.62	203.98
YOUTH MISSIONS	3,655.64	3,406.51
Total YOUTH DEDICATED	9,275.24	9,304.47
Total DEDICATED ACCOUNTS	202,552.20	173,837.34
Total RESERVED FUNDS	233,787.03	208,889.99
Total Other Current Liabilities	242,574.73	236,410.99
Total Current Liabilities	240,435.86	236,410.99

Long-Term Liabilities		
THRIVENT FINANCIAL LOAN	65,305.72	454,837.81
Total Long-Term Liabilities	65,305.72	454,837.81
Total Liabilities	305,741.58	691,248.80
Equity		
ACCUMULATED CAPITAL	2,374,136.72	2,374,136.72
Retained Earnings	512,672.61	384,702.82
Net Income	193,865.00	127,969.79
Total Equity	3,080,674.33	2,886,809.33
TOTAL LIABILITIES AND EQUITY	\$ 3,386,415.91	\$ 3,578,058.13

Atonement Lutheran Church

Statement of Financial Activity

	For the Year Ended	
	2023	2022
Income		
GENERAL FUND	\$ 1,203,837.76	\$ 1,175,837.12
ADVANCED GENERAL FUND	173,962.00	124,586.08
EASTER OFFERING	4,803.31	5,114.00
LENTEN	8,097.55	2,035.00
LOOSE OFFERING	29,733.56	21,741.84
Total GENERAL FUND	1,420,434.18	1,329,314.04
OTHER INCOME		
INTEREST INCOME	225.64	186.17
Total OTHER, MISC	12,024.90	10,024.37
USE OF FACILITIES	6,129.00	7,713.80
Total OTHER INCOME	18,379.54	17,924.34
Total Income	\$ 1,438,813.72	\$ 1,347,238.38
Expenses		
BANK FEES		
BANK CHARGES	\$ 1,961.19	\$ 1,401.29
CREDIT CARD FEES	4,713.54	4,495.96
Total BANK FEES	6,674.73	5,897.25
BENEVOLENCE		
CENTRAL STATES SYNOD	8,022.55	0.00
CENTRAL STATES SYNOD	64,636.00	63,235.00
OUTREACH ADVISORY		
HILLCREST HOUSING	4,021.00	3,019.00
HOLLIS RENEWAL CENTER	1,956.00	2,075.00
JFS FOOD PANTRY	2,935.00	2,349.00
JOCO IHN	1,399.00	784.00
M.L.M.	1,956.00	1,910.00
M.L.M. JOCO	4,693.00	5,985.00
MLM CHRISTMAS STORE	3,597.54	2,537.00
OP FOOD PANTRY	2,935.00	2,967.00
OPPORTUNITY FUND	3,972.00	5,877.00
OUTREACH	6,618.00	3,941.00
PRISON MINISTRY	0.00	618.00
Total OUTREACH ADVISORY	34,082.54	32,062.00
Total BENEVOLENCE	106,741.09	95,297.00
CARING MINISTRY		
CARE SUPPORT GROUP	1,025.64	317.29
STEPHEN MINISTRIES	426.58	498.53
Total CARING MINISTRY	1,452.22	815.82
EDUCATION		

