

# Atonement Lutheran Church

## 2020 Annual Report

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## 2020 FROM THE CONGREGATION COUNCIL PERSPECTIVE

Fellow Atonement Members,

We began the year with a sense of the Spirit moving among us. We were growing in numbers and in energy. We were gathering weekly for worship and for a Bible Labs and discernment workshops. We were speaking the language of guiding principles that could help us reclaim our Lutheran identity and assembling tools to act in faith as individual disciples and as a Christian community to further God's mission.

And then the world seemed to collapse.

Some experts tell us that the COVID-19 pandemic revealed weaknesses, rather than caused failings, in our systems. While that's undoubtedly true—for the Church, as for all other worldly institutions—I'd like to focus on the *strengths* the pandemic revealed in our church.

First, there is your incredible generosity and sense of stewardship. I wrote you this spring pleading for your monetary support, and you responded: maintaining your regular offering despite the uncertainty nipping at your paychecks and portfolios; enrolling in the automated electronic donation platform; submitting above-and-beyond gifts and advances on your pledges. You responded to matching funds campaigns this fall and Christmas. You trimmed our landscaping and our maintenance expenses; donated time and equipment, thermometers and hand sanitizer; encouraged our staff with words and gifts. You helped re-launch preschool. You helped our assistant treasurer secure a forgivable PPP loan. The bottom line, regarding this bottom line, is that because of you, Atonement from a "business" perspective, remains strong. The staff and our finance folks, particularly Katie Sensenig, remain cautious, and the budget Council is recommending to you is conservative, but that does not in any way diminish the magnitude of your giving.

Early on in the pandemic, Pastor Julie taught me to thank God for Zoom and the other technologies that enable us to maintain social contact even as we're physically forced apart—and I'm grateful for how you've engaged in Atonement's virtual life: Zoom Bible studies and social hours; Sunday school and VBS through YouTube; on-demand worship and sermons; Facebook performances by soloists and ensembles; and now, an annual congregation meeting in which the congregating, conversation, and voting happens through buttons and screens. The few in-person worship times we shared this past summer and fall showed we could overcome the muffling of masks, the rumble of street traffic, the awkward space imposed between us—we could and would overcome all these and more to commune through prayer and sacrament. When things return to "normal," we will be oh-so-ready, but we have found that the Spirit also moves through abnormal spaces.

Pastor Ryan and the church staff deserve our gratitude for their leadership of the church through the last year. The pandemic has forced them to make a series of very difficult decisions regarding staffing, facilities, and programming. Nevertheless, they ensured that even if the building was closed, the church was not! Their decisions, actions, and planning not only have helped Atonement weather the storm but will position us to face the new challenges and take advantage of the new opportunities of 2021 and beyond.

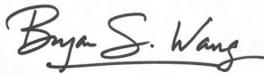
I thank Council for their dedication and leadership, too—both at the beginning of the pandemic, as we more actively managed the church's operations, and this fall when we switched back to a governance model focusing on longer-term vision. Thank you to Ed Kern, Jr. and Tom Endy, who are completing their council terms; it's been a pleasure working with them. Katie Sensenig and I are also completing terms and are standing for another term if you will have us. You'll find our names, along with those of faithful members George Fulton and Gary Mishler, on your ballot for council elections at the meeting.

I'll close by returning to where I started: Atonement's discernment of and movement toward fuller participation in realizing God's dream. That work requires you, the congregation. Council has adopted the statements we discussed last year—Jesus is Lord, Everyone is welcome, Love changes people, Everybody has something to offer, and The world needs what we have—as a provisional set of guiding principles. We have recentered our focus on the mission Jesus gave us: to witness and make disciples to help bring the

kingdom of heaven on earth. We are discerning a purpose for the church leadership. Above all, we look forward to the time when we can gather again with you to do this work for the whole church. In the meantime, we recognize the ways in which the congregation is already, even in these COVID times, living into those principles: partnering with Hope Lutheran Church to care for our neighbors in Reading; sharing fellowship while beautifying our church and grounds; examining ways to make our church even more inclusive; fortifying one another and this body of Christ through caring connections and ministering to the lost, the least, the little, the lonely. That Jesus-centered outreach, servanthood, sense of community, and love will bring us into the next age of Atonement.

Has the world collapsed? Not at all. But it’s changed, fundamentally, and 2020 has shown us that Atonement can play a part in its continued transformation to a kingdom of justice, peace, and mercy for all of God’s children.

Yours in Christ,



**Class of 2018**

Tom Endy  
Ed Kern, Jr.  
Katie Sensenig  
Bryan Wang (president)

**Class of 2019**

Ann Bastian  
Louise Fair  
Debbie Gentry  
Tim McGuirk (vice-president)

**Class of 2020**

Patty Lehr  
Cara Pepper (treasurer)  
Tyler Rankin  
Deb Seyler (secretary)

**2020 REPORT OF THE SENIOR PASTOR**

The year 2020 started off so well for our congregation!

Our regular ministry programming was experiencing a season of fruitfulness, and we were dedicating time and energy to the important work of discerning our missional corporate culture. After hosting three successful one-month Bible labs, our Adult Formation Team convened what was to be a ten-week **discernment series** during the 9:45 AM multi-purpose hour. In terms of format, this discernment series included TED talkish lectures, small groups (less than five people), and conversation groups (fifteen to twenty people). The series, which took its inspiration from material from the ELCA, focused on the book of *Acts*. As participants studied several chapters from *Acts*, they dug more deeply together into their understanding of each of the five guiding principles. This was helping us to listen for **Atonement’s accent** on those principles. By describing God’s activity in *Acts* in their own words, participants were also helping us to listen for language and imagery that describe **Atonement’s sense of purpose** in God’s mission. It was all going so well, and it was so fun!

