



UNITY
Lutheran Church

Annual Report for 2021

Final - Rev 1

*Congregational Meeting
February 27, 2022*

**Cross of Life Campus
20700 W. North Avenue
Brookfield, WI 53045**

**Christ the King Campus
4600 Pilgrim Road
Brookfield, WI 53005**

(262) 781-7600

On-Line Campus

www.unitybrookfield.org



Celebrate. Share. Renew.

Annual Report Compiled by
Nancy Kostanski

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Opening Devotion

Annual Meeting of the Congregation February 27, 2022

Opening Prayer – A Beatitude for Annual Meetings in a New Era

Voice 1: Blessed are the church pews... welcoming bottoms, backs, and thighs of every shape and size without judgement or preference, just yearning to be claimed as someone's regular favorite spot.

Voice 2: Blessed are the zoom links... bringing snow birds and travelers, homebound and home-happy, every square a reminder: our faith is greater than four walls.

Voice 1: Blessed are the speakers, the wires, and the wi-fi... for when they work, they are a miracle, and when they fail, they give us reason to practice your grace.

Voice 2: Blessed are the people... those who have gone before us, those who will come after us, and all those here today, for they embody the great spiritual practice of Showing Up.

Voice 1: Blessed are the numbers.... the budgets and statistics, for each is chosen in faith and reported in love.

Voice 2: Blessed are the voices... the questions and comments, for they are spoken with care and received with gratitude.

Voice 1: Blessed are the hands... raised in commitment.

Voice 2: Blessed are the hearts... so close to Your Heart.

Voice 1: Blessed are the doughnuts! Food for hungry souls.

All: Blessed be UNITY's Annual Meeting of 2022.

Reading Genesis 32:22-28

Thought: Demand Your Blessing!

Sending Music "*Blessed Be the Tie That Binds*" ELW 656 vs 1-2

Blessed be the tie that binds
our hearts in Christian love
the unity of heart and mind
is like to that above.

Before God's holy throne
we pour our ardent prayers
our fears, our hopes, our aims are one
our comforts and our cares.

Agenda for 2022 Annual Congregational Meeting

Call to Order
Opening Devotions

Mary Huss, President
John Horner-Ibler

Quorum Needed for 2022 Meeting ~ 186

1. Approval of Minutes

2021 Annual Meeting February 22, 2021
2021 Election Meeting June 5, 2021

2. Approval of the Pastors' Reports

Pastor John Horner-Ibler
Pastor Sherrie Lorbeck
Pastor Muriel Otto
2021 Statistics

3. Approval of the Congregation Council's Reports

Congregation President *Mary Huss*
Adult Programs *N/A*
Christian Education *Colleen King*
Communications & Technology *Ed Dominski*
Finance *Phil Roemaat*
Group Opportunities *Melissa Graesser*
Invite *Nicole Krause*
Property *T.J. Roche*
Servant Ministries *Jackie Herington*
Stewardship *Mark Miller*
Treasurer *Adrienne Krueger*
Worship & Music *Steve Johnson*
Youth *Eric Borkenhagen*
Recording Secretary *N/A*

4. Approval of Program Staff Reports

Director of Christian Education *Michelle Aprahamian*
Director of Youth Ministry *Matt Griepentrog*
Director of Music Ministry *Janet Day*
Member Care *Debbie Riederer*

5. 2021 Financial Reports

6. 2022 Budget Approval

7. Elections

Nominating Committee (need 3 to serve this Spring)
Delegates to Synod Assembly (need 5 – at least 2 male, 2 female)
Friday, May 20 – Saturday, May 21, 2022 at Italian Community Center, Milwaukee

8. Old Business

9. New Business

10. Adjournment *Council President*

11. Closing Prayer *Pastor*

Minutes of UNITY Lutheran Church Annual Congregational Meeting February 22, 2021

Meeting Title UNITY 2021 Annual Meeting Minutes
Date February 9th, 2021

- The Annual Meeting of the Congregation took place via Zoom over the course of three meetings.
Members Present:
 - Total – 237
 - Quorum – 202
- Pastor John Horner-Ibler led the Opening Devotion
- **Approval of Minutes**
 - Annual Meeting on February 9, 2020
 - Congregational Voting Meeting on November 7-9, 2020

Motion Made to Approve Both Sets of Minutes
Motion Carries Unanimously

- **Approval of the Pastor's Reports**
 - Pastor Sherrie Lorbeck
 - Pastor John Horner-Ibler
 - Pastor Muriel Otto
- **Approval of the Congregation Council's Reports**
 - Congregational President – Melanie Varin
 - Adult Programs – Barb Patterson
 - Christian Education – Colleen King
 - Communications & Technology – Ed Dominski
 - Finance – Phil Roemaat
 - Group Opportunities –
 - Invite – Deborah Nustad
 - Property – T.J. Roche
 - Servant Ministries – Jackie Herington
 - Stewardship – Mark Miller
 - Treasurer – Paul Knowles
 - Worship & Music – Mary Huss
 - Youth – Eric Borkenhagen
- Council members were recognized.
- **Approval of the Program Staff Reports**
 - Interim Director of Christian Education – Cindy Flynn
 - Director of Youth Ministry – Matt Griepentrog
 - Director of Music Ministry – Janet Day
 - Member Care – Debbie Riederer

Minutes of UNITY Lutheran Church Annual Congregational Meeting February 22, 2021

- Staff members were recognized and welcomed Graeme Gallagher in the role of Communication and Media Specialist and Cindy Flynn as the Interim Director of Christian Education.
- Motion to approve pastor, council, program staff reports
 - Motion seconded
 - Motion carried unanimously
- **Financial Report – Paul Knowles and Phil Roemaat**
 - Income exceeded expenses by \$29,124.
 - Member giving to the Operating Fund declined by 2.8% compared to the previous year.
 - Unity Giving 2020 - \$1,125,126.
 - Unity Giving 2019 - \$1,158,036.
 - Unity Giving 2018 - \$1,206,184.
 - Unity Giving 2017 – \$1,213,258
 - PPP loan amount received in 2020 was \$115,125. And we expect it to be forgiven in the first quarter of 2021.

 - Distribution of 2020 Operational Giving
 - Salaries – 51%
 - Benefits – 17%
 - Mortgage – 6%
 - Property – 8%
 - Benevolence – 12%
 - Office & Admin/Committees - 6%

A motion was proposed and seconded to approve the Financial Report
Motion carries unanimously.

2020 Benevolence Notes – Jackie Herington

- 11.5% of regular giving directed to Benevolence and another \$71,037 was member directed.
- Hundreds of people from UNITY were a part of these ministries and it's hard to say how many lives we're impacted!
- **2021 Budget Approval – Paul Knowles and Phil Roemaat**
 - The Proposed 2021 Budget was presented.
 - Areas Highlighted in The Proposed Budget
 - Proposed 2021 Budget is \$1,158,707
 - 2.9% increase in proposed giving over 2020 Actuals
 - Benevolence as a percent of giving is at 12% of operating giving (or \$139,045). This is lower than the 2019 percentage of 14.2%.
 - Salaries and Benefits are at \$555,546 and \$183,966 respectively, which includes a 2.0% pay increase for staff and increased health benefits costs.
 - Mortgage for the COL campus - \$68,000
 - Office Administration - \$19,700
 - Ministry Teams - \$192,450
 - The proposed distribution of the PPP loan is an additional \$13,469 to Benevolence, \$5,000 to a staff bonus and \$15,000 to the Property Reserve, and a \$83,656. to the Contingency Reserve Fund/Surplus

Minutes of UNITY Lutheran Church Annual Congregational Meeting February 22, 2021

- Members we're given the opportunity to ask questions and they were answered.
- Motion made to approve the 2020 Treasurer's Report.
 - Motion Seconded
 - Motion Carried Unanimously.
- Motion made to approve the 2020 Budget
 - Motion Seconded
 - Motion Carried Unanimously.
- **Elections**
 - Nominating Committee:
 - Seeking three non-council members, representing both campuses to serve with outgoing council members, pastors.
 - Committee Would meet 1-2 times in April, May for June Election
 - Volunteers – Fred Varin, Michelle Wilkins and Marge Kipp
 - Synod Assembly Representatives
 - Seeking five confirmed members to serve as synod assembly voting members
 - At least 2 Male/2 Female
 - Volunteers – John Allar, Melissa Bemus, Aaron Prohuska, Mary Huss, Grace O'Connell
- **Backyard Project Update**
 - Backyard Committee – Jane Boorse, John Clark, Jan Constable, Barb Hemmingsen, Wayne Higgins, Paul Karrels, Harlan Mueller, Sheila Schreiber, Irene Secora
 - An update was shared on the project to the congregation and the members were thanked for their hard work and dedication.
 - Old Business – There was no Old Business to discuss.

New Business

Approval of the Constitutional Amendment #1:

The congregation may hold meetings by remote communication, including electronically and by telephone conference as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

Approval of the Constitutional Amendment #2:

~If meeting is being held by remote/electronic communication, this change allows for the use of paper ballots by members who cannot connect or vote virtually.

~It also standardizes the constitution and by-laws so that the Congregation Council may, as it deems necessary, enter into contracts equivalent to up to 10% of total budgeted operating receipts for that year.

~It also reduces the time under which proposals for consideration by a Congregation Meeting must be submitted in advance, from 60 days down to 31 days.

Minutes of UNITY Lutheran Church Annual Congregational Meeting February 22, 2021

~It allows the Annual Meeting to be held no later than the end of February.

Motion made to approve the both Constitutional Amendments.

- Motion Seconded
- Motion Carried Unanimously.

A motion to adjourn the meeting was proposed and seconded.

- The meeting was adjourned
- Closing Prayer (Muriel Otto)

2021 Congregation Voting Meeting, June 5-7, 2021

June 5-7, 2021 through 3 Zoom meetings and Drop-off Voting Options.

A meeting was called to order to vote on the following three items of business:

- Elect new members to the Council. This also was done provisionally in February.

The meeting was called to order on the weekend of June 5-7, 2021

Saturday, June 5th - 6:00 p.m. to reconvene on

Sunday, June 6th - 11:00 a.m. to reconvene on

Monday, June 7th - 7:00 p.m. to be adjourned after all votes are counted.