ADULT - EDUCATION	400.00	471.16
LIBRARY	13.89	37.20
SMALL GROUP MINISTRY	554.31	2,456.14
Total EDUCATION	968.20	2,964.50
FOOD SERVICE		
CAFE	4,510.75	2,076.40
FELLOWSHIP	4,811.37	794.54
KITCHEN	1,831.24	2,297.84
Total FOOD SERVICE	11,153.36	5,168.78
HUMAN RESOURCES H/R		
BACKGROUND CHECKS	516.00	1,440.25
CONVENTIONS/SEMINARS	2,734.56	1,753.00
EDUC - CARING MINISTRY	1,621.96	1,493.48
EDUC - KFAM DIRECTOR	2,166.18	192.26
EDUC - SENIOR PASTOR	1,463.22	1,713.46
EDUC - STAFF	826.99	125.00
EDUC - YFAM DIRECTOR	1,141.98	72.60
OTHER PERSONNEL EXPENSES	254.99	560.99
PROF EXPENSE - PZ	1,528.60	1,590.44
STAFF MILEAGE EXPENSES	1,759.60	1,442.37
STAFF RELATIONS	2,158.83	1,715.50
Total HUMAN RESOURCES H/R	16,172.91	12,099.35
Interest Paid	3.37	0.00
MISC		
NEW MEMBERS	38.50	0.00
STEWARDSHIP	782.82	588.32
Total MISC	821.32	588.32
OFFICE/ ADMIN		
COMMUNICATIONS	2,504.05	2,900.40
COPIER PAPER	4,923.29	3,415.03
IT HARDWARE	3,692.17	1,218.23
IT SOFTWARE	3,025.84	2,002.37
IT SUPPORT	3,833.00	3,015.01
LEASED EQUIPMENT	8,880.69	10,798.87
OFFICE SUPPLIES & MISC.	2,796.15	1,793.37
POSTAGE	3,170.76	2,781.09
PRINTING	1,690.39	981.95
PUBLICATIONS	2,509.04	2,962.12
Total OFFICE/ ADMIN	37,025.38	31,868.44

PAYROLL

FICA - EMPLOYER	25,666.65	24,425.61
HOUSING - INTERN	12,323.29	10,882.05
HOUSING - SENIOR PASTOR	37,000.08	36,500.08
PAYCOR - CONTRACT	4,628.17	3,412.44
SALARIES	417,624.71	381,452.70
BENEFITS	113,275.56	109,964.45
SABBATICAL SENIOR PASTOR	1,350.00	1,125.00
Total SALARIES	532,250.27	492,542.15
WORKERS COMPENSATION	2,579.00	1,780.00
Total PAYROLL	614,447.46	569,542.33

PROPERTY MGMT

BUILDING & GROUNDS		24,953.31
BUILDING SUPPLIES	4,790.33	1,283.40
CUSTODIAN SERVICES	37,800.00	37,650.00
CUSTODIAN SUPPLIES	2,217.01	1,349.51
HVAC	0.00	21,977.21
INSPECTIONS & CONTRACTS	12,332.85	0.00
INSURANCE	27,911.75	25,358.75
LANDSCAPING	13,037.20	13,381.00
PEST CONTROL	0.00	776.25
REAL ESTATE TAXES	2,362.50	2,268.00
REPAIRS	24,943.58	0.00
SNOW REMOVAL	7,130.00	9,120.00
TRASH COLLECTION	5,281.88	4,527.21
Total PROPERTY MGMT	137,807.10	142,644.64

Reimbursable Expenses 1,110.01 1,062.52

THRIVENT FINANCIAL INTEREST 12,491.91 29,580.57

UTILITIES

INTERNET	1,225.20	1,711.90
KANSAS GAS SERVICE	11,671.59	10,945.67
KCP&L	45,281.28	46,587.18
PHONE	4,828.05	5,534.64
WATER DISTRICT #1	4,492.70	8,296.33
Total UTILITIES	67,498.82	73,075.72

WORSHIP

ALTAR GUILD	1,932.80	1,968.04
CONTRACT MUSICIANS	37,200.00	38,000.00
SUPPLY PREACHER	1,139.32	972.12
WORSHIP LIFE	13,335.42	8,690.81
Total WORSHIP	53,607.54	49,630.97