And then the pandemic turned the world upside down.

We cancelled all in-person ministry programming effective **Wednesday, March 11**. When we did so, we were under the impression that the shut-down would last about two weeks. Then the authorities extended the shut-down through the entire month of April. Berks County did not enter the yellow phase of the Commonwealth’s reopening plan until **Friday, June 5**. Berks finally entered the green phase of the plan on **Friday, June 26**. In consultation with our Council, and with attention to the reopening guidelines of the ELCA, we held our first in-person service a little over two weeks into the green phase on **Tuesday, July 14**, at 7:30 PM. We gathered for worship on the lawn. We did so not only because it was safer to gather outside, but also so that we could gauge the congregation’s willingness to observe the prescribed physical distancing protocols. **You all were so well behaved!** After hosting several more pop-up evening services on the lawn, we resumed indoor worship on **Sunday, October 4**. Indoor worship continued through **Christ the King Sunday, November 22**, which was the Sunday before Thanksgiving. In anticipation of a Thanksgiving surge

in new cases of the virus, we cancelled indoor worship indefinitely. As of the writing of this report, we have not resumed in-person, indoor worship and have no definite plans for when that will happen. I should note, for posterity's sake, that it was especially heartbreaking to have to cancel our congregation's **Christmas services**.

As I look back on the above timeline from the vantage point of early 2021, I am reminded of all the stress, confusion, loneliness, and frustration of these last ten months. After processing all this with God for many, many hours in my prayer closet, I can now also look back on this time with a deep sense of gratitude for the ways Jesus has kept his promise to be with us. **He has kept that promise through all of you. Bryan Wang and our Council** have dedicated more time and energy to sustaining this congregation during the pandemic than most of you will ever know. **The staff** have been loyal to this congregation, even when we had to reduce their hours and compensation; and despite those reductions, they threw themselves into the hard work of adapting and innovating for the sake of ministry. **The members and friends of this congregation** have given of their time, talent, treasure, team, and trust in a way that truly embodies the generosity of our Lord Jesus. You saved the congregation tens of thousands of dollars by mowing the lawns, trimming the bushes, and blowing the leaves. Despite all the uncertainty of these times, and the limitations on our ministry, you continued to support Atonement financially—even participating in two above-and-beyond matching funds campaigns. You came together by Zoom to answer the Spirit's call on us to move beyond passive non-racism to active anti-racism. And with every little Zoom gathering, phone call, text message, Facebook post, e-mail, hand-written card, and care package, you cared for one another and for our leadership in the Spirit of Jesus. **Thank you, my friends, for allowing the gracious grit of Jesus to work through you throughout this difficult year.**

Over the last few months, **our congregation's leadership has been actively praying about and preparing for our post-pandemic ministry.** We know we are not there yet, of course, but we also know that if we do not prayerfully prepare now we will not be ready to relaunch the congregation when the time comes. And make no mistake about it, my friends, the process of relaunching Atonement is going to take a lot more intentionality and commitment than just putting the worship times back up on the sign out front. **We will, each of us, need to do our part** to invite, to welcome, and to follow-up with both our fellow members of the congregation as well as the newcomers Jesus sends us. An important part of our post-pandemic ministry will be to complete our interrupted discernment process, so that Atonement will finally be in a position to live on purpose and act on principle as we make disciples of and bear witness to Jesus. **Let us work together, wise as serpents and gentle as doves, to reconvene this congregation's flock in 2021!**

In the Spirit of Jesus,

Ryan+

**Atonement Lutheran Church    Annual Congregation Meeting**  
**Sunday, January 31, 2021**  
**AGENDA**

1. Call to Order
2. Opening Prayer
3. Adoption of Agenda
4. Motion to Conduct Remote Meeting, Including Electronic Voting
5. Approval of the Minutes of the Annual Meeting on January 26, 2020
6. Adoption of 2021 Budget
7. Election of New Council Members
8. Election of Representatives to 2021 Synod Assembly
9. Adjournment
10. Closing Prayer

**NOTES AND PROPOSED MOTIONS FOR THE ANNUAL MEETING**

**Procedural motion to conduct this meeting remotely:**

Because of health concerns created by the COVID-19 pandemic and because the election of Council members and adoption of an annual budget are necessary for continued operation and leadership of the church, the Congregation Council has recommended this annual meeting be held virtually. The Council and congregation look forward to meeting again in person when public health officials advise this is appropriate.

**Background:**

According to our church constitution (C10.01), “The annual meeting of this congregation shall be held in January or February on a date to be determined each year by the Congregation Council.” For the last several years, the annual meeting has been held during the Sunday school hour on the last Sunday morning in January.

Our constitution further instructs that the members of Congregation Council shall be elected at the annual meeting (C12.02) and that the Congregation Council “prepare an annual budget for adoption by this congregation” (C12.05.d).

However, because of health concerns created by the COVID-19 pandemic, public health professionals recommend that people engage in “physical distancing,” which prevents the congregation from gathering in a shared physical space.