Melanie Varin led us through the positions that will be voting on and the nominees that are being brought forward. She asked if there were any additional names from the floor, but there were none. She shared her thanks to the outgoing council members:

President – Melanie Varin

Invite – Deborah Nustad

Treasurer – Paul Knowles

Adult Programs – Barb Patterson

After hearing no additional names from the floor, the congregation voted to elect the following in the positions listed below:

President – Mary Huss

Treasurer – Adrienne Krueger

Group Opportunity – Melissa Graesser

Invite – Nicole Krause

Worship and Music – Steve Johnson

Re-elected to serve a second term:

Christian Education – Colleen King

Stewardship – Mark Miller

Results of Congregational Voting Meeting

Thanks to all who participated in our Congregational Voting Meeting held June 5-7, 2021. Because of you, we easily made our quorum! We needed 202 confirmed adults to attend and ended up with 220 people who voted. The election results are as follows.

Pastors' Reflections

John Horner-Ibler



When Zechariah did come out, he could not speak to them, and they realized that he had seen a vision in the sanctuary. He kept motioning to them and remained unable to speak.

~Luke 1:22

We are in Luke's gospel this year in our Sunday lectionary of readings. Luke's first chapter includes the annunciation to Mary, the visit of Mary to Elizabeth and the somewhat comical story of Zechariah! Told that he and Elizabeth would finally have a child in their old age, Zechariah seemed to doubt or question God's angel. That wasn't a good idea!

He was subsequently left unable to speak for nine months and when he appears to the crowd after his fateful encounter with the angel, I can't help but picture another story I associate with Christmas. Zechariah connects in my mind to the Bumble in *Rudolph the Red-Nosed Reindeer!* The Bumble, having had his teeth removed by Hermey the dentist, is also left unable to make his usual over-the-top noises! Silenced, Zechariah will regain his speech when he vindicates Elizabeth's name choice for the baby John...just as the Bumble finds a new place and voice when he puts the star on the tree as the Rudolph tale draws to an end.

The main lesson of the Zechariah story is that God works through us, often in spite of ourselves. The secondary lesson is that sometimes we see and experience things...sometimes good...sometimes horrible...things we have no way of articulating to others. But wow, do others see it in us. They see us waving around like Zechariah...our expressions of distracted or unshared joy...or our insecurities, shame and scars of traumas. Others see and know something is going on but have no way to fully grasp it, share in it, or help us with it.

This leads me to the work we do as a church. In a congregation with many households no one sees all the joys. No one has a catalogue of all the traumas. We come together in various ways and our better selves want to be there for each other. But in a busy and superficial world, lots work against us. It's as if we see someone else motioning to us, but we cannot hear the depth of what is being said and we miss chances to let others into our lives or to enter into theirs.

I thought a good use of this report for 2021 would be to let you see a few things I witnessed this year. Others of you saw things like this too, but few of you saw certain things happen over and over again the way I could by virtue of being one of your pastors.

I share them because I think the summary of 2021 for us and for our world was that all things being even, it was a lose-lose sort of year. COVID was just hard and though I think most people were on mostly the same page, it was unsettling to everyone and there was a downside to most any decision made by any large group of people.

But me saying it was a lose-lose sort of year is sort of like stopping Luke chapter one at verse 22. Zachariah's speechlessness is not the end of the story. In fact, I think for Luke, it is his storyteller's way of building to the eruption of noise that comes in chapter two. The heavenly host ends up serenading the shepherds and the shepherds rush to tell everyone the Good News! Luke wants us to know that humanity's traumas and pains can and are redeemable. This then leads me to make sure you know the following about your fellow travelers in Christ:

2021 Weddings. We were a part of lots of weddings in 2021. Some were in the church buildings, some were at venues. Some were held over from 2020, some fresh for 2021. What they had in common was unusually high levels of energy for the couple. There's usually applause at weddings, either early in the service with the greetings we do or late in the service as the couple leaves, but the applause this year was different...more

spontaneous, more thunderous, just more! People knew that: planning *anything*, much less your wedding, had been hard; people have been looking for chances to celebrate *something*; and people were just longing to help launch those couples forward. In the midst of everything hard, time after time, these celebrations were filled with amazing goodness. ***I hope you can imagine how good those cheers felt to those couples!***

2021 Vaccine Holy Moments. At last count 23 UNITY members had volunteered (some more than a dozen times) to be part of the vaccination effort at the Bread of Healing Free Clinic. Medical volunteers drew up the doses and administered them. Non-medical people helped with greeting and completing the requisite paperwork.

Many of these vaccines were given in the sanctuary at Cross Lutheran. For many people it was the first time back in *their* sanctuary and a chance to receive a vaccine that was potentially life-saving for themselves and for their community. It was one holy moment after another.

Still other volunteers took vaccines to the homes of those who could not leave their homes due to disability or other special need. Time and again, these were holy moments of connection between people who would have otherwise never met...much less in someone's home.

As a congregation we have not always been stellar in our physical presence with our Milwaukee partners, but with lives literally on the line, UNITY members devoted hundreds and hundreds of volunteer hours (not to mention the MANY UNITY members who are medical professionals doing it as their job) to being in the communities Bread of Healing serves. Add this to all the UNITY people who did things like serve meals at Serenity Inn, donate blood, serve in Appalachia or El Salvador and you have LOTS of people risking or giving something of themselves for those beyond our walls. ***I am awed by your love!***

2021 Church Council. Everything is hard right now and trying to help lead a church as a volunteer on the church council is definitely harder than usual. COVID made some things harder but a major project like the Backyard and staffing transitions brought on by departures of every sort made it harder too.

I was struck by the goodwill Council members extended to each other. They disagreed sometimes but instinctively listened before speaking. Beyond those meetings they led by example, traveling with our summer groups, making donations of every sort to see the Backyard to completion, teaching week after week of Sunday School, jumping in to music and worship roles whether we were on video, out in the rain, or at a Christmas Eve service. For a church to be alive you need Christ. For Christ's life to shine, you need people who have a passion for his mission. ***Ours is a Council passionate for Christ's mission.***

The child in me with the middle name of Rudolph still delights in simple children's stories like a Bumble who is needed in Christmas-town after all.

For the adult me, who sees people as they are every day...in both our hurt and smallness....as well as our very best moments.... a part of me learns, each day to appreciate why Luke starts his gospel where he does. Zechariah's vulnerability is mine too. Yours too. But when Elizabeth speaks for him, he finds a way to add to her voice. And one chapter later, when the shepherds rush to the stable and then tell everyone they know, you see in them then, exactly what you and I are capable of now. Ours is not a dying planet, time or church. We have Good News to tell and the most universal truth we hold is this: should I find myself tongue-tied I know you will speak it for me. ~John

Sherrie Lorbeck



Celebrate. Share. Renew.

Celebrate is a fitting description of part of UNITY's mission as the people of God. We celebrate what God has done! We celebrate it in worship as we remember the meal Christ shared with us.

Despite the pandemic, we continued to do this and early on, when we were still figuring out pre-recorded worship, you reminded us of how important communion is to who we are and how we live. We need communion. My hope for 2022 at some point will be real bread. Don't worry, we can pre-cut huge pieces for everyone and maybe even Dixie cups of wine and grape juice!

I'm thankful though for our pre-packaged communion that has allowed us to not only celebrate this gift of love and forgiveness in our sanctuaries, be it inside the church or in our cars or outside under the sky's canopy, or in our homes, or hospitals and nursing homes too.

I don't fully understand how it's possible, but I feel a little stronger, a little freer and a little more connected each time I eat this meal. It's the one place in life where I don't have to get it right. It's a gift. Pure and simple. It's what Jesus did for me, for you, for all of us, so that nothing can ever separate us from God's love for us. Not our actions, or inactions and not the forces beyond us, nothing.

In addition to the meal, I'm grateful for so many other things we were able to celebrate this year, the signs of life in so many different forms...baptisms and weddings, faith milestones like kids receiving Bibles and coming to the Table for the very first time through First Communion and kids affirming their faith and (hopefully) feeling our love and affirmation for them through Confirmation! Each and every moment that lifted up, where love was experienced or grace extended is a wonderful sign of Life.

Share

We exist for more than just ourselves. Again, despite the pandemic, we were able to share generously with our partners. You can read the highlights of how and the ways it made a difference for each of them. In addition to all the dollars, there are countless hours of time spent that go along plus all the things that have no dollar amount that can be assigned but the impact is just as great.

Teens and adults spending the week in rural Appalachia (finally) to help families have homes that are safer, drier and warmer and realizing how much they can do even when they haven't been trained in construction. Seeing the value in listening to the stories of the people who live there and receiving the gifts they have to share to with us in return.

On top of all of that, there are the countless ways that I see you share of your time, your experience and your compassion with other members of the UNITY family and beyond our walls.

I've experienced it countless times myself and am grateful for it.

In my mind, these are priceless intangibles of a faith community too. They allow for everyone to learn from and also help teach.

2021 allowed more opportunities for this kind of connection, but I'd love to see more in 2022, but maybe we'll have to be a little more creative with the how.

Renew

This is maybe the most difficult to interpret and to live into part of our mission. But even Jesus, in the midst of all the work he did, knew he had to take time away. He had to withdraw from it all to pray and spend time with God. I have to imagine that sometimes it was with a good meal with friends and family, laughing, catching up, and enjoying life.

While people often struggle when Jesus tells the disciples to in defense of the woman who pours this expensive oil upon Jesus' feet "you always have the poor with you, but you not always have me", it seems as if Jesus is telling us something similar in regards to our work.

What is also true is that we're not much good to those around us when our spirits are dried up and when our energy is depleted.

I fear that while so many of us and areas of our society that ramped up ready for a few weeks or a couple months, back in March of 2020, to deal with the reality of the pandemic, can't possibly keep up living in a crisis mode almost two years later. We can already see the effects of that stress and burn out in critical areas of society like health care, education, and service areas like mental health counseling/support and grief, just to name a few.

When we start to forget the meaning behind why we do what we do, whether out of exhaustion or despair, we easily can start thinking that it must be because there is something wrong with us.

As people of faith, we can't lose sight of who we are, not created to be the Energizer bunny who can keep going and going, but people who need to pause often enough to remember that we are loved by God, created with unique gifts and talents to share, that when doing so, helps to renew the world around us, so we can in turn be renewed by staying in close connection to God, who gives us so much for which we can celebrate!