YOUTH		
KFAM		
4TH FRIDAYS	961.30	291.01
CAMP	20.82	0.00
FAITHFUL FAMILIES	2,425.71	859.99
MILESTONES	644.82	837.77
MUSICAL	580.00	425.07
NURSERY	719.58	560.20
RELATIONAL MINISTRY	179.52	0.00
SUNDAY SCHOOL	7,222.37	4,033.81
VBS	3,712.00	5,312.15
Total KFAM	16,466.12	12,320.00
YFAM		
ACTIVITIES & EVENTS	2,327.91	1,357.31
CAMP (deleted)	0.00	1,500.00
CONFIRMATION	179.56	2,017.95
CURRICULUM	1,109.25	0.00
KCLYC/MISSON (deleted)	0.00	292.98
MILESTONES	639.70	553.48
RELATIONAL MINISTRY	1,245.36	0.00
RETREATS	629.64	0.00
SUMMER TRIPS	5,377.89	0.00
SUNDAY SCHOOL (deleted-1)	0.00	288.78
Total YFAM	11,509.31	6,010.50
Total YOUTH	27,975.43	18,330.50
Total Expenses	1,095,950.85	1,038,566.71
Net Operating Income	342,862.87	308,671.67
Other Income		
FIXED ASSET CONTRIBUTIONS	39,077.52	0.00
Total Other Income	39,077.52	0.00
Other Expenses		
FIXED ASSETS EXPENSE		
AMORTIZATION EXPENSE	750.00	750.00
DEPRECIATION EXPENSE	184,176.73	179,951.88
Total FIXED ASSETS EXPENSE	184,926.73	180,701.88
Total Other Expenses	184,926.73	180,701.88
Net Other Income	(145,849.21)	(180,701.88)
Net Income	\$ 197,013.66	\$ 127,969.79

	A	B	C	D	E	F	G	H	I	J	K	L
1	Atonement Lutheran Church											
2	2024 Budget vs. 2023 Comparison											
3												
4				2024 Budget v 2023 Actual				2024 Budget v 2023 Budget				
5		2024	2023	Better/ (Worse) \$	Better/ (Worse) %	2023 Budget	Better/ (Worse) \$	Better/ (Worse) %				
6	Income											
7	GENERAL FUND	1,359,727	1,203,838	155,889	13%	1,360,529	(802)	0%				
8	ADVANCED GENERAL FUND	98,100	173,962	(75,862)	-44%	98,100	-	0%				
9	EASTER OFFERING	5,000	4,803	197	4%	5,100	(100)	-2%				
10	LENTEN	2,000	8,098	(6,098)	-75%	1,800	200	11%				
11	LOOSE OFFERING	27,925	29,734	(1,809)	-6%	26,665	1,260	5%				
12	Total GENERAL FUND	1,492,752	1,420,434	72,318	5%	1,492,194	558	0%				
27	Total OTHER INCOME	17,938	18,380	(441)	-2%	14,400	3,538	25%				
28	Total Income	1,510,690	1,438,814	71,877	5%	1,506,594	4,096	0%				
29												
30	Expenses											
31	BANK FEES											
32	BANK CHARGES	2,040	1,961	(79)	-4%	1,500	(540)	-36%				
33	CREDIT CARD FEES	5,183	4,714	(469)	-10%	6,300	1,117	18%				
34	Total BANK FEES	7,222	6,675	(548)	-8%	7,800	578	7%				
35												
36	CENTRAL STATE SYNOD	69,000	64,636	(4,364)	-7%	-	(69,000)					
37	Total CENTRAL STATE SYNOD	69,000	64,636	(4,364)	-7%	-	(69,000)					
38												
39	BENEVOLENCE	-	8,023	8,023	100%	94,980	94,980	100%				
40	OUTREACH ADVISORY											
41	HILLCREST HOUSING	8,550	4,021	(4,529)	-113%	-	(8,550)					
42	GOOD FAITH NETWORK	2,500	-	(2,500)		-	(2,500)					
43	HOLLIS RENEWAL CENTER	2,100	1,956	(144)	-7%	-	(2,100)					
44	JFS FOOD PANTRY	3,120	2,935	(185)	-6%	-	(3,120)					
45	JOCO IHN	1,575	1,399	(176)	-13%	-	(1,575)					
46	M.L.M.	2,100	1,956	(144)	-7%	-	(2,100)					
47	M.L.M. JOCO	4,700	4,693	(7)	0%	-	(4,700)					
48	MLM CHRISTMAS STORE	2,925	3,598	673	19%	-	(2,925)					
49	OP FOOD PANTRY	3,120	2,935	(185)	-6%	-	(3,120)					
50	OPPORTUNITY FUND	4,000	3,972	(28)	-1%	-	(4,000)					
51	BROOKRIDGE ELEMENTARY ELL	1,200	-	(1,200)		-	(1,200)					
52	BROOKRIDGE LUNCH ARREARS	1,500	-	(1,500)		-	(1,500)					
53	BROOKRIDGE TRANSLATION SOFTWARE	550	-	(550)		-	(550)					
54	PROJECT 1020	4,000	-	(4,000)		-	(4,000)					
55	ELCA "GOD'S WORK OUR HANDS"	4,020	-	(4,020)		-	(4,020)					
56	OUTREACH	-	6,618	6,618	100%	-	-					
57	Total OUTREACH ADVISORY	45,960	34,083	(11,877)	-35%	-	(45,960)					
58	Total BENEVOLENCE	45,960	42,105	(3,855)	-9%	94,980	49,020	52%				
59												
60	CARING MINISTRY											
61	CARE SUPPORT GROUP	400	1,026	626	61%	1,200	800	67%				
62	STEPHEN MINISTRIES	1,100	427	(673)	-158%	900	(200)	-22%				
63	VISITATION	700	-	(700)		-	(700)					
64	Total CARING MINISTRY	2,200	1,452	(748)	-51%	2,100	(100)	-5%				
65												