Pennsylvania generally permits corporations and nonprofits to conduct remote and virtual meetings except as otherwise provided in the bylaws (15 PA Cons Stat § 5708 (2014)). Our church constitution allows Council and committee meetings to be conducted remotely (C12.13); it’s silent regarding congregational meetings. The procedural motion below, based on constitutional provision C12.13, would explicitly authorize the actions taken by the congregation during this virtual meeting.

**Motion:**

“That this congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication.”

(This motion has been recommended by Council and therefore does not require a second.)

## **Minutes of the Annual Meeting on January 26, 2020**

Minutes of our last annual meeting, prepared by Sarah Smith, former congregation Secretary, are presented later in this packet. If you have any questions or concerns, please contact Bryan Wang at [bswang72@gmail.com](mailto:bswang72@gmail.com).

### **Motion:**

“That the congregation approves the minutes of the annual meeting held on January 26, 2020.”

## **2021 Budget and Narrative**

Details of Atonement’s financial position (balance sheet and reports on capital campaign and other designated funds) and the proposed 2021 budget, prepared by Assistant Treasurer Katie Sensenig, are presented later in this packet. If you have questions or concerns, please contact Katie at [katiesensenig@comcast.net](mailto:katiesensenig@comcast.net).

From Katie:

The financial reports for 2020 tell a tale of the resilience of our congregation. Everyone stepped up to help and kept our ministry vibrant and alive.

We ended 2020 with money in the bank. I never thought it was possible in March, that we would end the year with our income exceeding our expenses by slightly over \$100,000. Multiple members helped us with generous gifts well over their pledges – for a total of \$69,800 that is included in Offerings-Misc for 2020. Some of you chose to prepay your 2021 pledges a year in advance, so that we had cash flow to pay bills.

We tightened up everything when the pandemic hit, but payroll was a priority. The government came through with the PPP Loan program and we were able to secure a loan for \$134,100 for Atonement. We expect this loan to be fully forgiven soon, which will make it a grant to the church. We were able to keep paying the staff with the PPP money, until all of you began giving us your pledges in so many ways. It is hard to give us money when the doors are locked, but you all figured out a way.

The 2021 budget is smaller than 2020 by about 18%. Staffing changes, retirements, and benefit changes will keep payroll costs down. Maintenance and repairs for 2020 were kept to needs only. For 2021, we will have to begin catching up on our regular maintenance items. But we now have a volunteer landscaping crew that is saving us over \$9,000 a year. The Preschool income in 2020 was only 55% of expected. We are still operating with drastically reduced class sizes and income. If those enrollments increase, income from tuition will rise along with the expenses.

The congregation and staff are to be commended. The congregation continues to support our ministry, with monetary and volunteer efforts. The staff has made herculean efforts to keep expenses down this last year. The staff knows that we are still not out of the woods, and has been thoughtful with their budget requests and considerations going forward to 2021.

I thank everyone that has supported the financial team during this unparalleled year.

In faith,  
Katie Sensenig

### **Motion:**

“That the congregation adopts the proposed 2021 Budget.”

(This motion has been recommended by Council and therefore does not require a second.)

**Election of Congregation Council Members**

The following members are completing their terms on Council: Tom Endy; Ed Kern, Jr.; Katie Sensenig; Bryan Wang

Tim McGuirk, Congregation Vice-President, chaired the nominating committee charged with securing candidates from among the congregation's voting members for the open positions. Terms are three years in length, and members may serve no more than two consecutive terms.

The committee submits the following candidates: George Fulton, Gary Mishler, Katie Sensenig (for a second consecutive term), Bryan Wang (for a second consecutive term). Bios for these candidates are found later in this packet.

Please contact Tim McGuirk (tmcguirk@ptd.net) or Pastor Ryan (rhersch@atonementwyo.org) if you have any questions about these nominees or are interested in nominating another member of the congregation.

If no additional nominees are forthcoming, the four members listed above will be elected at the meeting by acclamation.

**Election of Synod Assembly Representatives**

Our constitution (C5.04) states,

“This congregation shall elect from among its voting members laypersons to serve as voting members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member.”

C. Louise Fair, Kathryn Fellman and Steve Fellman served as lay representatives from Atonement at the 2020 NEPA Synod Assembly, held virtually this past October. The Fellmans and Tyler Rankin have agreed to serve at the 2021 Assembly (time and location TBA).

If no additional nominees are forthcoming, Kathryn Fellman, Steve Fellman, and Tyler Rankin will be elected by acclamation.

Since the details of the 2021 Assembly have not yet been published, it's particularly important that we have alternate representatives.

C. Louise Fair has graciously agreed to serve as an alternate. If you would like your name added to the alternate list, please contact Tim McGuirk (tmcguirk@ptd.net) or Pastor Ryan (rhersch@atonementwyo.org). If needed, we may also take nominations for alternates from the floor at the meeting. As an alternate, you are not committing to attending the assembly, but you are saying you are open to being asked to attend if one of the representatives cannot, for some reason, attend.

**Motion:**

“That the congregation approves C. Louise Fair [and other names put forward, if any] as lay representatives from Atonement if the elected representatives are unable to serve.”

## INSTRUCTIONS FOR PARTICIPATING IN ATONEMENT'S ANNUAL MEETING January 31, 2021, 9:45 AM

### Getting started

This year's annual congregation meeting will be held virtually using the Zoom platform. For reference, the full meeting invitation is provided on the last page of this document. These instructions will teach you how to join the meeting and participate by speaking, voting on motions, and voting in elections.