To do this, means we have to stay connected to our mission. To celebrate, share and renew. For all the ways we were able to live this in 2021 and for each of you, I give great thanks!

As we turn our attention now to 2022, may God continue to lead us as we seek to live out this mission as who we are....United in Christ!

~ Sherrie

Muriel Otto



Jesus came and stood among them and said, "Peace be with you." Then he said to Thomas, "Put your finger here and see my hands. Reach out your hand and put it on my side. Do not doubt but believe." - John 20: 26-27

My 8th year at UNITY and my 33rd year around the sun! That's the Jesus Year, you know, 33... the age tradition holds Jesus was at his death and resurrection.

Well! Certainly a year full of death and resurrection around here!

Both finances and programs were in a similar position by the end of 2021: financially, overall giving to UNITY is up, while giving to the operating budget is down. People-wise, overall engagement with UNITY ministries is up, while physical presence at most core programs is down.

Here are a couple thoughts on where we're at as we wrap up 2021 and look ahead to 2022. Per tradition they are grouped by our family's nightly reflection questions:

- 1) something we are grateful for
- 2) something we are troubled by
- 3) something we are praying for

It still seems like the right combination, whatever we are reflecting on. The "grateful for" helps us savor the good stuff; the "troubled by" helps us be honest about the hard stuff; the "praying for" invites God into all of it.

So here's this year's version: grateful fors, troubled bys, and praying fors for 2021:

Grateful for:

Our Physical Buildings and Grounds: Even as we continued all our virtual ministries, most of our programs also returned in some adapted in-person format. Working without them for most of the previous year gave us new appreciation for all these structures make possible for us and for so many community groups.

CTK Sunday School Growth: thanks to an influx of new families and the steady presence of long-time members who carried the torch through some lean years, the Sunday School program at the CTK campus again has a solid and very spirited Christian Ed crew. These kids and their families add awesome energy for learning and service and are just generally a delightful bunch!

Next Generation Leadership Initiative: This was year two for me of a six-year continuing education for new clergy through my home denomination, the United Church of Christ. The material (adaptive leadership this year) and my 14-person cohort both inspired new learning, new energy, and new appreciation for the work we do at UNITY.

Troubled by:

Diminished Elbow Rubbing: The best thing about this work is the chance it gives us to do life with you. That doesn't only happen in person- we love phone calls, zoom calls, and texts! But we miss the interactions that happened organically from sharing the same physical space.

Staff and Volunteer Shortage: We are starting to show the strain of doing more with less. Definitely feeling a bit Matthew 9:35-ish! This same strain is being felt all across all sectors of our economy... how do we as people of faith model a faithful response? Not just pushing harder, and not just throwing in the towel, but a third way? The way of the Spirit?

Operating Budget Decline: The proposed 2022 budget will mark a third year of decreased benevolence totals. The last two years we were able to maintain the same level of giving to partners by supplementing with funds from previous year surpluses and PPP funds. This coming year, for the first time since I started here, we will have to cut partner support. That hurts.

Praying For:

The Backyard Project: may it finish strong, be well used, and bring healing to many!

Our huge new member classes: may they own this place and make it part of them.

Our online community: may they feel truly a part of the UNITY whole.

Our church council and leadership teams: have been so rock solid. May they continue to be sustained by God's spirit and be blessed even as they bless us.

You... yes, you! So many of us are tired, overwhelmed, ill, lonely, or grieving. May we find grace and strength to carry on in our faith and in each other.

That Bible verse is what the just-crucified and now newly-resurrected Jesus says to "Doubting" Thomas when Jesus reappears to him and all the disciples. To me this verse captures both the power of physical presence AND the original call to keep up the work even when apart. Both are true faith. Pursuing both in faith will be UNITY's task for 2022.

Where is their story at this point? Their expectations have been shattered and Jesus is about to leave them, but what they thought was the end was just the beginning. So are they trending up? Down? Growing? Declining? Hard to say...

Our faith teaches us this: death and resurrection turn out to be flip sides of the same coin. As Jesus goes up, the Holy Spirit comes down. All directions are holy when we pursue them with trust in each other's good intentions, and in God's good future.

Peace be with you!

~Muriel

Congregational President's Reflections

Mary Huss

January 2022 marked the five year anniversary of UNITY Lutheran Church. It's hard to believe how far we've come in five years. From two very separate, proud, and independent congregations, we have learned to work together; to combine our strengths into a better, stronger community than we were separately.

We have accomplished so much in the past five years in spite of the pandemic. We've tried new ways of worship and welcomed many new people to our fellowship, both in person and on-line. We continue to support all of our partner ministries in Milwaukee and El Salvador. The new outdoor skating rink is just the latest addition to our beautiful backyard Health & Wellness Center that is nearing completion and will be a blessing to our community. Working together, we've made it through some difficult staff loses and transitions. It's been an exciting and challenging five years, but it's just the beginning. We have a lot of work still to do.



I would encourage all of you to get involved, to step outside your comfort zone and try something new. I'm writing these reflections on the last Sunday in January. Today's children's message was about doing hard things. Pastor asked the children what was hard for them to do. Then he asked if they should give up on doing something when it's hard. One of the children responded "no, because then it will always be hard." Great answer! Pastor continued with the story of Jeremiah. When God called Jeremiah to give his message to the Israelites he didn't want to go, but God assured Jeremiah that He would be with him. The same is true for us. When we hear God asking us to do something we're afraid of, we need to step out in faith and know that God will be with us. God will help us, as will the members of this community. Together we can accomplish amazing things!

I look forward to the next 5, 10, 20 years as we work together to share God's love and redemption with the world. Thanks be to God for all his blessings!

Sacramental and Member Information for 2021

Baptisms

Feb 6 - Kinsley Donna Eggert
Apr 17 - Morgan Perry Ridgway
May 2 - Hazel Grace Higelmire
May 9 - Parker Brooke Tschantz
May 29 - Genevieve Elise Kruck
June 13 - Joy Emily Kloster
June 26 - Emerson Marie Kromm
July 3 - Carson James Riehl
August 13 - Adelynn Marie Urban
August 14 - Ada Jane Bray
August 15 - Everly Ryan VonHoff
August 22 - Peony Jane Kuehn
September 26 - William Patrick Curran
September 26 - Elise Marlie Sprecher
November 20 - Clare Shannon Cameron

First Communion

May 15 & 16

Jack Adams
Ali Allar
Davy Allar
Alexis Bell
Isaac "IJ" Bemus
Mason Fogltanz
Carly Gill
Joshua Graesser
Kelsey Guenther
Lukas Jolliff
Eden Kemper
Mackenzie Kiefer
Mackenzie McDonald
Catherine Murphy
Annika Nellis
Cole Schumacher
Kyleigh Schumacher
Seyenna Soderstrom
JJ Steichen
Dane Valdovinos
Adam Voss
Dexter Welch

**Confirmation
September 18 & 19**

Claire Dominski
Bailey Gill
Aiden Klick
Aiden Nodolf
Wes Olsson
Owen Zimmer
Lucy Geiss
Ella Heideman
Nathan James
Josef Keup
Jenna Korban
Katelyn Koremenos
Darian Kuehl
Connor Lalor
Andrew Mueller
Matthew Nustad
Ryan O'Rourke
Owen Prescott
Jon Savignac
Matthew Schaefer
Drew Steichen
Thomas Winn
Raven Epding (Oct 10)

**Deaths & Funerals for UNITY Members &
relatives/friends of the UNITY Family
who have died in the past year:**

Shirley Skarr
Terry Johannsen
Don Vollan
Jack Koplín
Marilyn Bonneson
Karen Wolfe
Matthew Soik
Bruce Weymier
Marion Bruhn
Carole Indermuehle
Kim Vogt
Betsy Smith
Jim Wagner
Beverly Wickland
John Brendel
Margie Engevold

Hellos (New households welcomed)

Spring 2021

Karen Beres
Adam & Stacy Geiss (Griffin, Lucy)
Drew & Michaela Groth (Theodore)
Justin & Lisa Kahle (Addison, Lydia, Ethan)
Christina Lindner-Dwyer (Megan, Casey)
Mike & Kelsey Morrison (Luna Marie, Sadie Mae)
Jim & Joan Trainor
Terry & Louise Zastrow

Fall 2021

Megan Brophey (Gabriel & Robert)
Nelson & Lauren Brownell (Lois)
Patrick & Becky Conway (Lucas, Brooke)
Gary & Judy Ertel
Kristin Godfrey & Patrick Curran (Liam)
Peter & Kathy Grunwald
Korin & Quinn Gumienny (Fletcher)
Carrie & Patrick Halbach
Yasmin Horvath
Caitlin Hoye
Brad Kaatz
Judy Kolstad
Jessica & Chris Loomis (Raleigh, Greyson)
Corynn & Tyler Nordstrom (Robin, Annalise)
Scott & Jamie Pratt
Nicole & Mark Rupe (Gavin, Colin, Avery, Kelsey)
Danyelle & Terence Sun (Ruby, Landon)
Rachel & Glen Weitzer (Noah, Gabe)
Holly Zorzin

Good-byes

Transferred to other churches or moved

Jeff & Carla Allsop (Jackson)
Kristin, Josh Peterson (Jordan & Camden)
Richard & Linda Dick
Audrey Kraemer
Larry & Annie Shriner
Larry & Kathy Rambo
Tyler & Alexis Bruce (Ava, Noah & Leo)
David & Paula Altman
John & Liza LeClaire (Rachel & John)
Valerie Piontek (Jessica, Ryan)
Perry & Nancy Mueller

2021 In Review - People, Places, and Things to Know

People working here

We welcomed **Graeme Gallagher** on January 1 and bid farewell on December 31. Graeme shot and edited videos, helped with podcasts and music audio, contributed to social networking, and travelled with us to El Salvador as our half-time Media and Communications specialist. He has now moved on to a full-time position at Rockford College in a location that will work better for Graeme and his significant other.

Though she worked through January 2022, **Melanie Rooney** did draw down her time here late in 2021. She served as our Volunteer Coordinator, Bookkeeper, and Administrative anchor at the Cross of Life campus. Melanie was the face and voice lots of people first encountered at the COL campus and we are so thankful for the welcome she represents. Given that she has historical involvements in our education, servant ministry, youth, VBS, and music programs, it seems likely Melanie will still find something to do here as a member.