	A	B	C	D	E	F	G	H	I	J	K	L
		2024	2023			Better/ (Worse) \$	Better/ (Worse) %		2023 Budget		Better/ (Worse) \$	Better/ (Worse) %
5												
66	EDUCATION											
67	ADULT - EDUCATION	1,020	400			(620)	-155%		600		(420)	-70%
68	LIBRARY	300	14			(286)	-2060%		300		-	0%
69	SMALL GROUP MINISTRY	1,020	554			(466)	-84%		6,000		4,980	83%
70	Total EDUCATION	2,340	968			(1,372)	-142%		6,900		4,560	66%
71												
72	FOOD SERVICE											
73	CAFE	3,600	4,511			911	20%		2,520		(1,080)	-43%
74	FELLOWSHIP	4,020	4,811			791	16%		3,000		(1,020)	-34%
75	KITCHEN	2,520	1,831			(689)	-38%		2,520		-	0%
76	Total FOOD SERVICE	10,140	11,153			1,013	9%		8,040		(2,100)	-26%
77												
78	HUMAN RESOURCES H/R											
79	BACKGROUND CHECKS	300	516			216	42%		480		180	38%
80	CONVENTIONS/SEMINARS	1,000	2,735			1,735	63%		1,500		500	33%
81	EDUC - CARING MINISTRY	1,500	1,622			122	8%		1,000		(500)	-50%
82	EDUC - KFAM DIRECTOR	1,500	2,166			666	31%		1,750		250	14%
83	EDUC - SENIOR PASTOR	1,300	1,463			163	11%		1,500		200	13%
84	EDUC - STAFF	300	827			527	64%		300		-	0%
85	EDUC - YFAM DIRECTOR	1,500	1,142			(358)	-31%		1,750		250	14%
86	EDUC - NURSERY	300	-			(300)			-		(300)	
87	EDUC - COMMUNICATIONS	1,000	-			(1,000)			-		(1,000)	
88	EDUC - MUSIC	4,000	-			(4,000)			-		(4,000)	
89	OTHER PERSONNEL EXPENSES	-	255			255	100%		300		300	100%
90	PROF EXPENSE - PZ	1,700	1,529			(171)	-11%		1,500		(200)	-13%
91	STAFF MILEAGE EXPENSES	3,000	1,760			(1,240)	-70%		1,500		(1,500)	-100%
92	STAFF RELATIONS	2,000	2,159			159	7%		1,200		(800)	-67%
93	Total HUMAN RESOURCES H/R	19,400	16,173			(3,227)	-20%		12,780		(6,620)	-52%
94												
95	MISC											
96	NEW MEMBERS	300	39			(262)	-679%		800		500	63%
97	STEWARDSHIP	600	783			183	23%		600		-	0%
98	Total MISC	900	825			(75)	-9%		1,400		500	36%
99												
100	OFFICE/ ADMIN											
101	COMMUNICATIONS	-	2,504			2,504	100%		3,200		3,200	100%
102	COPIER PAPER	5,000	4,923			(77)	-2%		5,100		100	2%
103	IT HARDWARE	4,020	3,692			(328)	-9%		4,200		180	4%
104	IT SOFTWARE	8,660	3,026			(5,634)	-186%		2,400		(6,260)	-261%
105	IT SUPPORT	3,760	3,833			73	2%		3,900		140	4%
106	LEASED EQUIPMENT	5,200	8,881			3,681	41%		11,350		6,150	54%
107	OFFICE SUPPLIES & MISC.	3,000	2,796			(204)	-7%		2,400		(600)	-25%
108	POSTAGE	3,300	3,171			(129)	-4%		2,220		(1,080)	-49%
109	PRINTING	2,400	1,690			(710)	-42%		2,100		(300)	-14%
110	PUBLICATIONS	3,240	2,509			(731)	-29%		2,700		(540)	-20%
111	Total OFFICE/ ADMIN	38,580	37,025			(1,555)	-4%		39,570		990	3%
112												