To participate, you will need to join Zoom either using a computer, tablet (e.g., iPad), or smartphone (e.g., iPhone) or dialing-in with a traditional telephone. If you join by telephone, you will not be able to see the proceedings and we won't be able to see you (obviously), but you'll be able to participate fully with your voice, including voting on motions. Voting in competitive elections, if there are any, will require you to have a valid email address and access to an internet browser during the meeting.

### Joining the Meeting

We encourage you to join the meeting a few minutes early, especially if you haven't used Zoom before. Once you join, Zoom may ask you to wait for the host to let you in. Please be patient.

#### To join the meeting using a computer, tablet, or smartphone:

You may use a computer with a webcam, microphone, and speakers. Or you can participate with a smartphone or tablet using the Zoom mobile app.

In the device you would like to use to join the meeting, enter the link below in an internet browser. The browser should prompt you to download and install Zoom (for free) if you don't already have it on your device.

To join, use this link: <https://psu.zoom.us/j/94400194093>

(This is the website for the actual meeting room, which won't open until the scheduled meeting time, but you should be able to use the link ahead of time to obtain the correct Zoom software.)

For more info on beginning with Zoom and to go to a "test meeting," look here: <https://support.zoom.us/hc/en-us/articles/201362193-Joining-a-meeting>

Once you join the meeting, please mute your microphone. If your device includes a webcam, we encourage you to keep it on.

#### To join the meeting using a traditional telephone:

Dial one of the following numbers:

- +1 646 876 9923 (US Toll)
- +1 301 715 8592 (US Toll)
- +1 312 626 6799 (US Toll)
- +1 669 900 6833 (US Toll)
- +1 253 215 8782 (US Toll)
- +1 346 248 7799 (US Toll)

When you're prompted, enter Meeting ID: **944 0019 4093** followed by the # sign

After you join the meeting, we'll ask you for your name. After providing it, please dial \*6 to mute your audio so we won't hear any background noise. If you need to speak to us, you may dial \*6 again to unmute.

## Attendance

We will ask all attendees to identify themselves in the Zoom meeting with their first and last names. If more than one voting member is sharing a device, please notify us of all names.

In a computer, tablet, or smartphone:

Click on the “Participants” button near the bottom of the Zoom window.

Hover your mouse over your name in the “Participants” list on the right side of the Zoom window.

Click on “More,” then “Rename”.

Enter your name (or names, if there’s more than one voting member)

Click “OK”.

If you are dialing-in by phone, we will ask you for your name and record it in the Zoom meeting.

## Speaking

Generally, we will keep members’ microphones muted unless they have the floor. We will also discourage use of Zoom’s chat function in this meeting (except as noted below in **Elections**), since not all members may be able to see the chat.

If there is a debate and you wish to be recognized to speak, please use Zoom’s “raise your hand” feature:

On a computer or smart device:

Click on the “Participants” button near the bottom of the Zoom window (unless the Participants window is already open). [On newer versions of Zoom, you may need to click the “Reactions” button instead.]

Click the “Raise Hand” button.

When you are recognized, you may lower your hand and click the unmute button and speak.

When you are finished, please re-mute yourself.

If you are dialing-in by phone

Dial \*9 to raise your hand

When you’re recognized, dial \*6 to unmute your audio, if necessary.

When you’re finished speaking, please press \*9 and \*6 again to lower your hand and re-mute yourself.

## Voting on Motions

Voting will be done using the raise hands feature as described in the above section.

When a motion is under consideration, we will first ask for “aye” votes. All who are in favor will raise their hands. If there are multiple voting members on devices, we will lower hands and ask the additional members to vote, as needed.

We will then ask for “nay” votes using the same procedure.

If there are members attending by phone who are unable to vote by raise hands, I will ask for their vote by voice as needed.

## Elections

If an election is uncontested (i.e., the number of nominees equals the number of vacancies), the nominees will be declared elected by acclamation.

If there are more nominees than vacancies, we will conduct the election with secret, individual online ballots using the ElectionBuddy platform:

We will ask every voting member in attendance to send us an email address through the meeting chat. The chat button is near the bottom of the Zoom screen.

Telephone users will provide their email by voice.

ElectionBuddy will create a unique ballot link with a random, secret access key for each voter. (For more about the platform's security, visit this website: <https://support.electionbuddy.com/article/452-integrity-and-ballot-access>)

A voter notice, which contains the voter's unique voter link (a website address that contains an access key and takes the voters straight to the ballot), will be emailed to each voter. Alternatively, voters can access the ballot by using a web browser to visit the access link, <https://electionbuddy.com/ballot>, where they will be prompted to enter their access key.

You will have fifteen minutes to complete the ballot and submit your vote. You will receive a receipt after submitting your ballot.

The election administrator will not see access keys or voter responses and will obtain the results of the election along only after the election is closed, when the voters also will be able to see the results.

The election will be determined by plurality. Voters may select as many candidates as there are vacancies (or abstain), and the candidate with the highest percentage will win the first seat, the second-highest percentage wins the second seat, and so on, until all seats are filled.

Thank you for participating in this aspect of the church's life and helping to keep Atonement operating smoothly!

## **Atonement Annual Congregation Meeting- January 26, 2020**

The meeting was called to order by Council President Bryan Wang at 9:45 a.m. There was a quorum of over 50 voting members of the congregation present.

Pastor Julie Recher led us in an opening prayer.

### 1. Adoption of Agenda (Bryan Wang)

In addition to the items already on the agenda, Katie Sensenig will provide a summary report of our financial position, in addition to the 2020 budget report.