Lori Meleski left her role as custodian at the CTK campus but continues there, watching over our kids in the Sunday morning nursery.

Cindy Flynn served as our interim Christian Education Director through August. She connected with families, helped us re-start in-person Sunday School and VBS and maintained strong on-line resources for families to use. We are so fortunate that someone with Cindy's training and connection to UNITY was willing to serve in this interim position .

Michelle Aprahamian assumed the role of ongoing Christian Education Director in September. We are blessed to have Michelle join our ministry team after a career in education that most recently had her in the role of Assistant Principal at Brookfield Elementary School. Michelle's many resources as an educator coupled with her faith and involvement as a mom and member at the COL campus make her such a good fit for UNITY.

John Vaughan joined us during January, assuming the role of Bookkeeper. Earlier in the year, **Kevin Anderson** joined us as Property Manager for both campuses. John and Kevin are both retired and will work in part-time, flexible hours positions that allow them to serve us well while also giving them the freedom to come and go that retirement affords. Kevin's knowledge of our property (as a former chair of our Property Team) and John's background in finance will serve us well.

Brittany Hastings came through our youth programs and has now returned to work as a part-time custodian. For now she is primarily working at the CTK campus, but as her time permits, she'll also begin to learn the ropes at the COL campus.

People Worshipping Here and Beyond

We typically report on worship attendance numbers in this spot. Of course, in-person events have been slightly altered in the past two years by COVID.

During 2021, we were not worshipping inside and in-person for January and February. We did manage to maintain our **outside/parking lot services at the CTK campus** except for three consecutive weeks in winter where we either were battling snowstorms or below zero temperatures. For any and all who were and still are a part of the parking lot worshipping community, cheers all around for persistence! The number of cars in the lot for these services could vary from over 50 to as few as 5. The number of people in the vehicles varied from 1 to 7.

Once we resumed **indoor services** we added them one at a time at each campus. In fall we began a new UNITY schedule. At the CTK campus we dropped down to a single service but that service is now at the time that's most popular in churches, 9:30 am. The COL campus worships at 5:00 Saturday and 8:15 and 10:45 on Sunday. The **on-line campus weekly worship** becomes available each week on Saturday to be viewed at any time. We are tracking attendance at services and finding it is highly variable...typical seasonal factors apply (high in December, low in summer) but COVID also has a huge impact. On any given week we may be running at 25-60% of pre-COVID in-person attendance. Christmas Eve for example came in at about 60% of the 2019 numbers.

Other major on-line offerings during 2021 were **Thursday Evening Prayer** services live on Facebook through the end of May. These attracted an audience that varied from 5 to 30 views on any given night. This was a half hour mini-service with live music, prayer and scripture reflection.

Over the summer we began a new offering, **Hump Day Hallelujah's**; a few minutes reflecting on a single theme. The link is emailed to all members on Wednesdays and posts to Facebook. The views for HDH currently are 80-100 during the week of release and then trend upward over time.

We also offered **Bible studies** live and recorded on our website and Facebook. These gain an audience over time. A typical number of views for any session that has been on our web-site for awhile is around 20-50.

Our podcast series called **Belief Beat** is currently in hiatus as we work to fill our Media position, but it has had a very successful run, with the number of listens on SoundCloud generally in the 150 range for episodes posted for two or more months and some have approached 300 listens just on the SoundCloud platform. Belief Beat is available on Apple Podcasts and Soundcloud. We hope to resume them shortly.

Our weekly worship services are available as a full-length video, a **sermon-only video** or a **sermon-only audio podcast**. To give you a little sense of how these are listened to over time, last week's (third weekend in February) total view/listenership is currently at 106. Most churches multiply that by 1.7 (assuming one view includes 1.7 people) to come up with a total watch/listen number of 180. Those numbers typically rise over time. If you go back three months, to the November 13-14, 2021 weekend, the numbers are 156/265. Most of the growth over time is in audio listens to the Podcast version.

We will work in 2022 to make our membership roster more accurate. We're aware that lots of people who grew up here, are now in their 20's-30's and have moved away. One of the cool things in 2021 was that some of those people came back too! And anyone who's ever been on our roster will always be considered as connected here when it comes to pastoral care. Still for our "official" membership, we are hurt a bit each year by a quorum number (10% of confirmed members) that ends up being higher than it needs to be. Just looking at the numbers, without taking any actions at this point, a fairly accurate representation of our confirmed (adult) membership is around 1,856, so our **quorum number for this year's meeting can be 186** (down from 202 last year).

Reflections of Committee Chairs

CHRISTIAN EDUCATION

Colleen King



UNITY's Education Committee's focus is a balance between educating our children (Pre-K through Confirmation) and building a solid and inclusive community for them to flourish and grow. Community, connections and learning about our faith is the core of all that we do.

2021 was a year of trying to hold on to our traditions while exploring possibilities in the current COVID world. We did our best to carry forward Jo Ann Tomm's legacy, while continuing to flex and grow with the times... just like she would have done.

We applied many of our learnings from 2020 to our core programs in 2021 – balancing virtual events with live programming was a key focus. We also held on to some of the condensed learnings for Bible Basics, First Communion and VBS.

Cindy Flynn was an amazing blessing to UNITY and our Christian Education program. She led us from January through August with her deep experience in education, her positive and flexible approach and her love of our children and our congregation.

With Cindy's leadership, we were able to roll-out small text groups for families, using Flat Jesus to keep us connected and have fun. We also took the reading/sharing of the weekly Sunday School story to a new level with videos of kids/families sharing their acting skills with each other. – If we couldn't be together in-person, we at least got to see each other via video. 😊

The cereal drive for the Waukesha Food Pantry was another highlight of the year – if you haven't seen the videos, this one is a great recap - <https://vimeo.com/showcase/7655099/video/557775352>. We had 375 boxes that were donated and a ton of fun building a few impressive domino drops. The focus on community and servanthood continues to be an important piece of our programs. This fall we had a massive birthday cake drive and the CTK kids are on a mission to create friendship bracelets to share with the rest of the congregation.

This fall, we welcomed Michelle Aprahamian to the staff. We are so lucky to have her leading our Christian Education programs. Michelle's experience, leadership and approach to all of our programs has been amazing. In addition to jumping in headfirst to Sunday School, Bible Basics and Confirmation, Michelle led us through her first AdventFest and Christmas Program. The key words this year were 'flexibility' and 'positivity' – Michelle is a pro at both!

Looking ahead to 2022, we will continue to be flexible and positive. Our biggest challenge is recruiting volunteers to help with our programs. If you have any interest in being part of our team or helping with any of our programs, please let us know. All are welcome!

Colleen King, Chair

COMMUNICATION & TECHNOLOGY Ed Dominski

This year the Communication & Technology team continued to focus on helping the staff navigate the rapidly evolving technology required to develop and maintain what's firmly become UNITY's third and virtual campus. If you haven't already, I encourage you to stop in for a visit, right now if you like. Here's the address: <http://unitybrookfield.org/livestream.php>



2021 became the first year where there was a full online service available every week <https://vimeo.com/showcase/7964940>. And this isn't throw a camera in the center aisle, hit record, and upload whatever it captured. Each service is a well-produced offering of worship, children's message, sermon, and music. And this has all evolved into existence in addition to the regular, in-person schedule maintained by the UNITY staff. So please join me in thanking our staff for their dedication to making this option and reflection of UNITY available, truly for the world (over 17.5K views by 4K unique viewers in 2021).

I think it's also important to reflect on the fact that the innovations in communication and technology that UNITY has been able to take advantage of, while continuing to support all of our ministries, is only possible because of increased support and generosity from everyone at UNITY. Whether you've volunteered using SignUp Genius, assisted with sound or video projection during a service, starred as worship assistant in a recorded worship service, wired our buildings for WiFi, or watched all 43 hours of the Stewardship Pledge-a-Thon and pledged support via UNITY's secure [online donation page](#) or some activity in between - Thank You!

As we look ahead to 2022 we thank Graeme Gallagher for his contributions as Communications and Media Specialist and look forward to meeting the talented person who will serve in this role going forward. If this could be you or someone you know please contact me or one of the staff members. I also extend a big Thank You to the members of our small but mighty Communication & Technology Committee: Pat Dowling, John Ehlers, Ann Hill, Duane Maas, and Patricia Pelzel.

We are always looking for new ideas and team members of any age or background. Whether you like gadgets, bits and bytes, photography/videography, or just lending a hand, please contact me if you're interested in joining our team ed.dominski@gmail.com 262-875-2105 (call/text) or contact any staff member.

In the event you prefer to connect via your mobile device, below are the QR codes to the links I referenced above plus a few others. Just scan one with the camera on your phone and follow the link (you may need to zoom in to the one you want). Enjoy! - Ed



UNITY
Web Site



UNITY
Online
Worship



UNITY
Announcements



UNITY
Facebook



UNITY
Vimeo



UNITY
SoundCloud
Audio
Sermons +



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FINANCE

Adrienne Krueger, Treasurer & Phil Roemaat, Finance Chair



The Finance Team works closely with the UNITY Church Council to plan, monitor, and account for the financial affairs of the church. We work on the budget, oversee accounting and depositing of the offerings each week, conduct an audit of prior years' record keeping, and advise the Council on other financial matters as needed.



The Finance Team holds regular meetings with team members monitoring all areas including legal, banking, real estate, insurance, and audit. The current members of the

team are Penny Berglund, Kevin Grabowski, Greg Schreiber, and our pastors. We thank them for their support and continuing to help UNITY with their own unique talents, knowledge, and experience. We're a fun engaging group who really care about placing the church in the best possible position for both the church's short-term and long-term goals. If any member of the congregation has an interest in joining UNITY's Finance Team, please contact us; we would love to have you.

For 2021, UNITY went into the year with budgeted giving of \$1,159,000 and projected to have the same in terms expenses; effectively this was a budget with no annual net surplus or deficit. Total giving was \$1,071,000 and expenses and \$1,092,000, which resulted in a deficit of \$21,000. Giving was down almost \$88,000 from budget, but expenses were effectively managed. The disconcerting trend is that giving has been down over the past four years and in 2021 this was accelerated.