	A	B	C	D	E	F	G	H	I	J	K	L
		2024	2023			Better/ (Worse) \$	Better/ (Worse) %		2023 Budget		Better/ (Worse) \$	Better/ (Worse) %
5												
113	PAYROLL											
114	FICA - EMPLOYER	29,640	25,667			(3,973)	-15%		26,700		(2,940)	-11%
115	HOUSING - INTERN	-	12,323			12,323	100%		12,000		12,000	100%
116	HOUSING - ASSOCIATE PASTOR	21,000	-			(21,000)			-		(21,000)	
117	HOUSING - SENIOR PASTOR	40,000	37,000			(3,000)	-8%		37,200		(2,800)	-8%
118	PAYCOR - CONTRACT	6,600	4,628			(1,972)	-43%		3,600		(3,000)	-83%
119	SALARIES	492,560	417,625			(74,935)	-18%		414,700		(77,860)	-19%
120	BENEFITS	162,100	113,276			(48,824)	-43%		123,600		(38,500)	-31%
121	SABBATICAL SENIOR PASTOR	-	1,350			1,350	100%		1,350		1,350	100%
122	SABBATICAL ASST PASTOR	1,050	-			(1,050)			-		(1,050)	
123	Total SALARIES	655,710	532,250			(123,460)	-23%		539,650		(116,060)	-22%
124	WORKERS COMPENSATION	2,400	2,579			179	7%		1,900		(500)	-26%
125	Total PAYROLL	755,350	614,447			(140,903)	-23%		621,050		(134,300)	-22%
126												
127	PROPERTY MGMT											
128	BUILDING SUPPLIES	7,200	4,790			(2,410)	-50%		6,000		(1,200)	-20%
129	CUSTODIAN SERVICES	37,800	37,800			-	0%		37,800		-	0%
130	CUSTODIAN SUPPLIES	2,520	2,217			(303)	-14%		1,800		(720)	-40%
131	INSPECTIONS & CONTRACTS	22,115	12,333			(9,782)	-79%		15,550		(6,565)	-42%
132	INSURANCE	35,000	27,912			(7,088)	-25%		27,600		(7,400)	-27%
133	LANDSCAPING	15,000	13,037			(1,963)	-15%		10,000		(5,000)	-50%
134	REAL ESTATE TAXES	2,500	2,363			(138)	-6%		2,500		-	0%
135	REPAIRS	25,200	24,944			(256)	-1%		36,000		10,800	30%
136	SNOW REMOVAL	6,035	7,130			1,095	15%		10,000		3,965	40%
137	TRASH COLLECTION	6,000	5,282			(718)	-14%		5,100		(900)	-18%
138	Total PROPERTY MGMT	159,370	137,807			(21,563)	-16%		152,350		(7,020)	-5%
139												
140	Reimbursable Expenses	-	1,110			1,110	100%		-		-	
141	THRIVENT FINANCIAL INTEREST	469	12,492			12,023	96%		13,750		13,281	97%
142	CAMPUS SUSTAINMENT	150,000	-			(150,000)			-		(150,000)	
143	Unapplied Cash Bill Payment Expense	-	-			-			-		-	
144												
145	UTILITIES											
146	INTERNET	1,680	1,225			(455)	-37%		1,500		(180)	-12%
147	KANSAS GAS SERVICE	13,420	11,672			(1,748)	-15%		11,650		(1,770)	-15%
148	KCP&L	50,020	45,281			(4,739)	-10%		50,775		755	1%
149	PHONE	2,760	4,828			2,068	43%		5,400		2,640	49%
150	WATER DISTRICT #1	6,500	4,493			(2,007)	-45%		8,125		1,625	20%
151	Total UTILITIES	74,380	67,499			(6,881)	-10%		77,450		3,070	4%
152												
153	WORSHIP											
154	ALTAR GUILD	1,980	1,933			(47)	-2%		3,000		1,020	34%
155	CONTRACT MUSICIANS	40,008	37,200			(2,808)	-8%		29,700		(10,308)	-35%
156	SUPPLY PREACHER	900	1,139			239	21%		1,000		100	10%
157	WORSHIP LIFE	14,940	13,335			(1,605)	-12%		13,200		(1,740)	-13%
158	Total WORSHIP	57,828	53,608			(4,220)	-8%		46,900		(10,928)	-23%
159												