In the item regarding Synod Assembly representation from Atonement, we will be electing both congregation representatives and alternates.

There were no concerns about the agenda, and it was adopted by unanimous consent.

### 2. Approval of Minutes (Bryan Wang)

The minutes from the annual meeting of the congregation held on January 27, 2019 were approved by unanimous consent.

### 3. Financial Report and Recommended Budget for 2020 (Katie Sensenig)

Katie provided an overview of Atonement's financial position, which from an operating standpoint, remains secure. In 2019 income exceeded expenses by ~\$33,000. A 2% wage bonus was awarded to staff (of both the congregation and preschool). We needed to borrow from our MIF loan to complete capital campaign projects due to unforeseen complications and expenses with the building projects.

There was a question from the floor regarding the capital campaign - Katie explained that we are still in the process of taking in money pledged for the capital campaign, and that all of these funds are designated specifically for the capital campaign- payments on the MIF loan.

There were no additional questions regarding the 2020 proposed budget, which is conservative.

Motion (made by Katie Sensenig, on behalf of Council): That the proposed 2020 Budget be adopted. The motion does not require a second; the proposed budget has been recommended by the full Council.

The motion passed, and the budget was adopted. (Voice vote).

### 4. Amendments to Constitution (Steve Fellman)

Steve presented background information on the proposed updates to our Constitution, which reflect changes that are consistent with the ELCA model constitution. Therefore, synod approval is not required for our congregation to adopt these changes.

There were no additional questions or concerns regarding the amendments to the Constitution.

Motion (made by Bryan Wang, on behalf of Council): That the proposed amendments to the Constitution be adopted.

No second is required.

The motion passed and the amendments were adopted.

### 5. Additions to Bylaws (Steve Fellman)

Steve provided a brief descriptive overview of the new policy governance model adopted by Council, and how it differs from the old model which operated through standing and ad hoc committees.

The proposed additions to the bylaws outlined in the annual report (essentially outlining the roles of Council, Senior Pastor, as chief executive officer, and Council officers), have been recommended by the full Council.

There was a motion proposed by Art White to change some wording of bylaw C11.01.03 (role of secretary). Art proposed that the word kept be changed to filed. (with regard to minutes from Council and congregational meetings).

The motion was seconded by Sharon Calder. There was some discussion about the congregation having access to meeting minutes, which they do have, either by accessing them electronically or obtaining a paper copy from the church office.

The motion was put to a vote: 29 were in favor of the proposed wording change, 63 opposed.

The motion was therefore, dropped.

Motion (made by Bryan Wang, on behalf of Council): That the proposed bylaws be adopted as they are listed in the annual report.

No second is required.

The motion passed, and the bylaws were adopted.

#### 6. Election of New Council Members (Sarah Smith)

Bryan Wang thanked outgoing members of council, noting that Bob Hoch resigned earlier in 2019 after 5 1/2 years of service. Other outgoing council members are: Heidi Silverman, Steve Fellman (Vice President), and Sarah Smith (Secretary). He then welcomed and thanked Sarah Smith for chairing the nominating committee.

Sarah thanked the members of the nominating committee for their work in securing the following nominees to Council, to serve a three-year term: Patty Lehr, Cara Pepper, Tyler Rankin, and Deb Seyler.

There were no additional nominees from the floor.

The nominees were elected by acclamation. They were asked to stand and be recognized by the congregation.

#### 7. Election of Representatives to Synod Assembly (Bryan Wang)

Bryan presented three nominees to be lay representatives from Atonement at the NEPA Synod Assembly to be held June 4-6, 2020 in the Poconos: C. Louise Fair, Kathryn Fellman and Steve Fellman. These three nominees have agreed to serve along with our pastors and Tom Yenser at the assembly. Bryan also thanked Dan Kimball for serving as a representative at last year's assembly.

There were no additional nominees.

The nominees were elected by acclamation.

Bryan then proposed electing several alternates, who would be open to being asked to attend the assembly if any of the nominees were unable to attend. The following individuals volunteered to serve as alternates: Bob Eisenbrown, Tyler Rankin, Dan Kimball, Ellen Bryan and Sharon Calder.

The nominees were to serve as alternates to the NEPA Synod assembly were elected by acclamation.

8. Pastor Ryan Hersch thanked Bryan Wang, Council President for his faithful dedicated service to Atonement this past year, and closed the meeting in prayer.

The meeting was adjourned at 10:30 a.m.