Additionally, UNITY applied for and was awarded a Paycheck Protection Program (PPP) loan of \$117,000 in May of 2020; this loan was forgiven in April 2021. The funds were added to several reserve accounts (general \$83,000 & property \$15,000), provided a small staff bonus (\$5,000), and additional benevolence (\$13,000). Given the additional reserves, the church's balance sheet remains very strong.

For 2022, UNITY budgeted for a 5% increase in giving compared to 2021. This was based on a strong appeal campaign and the hope that our giving trend goes up. Most expenses were similar to 2021; the largest change was in staff salaries & benefits. Additionally, there was a decrease in benevolence. With all these changes, we are expecting expenses to exceed giving, so we are proposing a deficit budget.

In 2021, the mortgage at for the COL Campus was refinanced. The new mortgage is for 72 months with a fixed rate of 3.66%. This has lowered our monthly payment to \$5,241.08, which started in November. The principal at the time of the refinance was \$337,815.17. At the end of 2021 the remaining principal balance was \$329,702.08.

We give special thanks to Melanie Rooney and Craig Nelson for all that they do to keep our accounts in order and reconciled. We are excited to begin working with John Vaughan who has taken on the role of being the church's bookkeeper. Tracking the finances of a church with an annual budget more than \$1,000,000 is a ton of record keeping. Last, we would like to thank all of YOU as a congregation for all your generous giving and commitments to all that we do.

With gratitude,

Adrienne Krueger & Phil Roemaat

GROUP OPPORTUNITIES (GO)

Melissa Graesser

Group Opportunities is a team designed to provide social events for families and adults of UNITY. It allows for members to get to know one another outside of the traditional church setting. While events did not occur in 2020 and have been creatively designed since the end of summer 2021 to primarily occur outdoors due to Covid, we did have several events that positively brought together all generations of UNITY in a fun and relaxing environment.



Events in the past months have included:

- Music in the Park at Mitchell Park - members brought their lawn chairs and enjoyed appetizers while listening to a favorite Milwaukee area band.
- Speed Date Your Congregation - members met on the CTK patio after church to enjoy breakfast treats and get to know one another in a fun and lighthearted speed dating activity.
- Assisted with the food and drink provided at Advent Fest
- Ice Skating/Broom Ball at the rink behind CTK - open to all friends and families.

More events to come in the new year! Please let me know if you would like to join the Group Opportunities (GO) Team. Assistance with planning, organization, or food prep for events is very much welcome and greatly appreciated!

INVITE
Nicole Krause



What a whirlwind it has been for these past 24+ months. Lots of change, uncertainty and unknowns. Even in such times, there have been many members of our neighboring communities who have wanted to become a part of our UNITY community!

The invite committee has the pleasure of working alongside council and UNITY Staff to welcome new members to UNITY. We do so by hosting New Member Gatherings/Classes, usually in the Spring and Fall of each calendar year. Last year, we introduced a third online option via Zoom which continued to be a popular choice this year.

During such classes, we take an afternoon or evening (4 hours in person, 90 minutes via Zoom) to share insights of all that is UNITY. Think of it as an informative yet fun cliff notes summary of the church! We talk about what being ELCA means, all of the programs offered as well as staff sharing their role in UNITY. There is a lunch and ice-breaker activities to get people engaged and excited to learn more about church. Over the course of 2021 we had a total of 27 households join! Ranging from seasoned to 7 months, our hearts are so full welcoming any and all to the church. When we asked the reasoning for choosing UNITY, answers varied from a move to the area, to our impressive youth program.

I have had the pleasure of serving on council as a high school representative back in 2010. It has been another wonderful experience working alongside such wonderful, talented, faith filled people on council. UNITY has such a special place in my heart; calling it home since I was 4 years old. The continual growth and changes have been many throughout the years. That being said, one thing remains: the love for Jesus and His people. Whether that's through our expansive children's programs, adult education, servanthood opportunities or attending worship services, the love and faith is never wavering.

If you or someone you know is interested in joining the Invite Committee, please reach out to either myself, Nancy Kostanski or one of the pastors for more information. There is plenty of promise in the year to come of hope, renewal and opportunity. My hope is to continue to grow in faith alongside this wonderful community that is UNITY.

Personally, 2022 brings lots of excitement: marrying my fiance Matt Groehler in September at the Cross of Life Campus. My hope is to continue to welcome those who want to call our church a home. It has been such a light during these challenging times. I thank God often for such a loving community of people to celebrate His word and teachings with. The future is bright and exciting for UNITY!

Nicole Krause, Invite Chairperson

PROPERTY

T.J. Roche



This year's Property Committee continued the work of caring for and improving the two UNITY campuses, Christ the King (CTK) and Cross of Life (COL). Both properties are being utilized as effectively as ever, even given that we are entering the third year of the COVID-19 pandemic.

Significant changes and improvements are most readily apparent at the CTK campus, largely due to the Backyard Project. Much of the multi-feature, multi-use facility including the Pavilion, play areas and paths, are complete. Some minor details remain to be finished off in the Spring. As a result, the new parking lot at CTK will be moving forward as soon as weather allows. Details are still being worked out, but the goal is clear; a safe, smooth, attractive

entryway and lot that invites guests to our property and services.

A temporary ice rink has been built for the first time at CTK on the new volleyball courts. Please enjoy this resource while the temperatures are below freezing.

Kevin Anderson has accepted the position of Property Manager for both CTK and COL to improve the level care given to each location. His experience, attention to detail and know-how will make an immediate impact. Welcome, Kevin!

Property is a unique committee in that much of the work is done by a small group of volunteers. Numerous folks assist on a weekly and project basis to make a significant difference at our facilities throughout the year. Whether it's lawn mowing or weeding, each property has its own community of volunteers working diligently. You are welcome to join to contribute at any level. No job is too small or too large.

Please let me know if you have comments, questions or suggestions regarding the care of our facilities.

Thank-you,
T. J. Roche
UNITY Property Chair
troche29@sbcglobal.net
(262) 957-6547

SERVANT MINISTRIES
Jackie Herington



In another year of unprecedented times, I'm honored to share that UNITY remained compassionate and generous as always, extending healing and support to our local communities and beyond this year. Thank you for every act of generosity! Thank you to our devoted ministry advocates! THANK YOU and let's keep spreading love and healing during these trying times and may God continue to bless us and our partners.

UNITY has 10 Servant Ministry partners, which include 2 inner City Milwaukee congregations, 2 El Salvadorian congregations, 2 addiction treatment centers, a homeless shelter, a free clinic, a food pantry, and a blood center!! Each partner has a dedicated UNITY advocate that works with the partner to create meaningful relationships with our congregation and walk together as the body of Christ to meet the needs of the people that the partner serves.

In 2021, **over \$260,000** was invested in our partners through benevolence giving. Here are some highlights of the needs that were met for our ministry partners through UNITY's generosity and support:

Aspen Recovery Center received an amazing gift of \$20k from UNITY's Backyard Fund to support addiction treatment!!

Blood Centers of SE WI hosted a total of 3 blood drives and collected 113 blood products with UNITY, enough units to save 339 local patient lives!

Bread of Healing Clinic thanks UNITY for many months of volunteering at vaccine clinics and participation in mobile delivery teams. To date, they have completed 4,500 vaccines for almost 2,000 people! Patients from 76 different zip codes are coming to Bread of Healing!!

Cross Lutheran Church UNITY members took time to volunteer with their Backyard Garden Project, collect and deliver bags for their Food Pantry, and participate in dinner gatherings for discussions to expand our awareness and strengthen relationships with people who have different experiences, perspectives, and needs.

El Salvador - The 24 hour live stream fundraiser was incredible, over \$32K was raised to support over 70 student scholarships funded by UNITY members in 2021!!!

- UNITY contributed \$10k for the El Salvadoran led Mission of Healing Clinic (travel restrictions prevented our usual participation this year). The clinic helped provide in-person visits to each community, providing information and aid around COVID 19 and other usual health issues.
- 15+1/2 travelers visited Rutillio and Cordero connecting with our El Salvadoran partners sharing faith and friendship, celebrating Pastor Norma's posthumous diploma presentation, lots of fun with soccer, food, and dancing, and Worship!!

Hebron House - UNITY Benevolence gifts were used to help fund remodel projects which will enable them to serve more guests in greatly improved spaces! The Lent Offering total was \$17,025 for their technology project, providing wireless internet at all 3 shelters for a full year, along with two new computers and wireless printers for guests in each building. Volunteers stepped up to help with cold weather emergency shelter through March.

Reflections of Committee Chairs

Hephatha Lutheran Church thanks to the generous UNITY members for so many gifts and deliveries:

- 4 truck/van loads of much-needed baby supplies for the Strong Baby Sanctuary
- 44 backpacks filled with school supplies for prekindergarten through college level
- A \$1,000 MLK scholarship
- \$5,223 in Thanksgiving offerings to support their community outreach mission to provide lead filtering pitchers and refill filters for safe drinking water
- 52 Christmas wishes granted from the Angel Trees at both campuses
- Numerous mittens, scarves, and various other donations made throughout the year

Serenity Inns - UNITY members continue to step up and provide meals multiple times per month to both the SI residential house and SI Alumni house. Additionally, gifts were fulfilled by UNITY members to spread God's love to their residents over the Christmas Holiday.

Waukesha Food Pantry - UNITY volunteers served at the Drive Up Food Pantry throughout the year. The Sunday School Cereal Drive collected 375 boxes! The Fall Food Drive collected \$3,165 in donations, which provided 330 boxes of cereal and 1,248 cans of protein!

STEWARDSHIP
Mark Miller

Dear UNITY Members,

2021 was a year where Stewardship had a theme of “*United for the Future; Build, Serve and Grow.*” In order to increase the number of Family Units who would Pledge to our Operating fund we had our first “Pledge-A-Thon” !

Starting on Friday December 3rd at 5pm, UNITY streamed online for 43 hours until Sunday December 5 at noon. We started with a goal of 300 pledges, which would be a significant increase over the pledges in 2020. We were able to reach our goal, but also had much fun and saw many UNITY members doing many things throughout these 43 hours.

There were many people who helped put together this event. A special Thanks to Pastor Muriel and her committee for planning this event. Thanks also to all who participated online including our members and partners. Finally, Thanks to all who Pledged! We increased Pledges by 20%. It isn't too late. You can still Pledge online or in writing. Again Thank you so much!