	A	B	C	D	E	F	G	H	I	J	K	L
5		2024	2023			Better/ (Worse) \$	Better/ (Worse) %		2023 Budget		Better/ (Worse) \$	Better/ (Worse) %
160	COMMUNICATIONS											
161	MARKETING	3,180	-			(3,180)			-		(3,180)	
162	CONTRACT ARTIST	480	-			(480)			-		(480)	
163	COMM - SUPPLIES & MATERIALS	10,380	-			(10,380)			-		(10,380)	
164	Total COMMUNICATIONS	14,040	-			(14,040)			-		(14,040)	
165												
166	YOUTH											
167	KFAM											
168	4TH FRIDAYS	650	961			311	32%		650		-	0%
169	CAMP	50	21			(29)	-140%		200		150	75%
170	FAITHFUL FAMILIES	2,000	2,426			426	18%		1,800		(200)	-11%
171	MILESTONES	700	645			(55)	-9%		700		-	0%
172	MUSICAL	500	580			80	14%		400		(100)	-25%
173	NURSERY	1,020	720			(300)	-42%		600		(420)	-70%
174	RELATIONAL MINISTRY	200	180			(20)	-11%		400		200	50%
175	SUNDAY SCHOOL	7,900	7,222			(678)	-9%		6,025		(1,875)	-31%
176	VBS	4,005	3,712			(293)	-8%		5,350		1,345	25%
177	Total KFAM	17,025	16,466			(559)	-3%		16,125		(900)	-6%
178												
179	YFAM											
180	ACTIVITIES & EVENTS	4,008	2,328			(1,680)	-72%		3,400		(608)	-18%
181	CONFIRMATION	755	180			(575)	-320%		-		(755)	
182	CURRICULUM	755	1,109			354	32%		1,050		295	28%
183	MILESTONES	750	640			(110)	-17%		925		175	19%
184	RELATIONAL MINISTRY	1,500	1,245			(255)	-20%		2,500		1,000	40%
185	RETREATS	3,000	630			(2,370)	-376%		4,900		1,900	39%
186	SUMMER TRIPS	4,000	5,378			1,378	26%		4,000		-	0%
187	Total YFAM	14,768	11,509			(3,259)	-28%		16,775		2,007	12%
188	Total YOUTH	31,793	27,975			(3,818)	-14%		32,900		1,107	3%
189	Total Expenses	1,438,972	1,095,951			(343,021)	-31%		1,117,970		(321,002)	-29%
190	Net Operating Income	71,718	342,863			(271,144)	-79%		388,624		(316,906)	-82%
191												
192	FIXED ASSETS EXPENSE											
193	THRIVENT MORTGAGE BALLOON	-	38,400			38,400	100%		38,400		38,400	100%
194	THRIVENT MORTGAGE PRINCIPAL	71,719	351,131			279,412	80%		349,874		278,155	80%
195	Total FIXED ASSETS EXPENSE	71,719	389,531			317,812	82%		388,274		316,555	82%
196	Net Income	(0)	(46,668)			46,668	-100%		350		(350)	-100%