Respectfully submitted,

Sarah Smith

**Atonement Lutheran Church**  
**Balance Sheet**

As of December 31, 2020

	<b>Dec 31, 2020</b>	<b>Dec 31, 2019</b>
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Checking/Savings</b>		
10000A · Cash Accounts	157,456	105,298
10011 · Money Market - FNB	210,823	89,538
<b>Total Current Assets</b>	368,279	194,836
<b>Long Term Assets</b>		
10041 · Endowment Accounts	1,238,958	1,036,670
10080 · Construction Permit Bond	14,247	14,247
<b>Total Long Term Assets</b>	1,253,205	1,050,916
<b>TOTAL ASSETS</b>	<b>1,621,484</b>	<b>1,245,752</b>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Accounts Payable</b>		
20000 · Accounts Payable	1,186	(875)
<b>Total Accounts Payable</b>	1,186	(875)
<b>Other Current Liabilities</b>		
24000 · Payroll Liabilities	4,364	(594)
24017 · Pledge	270	40
25000 · Advance Preschool Tuition	1,981	9,156
25001 · Advance Pledge	27,190	37,637
25003 · Advance Room Rentals	0	415
26000 · Endowment to be Transferred	(3,985)	19,020
<b>Total Other Current Liabilities</b>	29,820	65,674
<b>Total Current Liabilities</b>	31,006	64,799
<b>Long Term Liabilities</b>		
26003 · MIF Loan Payable	354,134	425,319
26100 · PPP Government Loan Payable	115,458	0
<b>Total Long Term Liabilities</b>	469,592	425,319
<b>Total Liabilities</b>	500,598	490,118
<b>Equity</b>		
30109 · Dedicated Accounts	47,489	31,425
30280 · Endowment	1,186,595	997,900
30300 · Landscape Trust	36,169	34,968
30460 · Capital Campaign	(371,756)	(372,255)
32000 · Unrestricted Net Assets	54,103	31,284
Operating Net Income	168,286	32,311
<b>Total Equity</b>	1,120,886	755,634
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,621,484</b>	<b>1,245,752</b>

**Atonement Lutheran Church  
Capital Campaign Activity**

**Income**

	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>Total</b>
72000 · Capital Campaign Contributions				
72002 · CC Regular Contributions	768,299	159,252	96,825	1,024,375
72010 · CC Contributions Endowment	45,000			45,000
<b>Total 72000 · Capital Campaign Contributions</b>	<b>813,299</b>	<b>159,252</b>	<b>96,825</b>	<b>1,069,375</b>

**Expense**

72100 · Capital Campaign Expenses				
72102 · General Expense - CC	32,585			32,585
72105 · Sound System - CC	151,322	3,172		154,494
72110 · Organ Project - CC	11,525	23,051		34,576
72120 · Computers - CC	16,258	9,622		25,880
72125 · 65 Wyomissing Blvd Project - CC	16,657	304,057	4,908	325,622
72130 · Deferred Maintenance - CC	67,747	650,401	7,703	725,851
72135 · Contingency - CC		12,908	17,825	30,733
72150 · Endowment Additions - CC	45,000			45,000
<b>Total 72100 · Capital Campaign Expenses</b>	<b>341,094</b>	<b>1,003,211</b>	<b>30,437</b>	<b>1,374,742</b>

<b>Net Income - Capital Campaign</b>	<b>472,205</b>	<b>-843,959</b>	<b>66,388</b>	<b>-305,367</b>
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**Mortgage Balance 12-31-2020** 354,134

**Deposit - Wyomissing Boro** 14,247

**Capital Campaign Cash Flow:**

Contributions	1,069,375
Money spent on Projects	(1,374,742)
Net Capital Campaign	(305,367)
 Mortgage Funds used	 354,134
Funds still held by Atonement	48,767
Funds held by Wyomissing Boro	14,247
Money available to make mortgage payments for 2021	63,014
 Capital Campaign funds still expected	 -0-

**Atonement Lutheran Church - Dedicated Funds**

**December 31, 2020**

**Contributed  
New Funds**

	<b>Beg. Bal. 01/01/2020</b>	<b>Dedicated Income</b>	<b>Transferred from Endowment</b>	<b>Dedicated Expense</b>	<b>Total 12/31/2020</b>
Memorial- Joe Lewis	1,898				1,898
Family Promise	2,533	51			2,584
Thanksgiving & Memorial	2,265	14,857			17,122
Childrens Ministries	1,269				1,269
Music Fund	5,164	350		-540	4,974
Youth Fund	1,000	506		-30	1,476
Arts Fund	1,330			-52	1,278
Flowers	147	1,410		-2,940	-1,383
Pastor Discretionary Fund	1,942			-1,000	942
Columbarium	1,144	1,800		-55	2,889
Chaney Memorial Book Fund	467	1,000		-1,500	-33
Common Ground	530	109,631	24,000	-132,578	1,583
Martin Luther Service Award	5,907			-1,000	4,907
Pre-School Staff Emerg Fund	0	4,600		-3,704	896
Pre-School Playground Fund	4,881	4,136		-2,956	6,061
Health Fund	1,500			-472	1,028
	<b>31,975</b>	<b>138,341</b>	<b>24,000</b>	<b>-146,827</b>	<b>47,489</b>