UNITY members also supported many special appeals for many of our Partners during the year. Unfortunately, our Operating Fund finished with around a \$21,000 deficit in 2021. This continued a trend of decrease in giving to our Operating Fund over the past several years. We are, however, very encouraged by the recent Pledging and hope to take this momentum into the current year.

We are also so Thankful for all the ways the Members of UNITY have give of their Time and Talents! You volunteered in Worship, Teaching, and Serving in many ways during this past year. Our Stewardship Team is also looking for volunteers. If you are interested please let me know.

The Stewardship Team cannot be more appreciative of all of the gifts which you have shared this past year!

Mark Miller
Stewardship Chair



WORSHIP & MUSIC

Steve Johnson



2021, what a year for worship! We have gone back to live worshipping, live singing and live musicians (think Brass Quintet on Easter at CTK, Woodwind Choir and Brass Choir in December at COL and of course our fabulous Praise Bands and Handbell Ensembles)! There have been bumps in the road, but we have weathered them.

Our online presence has grown. Many people tune in to our weekly online service, not just from our area but from all over the U.S. and even some other parts of the world. Our latest online service, Hump Day Hallelujahs have been well received.

Because of our inviting, friendly and multiple formats of worship, we have gained many new members and there are more ready to join. Visitors love the friendliness not only of our pastors and staff, but of you, the congregation of UNITY. I know we

have had a few volunteers from our visitors who aren't even members yet. That's because of you!

The Backyard Project is almost complete and we have had our first service in the new pavilion on Christmas Eve. It was a wonderful outdoor service and well attended. I believe this is going to be an ongoing tradition.

I have heard from you that you are looking forward to having communion where you receive the bread and wine at the altar. We do have plans for this in place, but that darn COVID keeps getting in the way. When we feel it is safe, we will begin that. The choirs are looking forward to singing in person for us, but of course the same reason for no live communion, we are waiting. Again when it is safe, we will do it.

UNITY is a great place for worship and every year since we have become UNITY, we have become stronger as a congregation and it is great to see in person numbers going up. Please don't feel pressured to come in person. We are going to continue our online services (hopefully forever) and we are going to continue our Parking Lot Services on Sunday at CTK (no matter the temperature, we have had a volunteer as the outside greeter every week, including me and my wife).

Speaking of volunteering. Please consider being a volunteer at worship. We need more people to do so, especially when we start serving communion and passing of the offering trays.

Finally, we need a few more people on the Music and Worship Team. We meet 4-6 times a year and the meetings range anywhere from 1 to 2 hours max. Please contact me or the pastors if you are interested in joining the team.

Have a wonderful and blessed 2022.

Steve Johnson
steve.johnson61@gmail.com

YOUTH COMMITTEE REPORT

Eric Borkehagen



The early part of 2021 was still challenging as it pertained to social gatherings, but we did our best to make sure the kids could stay connected. The annual ski trip was able to take place, just in a different form. Instead of the typical two night stay at Devil's Head resort, it became a one day trip, going up in the morning and coming back that evening. The skiing conditions were awesome and the weather cooperated for most of the day. It was a little slow going on the way home as a mini snow storm developed just before heading back. A few white knuckles, but everyone made it back safe and sound.

Fast forward a few months, and we found ourselves on our 2021 summer mission trip to Appalachia, Virginia. Just as we did in 2017, we volunteered our services through the Appalachia Service Project organization, which brings thousands of volunteers from around the country to rural Central Appalachia to repair homes for low income families. Our entourage consisted of 25 kids and 10 adults. This allowed us to break into smaller groups and work at several different properties. Some of the groups installed new vinyl siding to help make the dwelling more weather proof to help keep the interior warmer during the winter and cooler in the summer. Other groups worked on repairing or installing new patio decks and another group helped install railing for a handicap accessible ramp serving an elderly woman.

It was apparent how much the kids wanted to do their best work and really make a difference in the lives of these people that they would only know for a few days. And just as apparent was how appreciative the families that lived in these homes were. What you experience that week, only reinforces what it means to be a follower of Jesus. Help others as you are able.

Not too long after this trip, we hosted the 'New Freshman' get together at Wirth Park in Brookfield. An evening of outdoor games and enjoying each other's company while noshing down some hotdogs and hamburgers.

In October it was another visit to the Hills has Eyes in Franklin WI, which is a good reminder to try and stay kid-like for as long as you can. We were also able to have several Sunday evening get-togethers at Christ the King and Cross of Life for games, a fire pit night, service projects and of course a night of Crazy Uncle.

Looking forward to what awaits us in 2022, and being able to take advantage of the great amenities created from the Back Yard Project. It already saw some activity in the latter part of January as we had kids brave single degree temperatures to compete in a broomball game on the ice rink. Luckily, we had a couple fire pits for S'mores and plenty of hot chocolate to go around.

Be safe and be well.

Eric Borkehagen

Reflections of UNITY Staff

DIRECTOR OF CHRISTIAN EDUCATION

Michelle Aprahamian



Transitions, flexibility, and hope for the future! This fall I was welcomed as the new Director of Christian Education. It has been an honor to transition into this role and I couldn't think of a better team to work with than that of the staff and families at UNITY! There have certainly been some challenges these past years as we learned how to navigate our Christian Education programs through Covid and then without Jo Ann at the helm. There was virtual programming, recorded Christmas programs, and opportunities for kids and families to connect through various digital platforms. With Jo Ann's legacy, the support of our interim director, Cindy Flynn and our education chair, Colleen King, we persevered! Our families continued to connect and grow in their faith journey.

This summer, with Cindy's careful planning, we opened our doors again and welcomed back 100+ kids and crew leaders to Vacation Bible School and celebrated Primero Dios (God First)! While I hadn't officially started my new position, I was invited to the party and was able to begin connecting with the kids and families. We are so thankful for Cindy's guidance and leadership to help our kids return in person and do this in an inclusive and safe environment. I am equally thankful for all her help with my transition.

In September, we welcomed our children and families back to the classrooms! We offered a preschool open house to meet our youngest learners starting Sunday School and hosted a Bible basics class for our second graders and new families. Then we celebrated these events with ice cream, of course ☺, the highlight for me was rally weekend when we welcomed 50 pre-kindergarten through grade 6 kids back to Sunday school. The buzz of kid's voices racing through the halls brought pure joy! We continued offering five Sunday school options. Based on family feedback to keep middle school kids together, we also opened our Confirmation Sunday School class (Fusion) to our sixth graders as well. In collaboration with Janet Day, our music director, we implemented our first Sunday School Music Makers. Each week our children are learning music movement, including bucket drumming and given the opportunity to perform at various worship services. It is both adorable and inspiring to see what our kids can create!

By mid-September, our confirmation students returned to class at the COL campus. We welcomed back 45 seventh and eighth graders. Due to Covid, there were a few structural changes to the program but with some flexibility and grace, our kids have blended really well and we are so thankful for their perseverance.

Additional highlights this year included the return of Advent Fest and live performances of the Christmas program.

As we look forward to 2022, we hope to bring back some of our favorites including lock-ins and various family events. We recognize there are still challenges in our Covid world and we continue to keep health and safety a top priority. Our Sunday School families have the option of receiving the weekly lessons through a virtual platform so families can decide what works best for them.

UNITY's Christian Education remains true to its vision. We are committed to educating our children PreK-Confirmation students and creating an inclusive environment where our children will grow in their faith, community and connections. I am in awe of the commitment of our families and the dedication of our children to serve their church and their community through their music, their stories, and their desire for servanthood projects. I am committed to helping them achieve those goals and honoring the legacy of our outstanding program, while adapting as needed to overcome whatever challenges are before us. ~ Michelle Aprahamian

DIRECTOR OF YOUTH MINISTRY & MEDIA
Matt Griepentrog



When I look back at the year 2021, there are many things to be thankful for. Through all the challenges we faced as a church and a community, I am most thankful that we were able to have so many amazing opportunities to be together.

The top right photo is from our 2021 Ski Trip. In an ordinary year, we would have a full weekend trip from Friday through Sunday. But we modified our trip to be a day trip. The group had a great time on the hill, even though we missed the other parts of the normal trip experience. And this January, we were able to return to a full weekend trip with 23 youth. They were so thankful to be able to be together!

On the left is our group photo from our service trip to Virginia in July. Our 2020 service trip was cancelled, and our group patiently waited for an opportunity to travel together in the summer of 2021. Even though we were sleeping in a gym with NO A/C, we had an incredible experience, helping area homeowners make their homes a little warmer, safer and drier. I was so impressed with the hard work our youth put in, and you could really tell, they were thankful to be together.

The photo on the bottom right is our coed soccer team, Kickin' It With Jesus. Something about this whole concept just works so perfectly. Our youth come together in a setting outside of the normal church setting, and just have a blast playing soccer together. And our team's now famous mascot puts smiles on the faces of opposing team, and even the referees! Our first game back this fall, the referee came up to me and told me how happy he was to see our team, and how impressed he was with our group. It's another example of how our group is thankful to be together!

My other highlight of the year, not pictured, was our outside-the-box idea to have a Brat Fry during the Flower Sale Pickup at the CTK campus. This turned out to be such a fun night for all of UNITY, and now with the pavilion and playground in the backyard at CTK, we can't wait to bring it back again this year, and we will definitely be thankful to be together outside!

Thanks for all you do as a member of UNITY to make these amazing experiences happen!



DIRECTOR OF MUSIC MINISTRIES

Janet Day



I searched and searched for a bible verse that speaks to us about change, adaptability, patience, trust. This is a good one and the best words are highlighted.

*Do not be conformed to this world, but be **transformed** by the **renewing** of your minds, that by **testing** you may discern what is the will of God, what is **good** and acceptable and perfect.* Romans 12:2

2021 was a year of changing and adapting. We **transformed** every month to offer worship and fellowship options for all Covid comfort levels. We **renewed** our minds by finding new ways of worshipping, safely sharing music, and gathering together. We **tested** new programs, new equipment, new protocols. And it was **GOOD**.