**ATONEMENT LUTHERAN CHURCH
CAMPUS SUSTAINMENT BUDGET**

2024

IMPROVEMENT ITEM	AFFECTED AREA	CATEGORY	PROJECTED TIME	PROJECTED COST	COMMENTS
Roof - Office & Education Wing	BUILDING A	CONSTRUCTION	May	\$ 150,000	Waiting on Bid (125,000 - 150,000)
Wood Beams over offices - repair and/ or replace	Grounds	MISC.	May	\$ 15,000	
Organ Repair	SANCTUARY	MISC	April	\$ 70,000	
HVAC Repairs	Building	HVAC	June	\$ 45,000	
PROJECTED TOTAL:				\$ 280,000	

2023 CAMPUS SUSTAINMENT ACTIVITY

Beg Bal - 1/1/23	95,401
Additions	103,751
Projects	
Security	(16,259)
Kitchen/Oven	(10,249)
LED Lights	(15,433)
Office	(3,289)
Carpet cleaning	(1,654)
Total Project	<u>(46,884)</u>
Ending Balance - 12/31/23	<u>152,268</u>

2023

	Baptized	Confirmed
Baptized/Confirmed Membership as of 12/31/2022	1056	879
Members Received during 2023		
Baptism of Children (under age 15)	13	0
Baptism/Confirmation of Adults	0	0
Affirmation of Faith	28	19
Transfer	38	30
Other Sources & Statistical Adjustment	0	0
Total New Members Received	79	49
Existing Baptized Members Confirmed in 2023		
Confirmation of Children (Parents Members)	0	4
Confirmation of Children (Parents Non-Members)	0	0
Confirmation of Adults	0	0
Total Existing Baptized Members Confirmed	0	4
Total Baptism/Confirmed Members Added	79	53
Members Removed During 2023		
Death	14	14
Transfer	12	12
For Other Reasons & Statistical Adjustment	50	28
Total Membership Removed	76	54
Net Change in Baptized/Confirmed Membership in 2023	3	-1
Statistical Adjustment	1	-1
Baptized/Confirmed Membership as of 12/31/2023	1,060	877

ATTENDANCE REPORT

	2023	2022	2021	2020
Average Weekly Attendance				
In Person	309	303	203	144
*Livestream (per ELCA)	302	328	522	933
Ash Wednesday			102	314
In Person	241	285		
Livestream	204	162		
Palm Sunday Weekend				1750
5:00pm - In Person	115	73	57	
8:30am - In Person	209	141		
8:30am - Livestream	516	215		
11:00am - In Person	188	223	824	
Maundy Thursday - In Person/LS	257/218	230	88	990
*Good Friday - In Person/LS	285/266	276	752	0
Easter Vigil - In Person/LS	98	133	0	0
Easter Sunday				2400
8:30am - In Person	483	370		
*8:30am - Livestream	682	566	1158	
11:00am - In Person	478	456	300	
Thanksgiving Eve	0	0	0	0
Traveler's Christmas	0	0	0	0
Christmas Eve				
4:30pm - In Person	613	474	701	67
4:30pm - *Livestream (per ELCA)		672	660	2222
7:30pm - In Person	522	403		
7:30pm - Livestream	546	390		
Christmas Day				0
10:00am - In Person	55	65	90	
10:00am - *Livestream (per ELCA)	119	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
2023**

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 2023:

Jerry Wanninger
2/28/2023

Warren Stockton
3/19/2023

George Acinger
4/9/2023

Jim Whitten
4/10/2023

Kathy Johnson
5/6/2023

Melvin Keith
5/23/2023

Wanda Jensen
5/24/2023

John Frey
8/18/2023

Thomas Guess
10/14/2023

Kim Foster
10/28/2023

Walt Linder
11/10/2023

Robert Howell
11/15/2023

Marian Twedt
11/20/23

Terry Gerstenberger
11/23/2023

Don Flanagan
12/28/2023