**Atonement Lutheran Church**  
1/9/2021

**ANNUAL REPORT**

	2020 Actual	2020 Budget	Variance	2021 Budget	Budget Variance
<b>Ordinary Income/Expense</b>					
<b>Income</b>					Compare 2020 to 2021
42000 · Member Offerings/Pledges	724,454	735,000	-10,546	655,000	-80,000
42010 · Offerings-Plate	2,481	12,000	-9,519	3,000	-9,000
42030 · Room Donations	11,720	24,000	-12,280	12,000	-12,000
42070 · Interest Income	1,746	1,000	746	1,260	260
42080 · Offerings-Miscellaneous	83,272	12,000	71,272	12,000	0
42100 · Preschool Tuition	179,246	324,924	-145,678	198,745	-126,179
42200 · Miscellaneous Income	200	100	100	100	0
72000 · Capital Campaign	12,000	12,000	0	34,560	22,560
45000 · Rental income	12,000	12,000	0	12,000	0
<b>Total Income</b>	<b>1,015,119</b>	<b>1,133,024</b>	<b>-105,905</b>	<b>928,665</b>	<b>-204,359</b>
<b>Expense</b>					
60000 · Employee Salaries & Benefits	391,958	455,933	-63,975	365,502	-90,431
60050 · Sextons	12,167	13,300	-1,133	17,280	3,980
60200 · Social Security	31,854	33,750	-1,896	28,615	-5,135
60350 · Auto Allowance	808	3,600	-2,792	1,000	-2,600
60400 · Continuing Education Exp	40	500	-460	100	-400
60450 · Guest Preachers	0	400	-400	100	-300
61000 · Christian Education	2,795	7,000	-4,205	3,400	-3,600
61100 · Congregational Fellowship	199	2,000	-1,801	500	-1,500
61150 · Hospitality	613	1,600	-987	600	-1,000
61151 · Health Advocate	450	450	0	500	50
61200 · Stewardship Supplies	1,043	1,500	-457	1,300	-200
61250 · Worship/Music	6,270	17,500	-11,230	8,500	-9,000
61300 · Youth	671	800	-129	200	-600
61350 · Preschool Expenses	14,305	24,000	-9,695	8,305	-15,695
61351 · Preschool Wages	224,141	276,381	-52,240	200,240	-76,141
61353 · Preschool Pension	4,706	5,200	-494	5,200	0
61400 · Advertising	710	1,000	-290	500	-500
62000 · Administration	28,789	35,000	-6,211	30,000	-5,000
62050 · Conference/Workshops	704	500	204	500	0
62100 · Miscellaneous	0	350	-350	100	-250
62200 · Utilities	46,430	56,000	-9,570	50,000	-6,000
62250 · Maintenance/Repairs	33,990	85,000	-51,010	76,000	-9,000
62300 · Insurance	30,909	30,300	609	31,920	1,620
62400 · Benevolence	54,000	54,000	0	54,000	0
63400 · Debt Payments				18,000	18,000
63400 · Interest Expense	17,969	12,000	5,969	16,560	4,560
63410 · Bank Fees	3,364	5,000	-1,636	3,200	-1,800
63500 · Property Taxes	4,337	4,260	77	4,350	90
66700 · Professional Fees		5,700	-5,700	0	-5,700
<b>Total Expense</b>	<b>913,222</b>	<b>1,133,024</b>	<b>-219,802</b>	<b>926,472</b>	<b>-206,552</b>
<b>Net Ordinary Income</b>	<b>101,897</b>	<b>0</b>		<b>2,193</b>	

## Council Nominees

### George Fulton

Linda and I were married here in August 1971. Yes, the 50th anniversary is coming up! After grad school (1970) I moved to MN for my first job and Linda did the same to take her senior year at the U of MN. After nearly 30 years we moved back to PA to take care of my Mom and Linda's Dad, and we renewed our membership at Atonement.

I got involved in stewardship for a while, became a member of one of the usher teams, and was among the first group of Atonement assistant ministers. Before we moved away to VT in 2011 I started a small men's group of Atonement members (still active) and was a Council member until we left to run our VT inn. We returned in December 2016—Linda around December 11 and once the closing was complete I left at 3am, Sunday December 18 and drove straight through to Wyomissing; pulled into the Atonement parking lot just in time for the 11:00 service (in my Vermont clothes). Since then I have been involved in Pastor Ryan's discipleship program since it started. Atonement has always been a source of peace for me.

### Katie Sensenig

Katie has been a member of Atonement for more than 25 years and raised her two daughters in the church. On a past term on Council she served as Arts Chairman, and has served several periods on the Christian Education Committee.

She is a CPA in public accounting with specialties in non-profit accounting and taxes. She has put her expertise to work with the church finances and has helped manage the money to keep Atonement able to function in these challenging times.

### Gary Mishler

Upon coming to Atonement, Barb and I had an immediate impression of a church home where we could be part of a dynamic Christian community. Because we had an interest in music, we were able to become part of the music ministry by joining the Choir. This group gave us the opportunity to get to know many wonderful members and leaders of the congregation while also participating in a vital ministry of our church. I served as a Confirmation co-teacher from 2015 to 2017 where I was able to guide some of our young people as they prepared for a future led by Christ. This past year, I was part of the Lawn Team which, again, provided a chance to meet and work with many of our faithful members. As a Council member, I would look forward to helping our leaders and members continue to advance Atonement's welcoming and growing mission for Jesus Christ.

### Bryan Wang

My family and I are deeply grateful for the community and home we've found at Atonement since joining in 2007. My son Simon, who recently graduated from Wyomissing, and daughter Elise (11th grade) participated in the church's preschool, Sunday school, VBS, and catechetics programs. My wife Karen has contributed to various *ad hoc* committees and always has a few "service" balls in the air. (And wise words to share: she's the one who led me under the Lutheran tent in the first place.) I served on Council from 2009 to 2012, and I've been involved with stewardship, social activities, and adult and children's education as well as Pastor Ryan's call to Atonement. I'm now finishing my first term of my second stint on Council and completing my second of two years as president. I'm seeking another term as a Council member, where I hope to continue working with the staff, other church leaders, and the entire congregation to discern and realize God's vision for our church.

**2017-2020 WORSHIP ATTENDANCE REPORT**

According to Council's goal, by 2024 our congregation will grow so that there are never fewer than 250 individuals in worship, there are often 500 in worship, and there are 1000 in worship for Christmas and Easter. **Bold text highlights Sundays with attendance lower than 250.** As of the publishing of this report, we have not received guidance from the ELCA about how to calculate average worship attendance in 2020.