Let's take a look at Winter/Spring 2021

In January of 2021, we offered online worship, plus an outdoor worship at our Christ the King campus. In February, we welcomed the Lenten season with a virtual Ash Wednesday service, drive through ashes, followed by an outdoor evening service in the North parking lot at CTK, which continued through Lent. Musicians played and sang from the narthex, and even outside, in the cold elements under the drive through. We added Thursday Evening Prayers on Zoom, which included a musician playing from their home or sanctuary. We have all learned how to look and sound best on Zoom! In March, we added an indoor worship service at Cross of Life at 9:00a. In April and May, we added an indoor worship on Saturdays at 5:00p at the COL campus. No group singing, but it was **GOOD**.

How about Summer and Fall?



In summer, we pressed pause on our Thursday Evening Prayers, but we began group singing outdoors with our Summer Choir, which was a highlight for all!

September brought us a change in worship times to Saturday, 5:00p, Sunday 8:15a & 10:45a at Cross of Life, and Sunday 9:30a at Christ the King. We added more music groups into the rehearsal schedule. Adult Choir rehearsed at each campus, but

came together to sing one anthem. Sunday School Music Makers, Celebration Choir, and Joyful Noise are meeting and experiencing music with no group singing, but fun beats with bucket drums, Boomwhackers, chimes, and more.

Bucket Drummers at our outdoor worship on the backyard dedication day? **ALL GOOD**.



MEMBER CARE
Debbie Riederer



Member Care continued to thrive at UNITY in this past year. Once the Covid vaccine was available to those living in health facilities and at home we were able to once again resume regular visitation of members of the Cross of Life and Christ the King campuses. It was wonderful to visit those that we hadn't been able to see face to face in months. We hope they felt the same way we did.

We continued to offer meals to those who've had a surgery or illness recently. Thank you to all of our generous meal makers which includes Bonni Bartelme, Lynda Krellwitz, Janet Brophey, Michelle Wilkins, Chris Wunder, Jency Engle, Heidi Blatnik, Barb Borkenhagen and Julie Hoesly. It's your willingness to step in and help that makes our meal program run. Let me know if making occasional meals for others is something you would be interested in doing.

We still offer rides for those who need them for anything from doctor appointments to getting groceries. Members: Laurie Furness, Kathy Turco and Barry Von Hoff offer these services.

How privileged we are to be part of a church that cares about their members by visiting, talking and offering comfort at the times in their lives when things are not going well. This is truly a blessing to us all.

*Let your light shine before others, so that they may see your good works
and give glory to your Father in Heaven. Matthew 5:16*

Christ the King Parking Lot Re-surfacing Recommendation

The current CTK parking lot was most recently resurfaced when the building was expanded in 1988. We have gotten 34 years out of the surface! The normal life-expectancy is 20-25 years. We are thankful for members of that time for the investment they made in a quality surface.

Knowing the parking lot would need resurfacing at some point, we priced it into the capital appeal for the Backyard project. The appeal reached about 2/3 of its hoped for target.

Knowing that heavy equipment would likely damage the lot further, the Council recommended and the congregation approved the Backyard project go forward minus the lot, with the awareness that the lot would still need to be addressed.

The heavy equipment did do substantial damage to the lot, primarily on the far east end where the subsoil had been eroded by several decades of drainage off the lot.

During fall 2021, Property Manager Kevin Anderson contacted 6 of the largest and best known asphalt companies in the area. Each met with him at least once and some on several occasions and each submitted bids. Along with Property Chair TJ Roche, Kevin worked to get the bids as apples-to-apples as possible in terms of the bid assumptions (eventually all bids were for a 2 1/2 inch binder/sublayer and 1 1/2 inch finishing/surface layer of asphalt with options also built in assuming that either 30% or 50% of the subsoil would need to be “undercut” or upgraded, prior to paving).

Ultimately the recommendation of the property team to the Council was that the lowest bidder was also the one whose process they thought to be most effective. The cost of that bid ranges from \$176,355 (30% undercutting) to 197,312 (50% undercutting). The Council approved this for recommendation to the congregation. Two members of the Council with outside experience in this area were encouraged by the bid being that cost-beneficial to UNITY.

The Council’s recommendation to the Congregation is to proceed with the resurfacing in the spring of 2022. Their guidance is to assume a cost as high as \$200,000. They further recommend that the congregation liquidate the Edward Jones investment account which has been designated for use on property projects at the CTK campus. This seems a worthy use of those funds. The market value of those investments varies, but most recently was slightly more than \$108,000. Since that value could fall with markets, the Council conservatively estimates its value at \$100,000 and therefore recommends the congregation also do a one-time appeal to its membership to raise an additional \$100,000 to fully fund this project. If we are able to reach that target and the project comes in on the lower end of the cost projection, the Council recommends any excess funds be placed in the congregation’s Property Reserve.

Additional Information: Garage and Dumpster Enclosure

People have asked about the new garage that was a part of the Backyard overall plan. It would have been placed on the SW edge of the existing parking lot and would have been 50% larger than the existing garage, primarily to accommodate chairs and tables for the pavilion. A separate garbage enclosure would be constructed on the SE corner of the south lot. The existing garage and garbage enclosure would then be demolished, creating a clear sight-line into the backyard.

The garage/garbage enclosure was eliminated from the current work to contain costs. The current questions wonder if we want to complete it now, lest concrete trucks in the future potentially damage the new parking lot.

This is a tough one to resolve. Two reasons to do the garage now are:

- (1) we have all the necessary permits and approvals; the permits expire by the end of the year.
- (2) doing the work prior to the parking lot would insure we do not damage the lot.

Parking Lot Re-Surfacing Recommendation

Reasons to not do the garage now are:

- (1) It would be an additional cost beyond re-doing the lot which is the most urgent need.
- (2) It's not a given that concrete trucks would damage the lot surface.

It's hard to estimate the cost of the garage given that the original bid was mixed in with all the other work that was being proposed. Cost would also vary based on whether the congregation provided any of the labor. If we simply went off the old bid, the cost would hover around \$62,000 for demolition and construction. That assumed no member labor but also assumed materials costs that have since jumped. The cost assumes a design that meets City of Brookfield requirements, which are higher for a public property like ours compared to a residential garage. (for example a partial brick facade is required so that it reflects the architecture of church building, a metal roof was also approved so that it matches the pavilion).

The Council makes no recommendation on this but wanted the information to be available.

Financial Reports

Fund Balances

Year Ended December 31, 2021

Unity Lutheran Church - Fund Balances

			Fund 10 Benevolence	Fund 15 Backyard	Total
			12/31/2021	12/31/2021	12/31/2021
Cash & Investments					
<i>Cash & investment accounts</i>					
1	Petty cash	\$ 400	\$ 400		\$ 400
2	Operating cash account-PNC	176,572	178,163	36,010	(120,191)
3	Operating cash account-BMO	78,231	79,819	(27,952)	7,349
4	Reserve Fund- CTK	112,649	89,119		
5	ELCA Mission Fund	44,436	44,131		252,022
6	<i>Total cash & investments</i>	<u>412,288</u>	<u>391,632</u>	<u>8,058</u>	<u>139,179</u>
7	Other assets	(0)	(0)	1,302	-
8	Total Cash & Investments	<u>412,288</u>	<u>391,632</u>	<u>9,360</u>	<u>139,179</u>
Liabilities and operating surplus					
9	Contingency reserve	110,524	26,868		110,524
11	Memorial fund (COL & CTK)	82,111	75,994		82,111
12	CTK reserve fund	96,846	96,846		96,846
13	Pastors' discretionary fund	6,355	8,855		6,355
14	Music/library/Thrivent fund	4,996	6,145		4,996
15	Prepaid pledges	51,697	21,677		51,697
16	Property	15,000	-		15,000
17	PPP loan reserve	-	117,125		-
18	Sabbatical	20,758	12,111		20,758
19	Special benevolence	-	6,213	19,682	
20	Other liabilities (youth & Tech)	7,788	6,539		7,788
21	Payroll taxes payable	-	(4,712)	-	-
22	Total liabilities	<u>396,076</u>	<u>373,660</u>	<u>19,682</u>	<u>-</u>
23	Beginning balance	17,972	17,972	95,566	-
25	Year-to-date Surplus/ (deficit)	(1,760)	-	(105,888)	139,179
26	Total operating surplus/(Deficit)	<u>16,212</u>	<u>17,972</u>	<u>(10,322)</u>	<u>139,179</u>
27	Total liabilities and operating surplus	\$ <u>412,288</u>	\$ <u>391,632</u>	\$ <u>9,360</u>	\$ <u>139,179</u>
				\$	\$

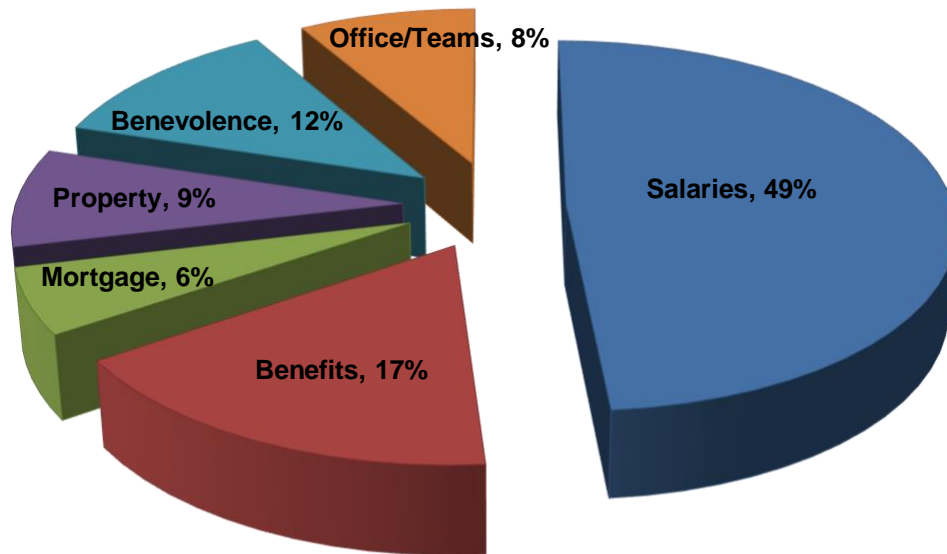
Revenues and Expenses Year Ended December 31, 2021

UNITY Lutheran Church - Revenues and Expenses, Year Ended December 31, 2021

	Actual 2021	Budget 2021	Actual 2020	Actual 2019	Variance to Budget
Revenues					
Recorded offerings	\$ 1,057,483		\$ 1,101,606	\$ 1,128,804	
Loose receipts	13,818		20,579	27,908	
Other income	305		3,741	1,323	
PPP Loan Recognition	117,125	117,125			
Total revenues	\$ 1,188,731	\$ 1,275,832	\$ 1,125,926	\$ 1,158,036	(87,101)
Expenses					
Benevolence	\$ 128,556.00	\$ 139,045	\$ 129,051	\$ 164,255	(10,489)
Salaries	531,989	555,546	555,778	580,845	(23,557)
Benefits	184,080	183,966	184,459	185,575	114
Debt service	62,295	68,000	67,949	67,949	(5,705)
Office administration	16,746	19,700	16,061	19,459	(2,954)
Contingency/operating reserve	117,125	117,125			-
Teams					
Education	7,670	7,800	1,447	9,540	(130)
Adult Programs	750	3,650	1,145	3,589	(2,900)
New Members	1,162	1,800	465	1,193	(638)
Group Opportunities	4,288	2,600	1,125	1,991	1,688
Call Committee		1,000	-	80	(1,000)
Property	93,321	105,000	92,360	84,513	(11,679)
Servant Ministry			-	46	-
Stewardship	1,269	2,600	1,905	1,951	(1,331)
Worship & Music	13,229	16,225	7,444	14,283	(2,996)
Youth	1,705	3,725	2,241	2,982	(2,020)
Communications & Tech	45,124	48,050	35,372	43,083	(2,926)
Total Teams	168,518	192,450	143,504	163,251	(23,932)
Total expenses	1,209,309	1,275,832	1,096,802	1,181,336	(66,523)
Income/ (Deficit)	\$ (20,578.00)	\$ 0	\$ 29,124	\$ (23,300)	(20,578)

Giving and Spending Chart Year Ended December 31, 2021

How 2021 Giving was Spent



UNITY Backyard Project

UNITY Backyard Project. December 31, 2021

	2021 YTD	2020	2019	Total
INCOME				
Member Donation	\$ 121,243	\$ 141,523	\$ 267,647	\$ 530,414
Non-Member Donation	15	500	266	\$ 781
Grant & Matches	-	70,000	185	\$ 70,185
Memorials	3,820	3,965		
Interest	1,730		-	1,730
Bridge Loan PNC	150,000			
TOTAL INCOME	276,808	215,988	268,098	760,895
EXPENSES				
Expense general		30,883	13,854	136,397
Architectural/Engineering	138,222			
Landscaping/lighting	61,985			
Playground ² / volleyball area	42,953			
Pavillion	144,889	15,646		
Erosion control	4,200			
Paths/stairs/walls	34,921			
Grading/ Excavation	94,846			
Mobilization	8,097			
Interst expense	2,844			
Aspen Center Donation ¹	28,717		-	-
TOTAL EXPENSES	561,674	46,528	13,854	136,397
EXCESS INCOME/(EXPENSE)	\$ (284,866)	\$ 169,460	\$ 254,245	\$ 138,839

2021 Benevolence Summary

Summary of our Giving		Notes on Giving
a. General Benevolence	\$ 128,556	12% of all member giving
b. 2020 Surplus Remainder	\$ 7,515	
c. PPP Loan 11.5% Tithe	\$ 13,469	
d. Jo Ann Tomm Memorial	\$ 6,000	Scholarships Dispersal
e. Member Directed Giving		
Aspen Center Recovery Program	\$ 504	
Bread of Healing Clinic	\$ 11,303	
El Salvador:		
Trip Expenses	\$ 790	
Trip Supplies	\$ 3,140	Mission of Healing Clinic and Summer Trip Supplies
Airfare	\$ 11,945	
Scholarships	\$ 33,883	
Medical Care	\$ 1,500	Cordero de Dios (St. Marks, San Francisco)
ELCA Scholarships	\$ 1,000	
Hephatha Lutheran Church	\$ 30	
Lent Offering	\$ 17,415	Hebron House Technology
Miscellaneous	\$ 3,715	Texas and refugee relief, undesignated
Serenity Inns Recovery Program	\$ 300	
Sunday School Offering	\$ 275	Heifer International
Thanksgiving Offering	\$ 4,328	Hephatha Lutheran Lead Abatement
VBS Offering	\$ 858	El Salvador Scholarships
Waukesha Food Pantry:		
Fall Bag Sale	\$ 3,235	
Member Designated Gifts	\$ 900	
Total of Member Directed Giving:	\$ 95,121	
Total Giving for 2021:		\$ 250,661

2021 Benevolence Summary – continued

<u>Summary of How the Giving Was Used</u>		<u>Notes on Giving</u>
Aspen Center	\$ 14,504	Scholarships for unfunded residents
Bread of Healing Clinic	\$ 26,303	JVC RN, vaccine clinics
Christmas Baskets	\$ 1,369	For members who had a difficult year
Cross Lutheran Church	\$ 16,459	\$12K outreach programs, \$4K anniversary capital fund
El Salvador:		
Trip Expenses	\$ 9,991	
Mission of Healing	\$ 11,042	Clinic Supplies
Mission Trips Airfare	\$ 9,899	
Rutilio/Cordero Scholarships	\$ 37,500	72 kids, social worker, 70 vocational, computers
Rutilio Grande	\$ 1,552	Tablets for computer lab
Cordero de Dios	\$ 1,500	Medical Care
ELCA/Greater Milwaukee Synod	\$ 40,000	
ELCA Scholarships	\$ 1,500	
Fabric Ministries	\$ 524	Sew Comy and Quilters
Hebron House	\$ 26,598	\$17K technology, \$7K undesignated, \$2K emergency shelter food
Heifer International	\$ 275	From Sunday School offering
Hephatha	\$ 16,358	\$12K operating expenses, \$4K lead abatement
Miscellaneous	\$ 1,405	\$1,205 Texas Relief, \$200 Hanan Refugee Resettlement
Serenity Inns	\$ 12,800	\$7K operating expenses, \$4K alumni house, \$2K meals
Servanthood Events	\$ 587	Youth service projects, Thanksgiving meal, kitchen kit packing
Waukesha Food Pantry	\$ 11,135	\$7K undesignated, \$3K high demand items
 Subtotal Shared:	 \$ 241,301	General Benevolence + Directed Gifts
Placed in Reserve:	\$ 9,360	For 2022 El Salvador Scholarships
Capital Campaign:	\$ 20,000	Benevolence Partner, Aspen Center
Total Shared:	\$ 270,661	Beyond Ourselves in 2020

Proposed 2022 Budget

UNITY Lutheran Church - Proposed 2022

	Requested	Adjustment	2022 Budget	2021 Actual	2021 Budget	2020 Actual	2019 Actual	2022 vs 2021 Variance
Total Revenues	\$ 1,125,301		\$ 1,125,301	\$1,071,715	\$ 1,158,707	\$1,125,926	\$1,158,036	\$ 32,781
PPP loan forgiveness					\$ 117,125			
Expenses								
Benevolence	135,036	11,253	123,783	128,493	152,514	129,051	164,255	(4,710)
Salaries	597,692	7,012	590,680	531,989	555,546	555,778	580,845	58,691
Benefits	187,023	5,000	182,023	184,080	183,966	184,459	185,575	(2,058)
Debt service	62,101		62,101	65,143	68,000	67,949	67,949	(3,042)
Office administration	19,700		19,700	16,742	19,700	16,061	19,459	2,958
Potential staff bonus/pay			-		5,000			-
\$15k to property reserves			-		15,000			-
Remaining PPP to reserves			-		83,656			-
Teams								
Education	10,400	2,800	7,600	7,670	7,800	1,447	9,540	(70)
Adult Programs	3,650		3,650	750	3,650	1,145	3,589	2,900
New Members	1,800		1,800	1,162	1,800	465	1,193	638
Group Opportunities	3,000		3,000	4,288	2,600	1,125	1,991	(1,288)
Call			-		1,000	-	80	-
Property	96,000	8,000	88,000	93,321	105,000	92,360	84,513	(5,321)
Servant Ministry			-		-	-	46	-
Stewardship	2,600		2,600	1,269	2,600	1,905	1,951	1,331
Worship & Music	19,873	7,219	12,654	13,229	16,225	7,444	14,283	(575)
Youth	3,500		3,500	2,155	3,725	2,241	2,982	1,345
Communications & Tech	44,400	4,000	40,400	45,124	48,050	35,372	43,083	(4,724)
Total Teams	185,223		185,223	168,968	192,450	143,503	163,251	(5,764)
Total Expenses	1,186,774		1,141,490	1,095,415	1,275,832	1,096,802	1,181,336	46,075
Surplus/(Deficit)	\$ (61,473)		\$ (16,189)	\$ (23,700)	\$ -	\$ 29,124	\$ (23,300)	\$ (13,294)

Explanation of Adjustments

Giving's: Based on prior years givings, 2022 has been budgeted for an increase of giving of 5% from 2021 actual. This is in line with the 2020 actual.

Benevolence: Servant Ministries has recommended a 12% giving of revenue to benevolence. Council has recommended an 11.5% of revenue to benevolence

Salaries: HR team has recommended a 4% increase in salaries. This number also includes a part time replacement for video and technology and a part time replacement for administrator and volunteer coordinator. Council has recommended a 2.5% increase in salaries.

Benefits: Different staff at UNITY had different increases in benefits, this ranged from 1% to 5%. Council has recommended to decrease the amount set into Sabbatical reserves by \$5,000 as the current amount in the Sabbatical reserves in enough for 2022 and most, if not all of 2023.

Education, Worship and Music, Communication and Tech: Each of these committees has asked for funds to be used in areas where Council felt we could use funds out of the Memorial Fund instead of the Operating Fund. For Education, these funds are going to new whiteboards in the classrooms and Confirmation Camp scholarships. For Worship and Music, this is for new flip forms, chimes and music licensing. For Communications and Tech, this is for two new computers.

Property: The property team has requested \$96,000 for property this year. Council has recommended to reduce this \$88,000. The \$8,000 difference will come from the property reserve that was set aside from the PPP loan forgiveness. Also coming from the property reserve will be the replacement of a furnace at CTK.