<u>Attendance in January</u>	2020	2019	2018	<u>Attendance in May</u>	2020	2019	2018	<u>Attendance in September</u>	2020	2019	2018	2017
First Sunday	203	237	284	First Sunday	-	210	282	First Sunday	-	169	178	171
Second Sunday	242	280	347	Second Sunday	-	300	259	Second Sunday	-	252	263	156
Third Sunday	216	202	290	Third Sunday	-	293	316	Third Sunday	-	239	248	245
Fourth Sunday	309	445	304	Fourth Sunday	-	227	181	Fourth Sunday	-	223	283	189
								Fifth Sunday	-	243	269	249
<u>Attendance in February</u>	2020	2019	2018	<u>Attendance in June</u>	2020	2019	2018	<u>Attendance in October</u>	2020	2019	2018	2017
First Sunday	260	251	226	First Sunday	-	326	226	First Sunday	109	264	328	286
Second Sunday	287	266	289	Second Sunday	-	232	234	Second Sunday	102	209	234	295
Third Sunday	247	290	245	Third Sunday	-	253	222	Third Sunday	101	261	291	259
Fourth Sunday	246	264	305	Fourth Sunday	-	290	295	Fourth Sunday	170	263	263	357
				Fifth Sunday	-	191	219					
<u>Attendance in March</u>	2020	2019	2018	<u>Attendance in July</u>	2020	2019	2018	<u>Attendance in November</u>	2020	2019	2018	2017
First Sunday	281	320	305	First Sunday	-	183	196	First Sunday	114	374	340	289
Second Sunday	308	251	242	Second Sunday	-	191	154	Second Sunday	107	202	305	343
Third Sunday	-	338	412	Third Sunday	-	209	215	Third Sunday	88	302	285	243
Fourth Sunday	-	272	405	Fourth Sunday	-	188	204	Fourth Sunday	102	275	270	270
Fifth Sunday	-	273	638									
<u>Attendance in April</u>	2020	2019	2018	<u>Attendance in August</u>	2020	2019	2018	<u>Attendance in December</u>	2020	2019	2018	2017
First Sunday	-	257	227	First Sunday	-	182	231	First Sunday	-	242	261	327
Second Sunday	-	412	477	Second Sunday	-	181	210	Second Sunday	-	296	316	218
Third Sunday	-	684	251	Third Sunday	-	198	189	Third Sunday	-	280	252	283
Fourth Sunday	-	484	247	Fourth Sunday	-	274	269	Fourth Sunday	-	460	441	-
								Fifth Sunday	-	186	173	128
<u>Holy Week Attendance</u>	2020	2019	2018					<u>Christmas Attendance</u>	2020	2019	2018	2017
Palm Sunday	-	412	405					Eve 11:00 AM	-	300+	296	394
Maundy Thursday	-	116	100					Eve 6:00 PM	-	199	205	128
Good Friday	-	173	205					Eve 7:30 PM	-	331	368	352
Easter Vigil	-	60	40					Eve 10:00 PM	-	118	116	110
Easter Sunday	-	684	638					Day 10:00 AM	-	48	46	38
Preschool Sunday	-	394	375					Total	-	996+	1,031	1,022

*In 2020, Sunday services were suspended from the third Sunday in March through the last Sunday of September. Services resumed at 8:30 and 11:00 AM on the first Sunday of October and continued through the fourth Sunday of November. Attendance at services in October and November was capped at 30 households/pods, not to exceed 110 people at either service. Our on-demand video services, sermons, prayers, and musical selections on YouTube and Facebook have been viewed many thousands of times. Participation in the 9-45 AM Sunday Bible study Zoom has consistently had thirty or more participants.*

**2020 ATTENDANCE—MULTI-PURPOSE HOUR  
IN-PERSON ATTENDANCE**

	<u>Sunday School</u>	<u>Adult Forum</u>	<u>Confirmation</u>	<u>Communion Instruction</u>	<u>Meet Your Bible</u>	<u>Annual Meeting</u>	<u>Week Total</u>
January 5, 2020		36		5			41
January 12, 2020		34		13			47
January 19, 2020		30		5	14		49
January 26, 2020						108	108
February 2, 2020	67	56	16				139
February 9, 2020	70	40	16				126
February 16, 2020	65	51	13				129
February 23, 2020	65	53	14				132
March 1, 2020	54	54	18				126
March 8, 2020	61	44	9				114
2020 Totals	382	398	86	23	14	108	1011

## Membership and Enrollment

<b>Members received:</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Transfers (Lutheran)	4	8	1
Transfers (Non-Lutheran)	0	10	0
Profession of Faith	1	10	2
Infant Baptism	16	9	11
Adult Baptism	4	4	0
Reinstated	0	0	0
Associate	0	1	1
<b>Total Accessions</b>	<b>25</b>	<b>42</b>	<b>15</b>
<b>Baptized members confirmed</b>	<b>8</b>	<b>8</b>	<b>10</b>
<b>Members removed:</b>			
Deaths	13	14	14
Removed at own request	35	1	0
Transfers (Lutheran)	4	3	1
Transfers (Non-Lutheran)	5	5	0
Moved to Inactive	338	0	11
<b>Total Losses</b>	<b>395</b>	<b>23</b>	<b>26</b>
<b>Total Membership</b>	<b>1225</b>	<b>1252</b>	<b>1241</b>

## Atonement Christian Preschool Enrollment

2018-19: 139 students in 196 spaces  
 2019-20: 152 students in 209 spaces  
 2020-21: 85 students in 111 spaces