



**UNITY**  
Lutheran Church

# *Annual Report for 2022*

Final - Rev01

*Congregational Meeting  
February 26, 2023*

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Annual Report Compiled by  
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# Opening Devotion

## Annual Meeting of the Congregation February 26, 2023

### Opening Litany –

One: And Jesus said....

**Many: Approve a budget, elect leaders, and do it while having coffee and donuts.**

One: Did Jesus really say that?

**Many: Not even close. But here's some stuff that's close...**

One: And Jesus said...

**Many: Choose servant leaders from among you. Pray about the wisest ways to help others. Put your best into your time together.**

One: And while Jesus may not have anticipated annual meetings or Robert's Rules of Order, his Spirit guides us still.

**Many: Oh God, help us to be true to your ways. We are but one congregation...**

One: ...one cell in the Body of Christ.

**Many: Small as we may be, give us your Spirit so that we....**

One: Remain connected to the whole...

**Many: ...good to each other, and, ready to use every resource you entrust to our care.**

One: Rise, you people!

**Many: Shine!**

### Song – *“Shine Jesus Shine”*

### Reading – Acts 1:12-17, 21-26

### Thought – Show Us!

# Agenda for 2023 Annual Congregational Meeting

Call to Order  
Opening Devotions

Mary Huss, President  
John Horner-Ibler

## Quorum Needed for 2023 Meeting ~ 181

### 1. Approval of Minutes

2022 Annual Meeting ..... February 27, 2022  
2022 Election Meeting ..... June 5, 2022

### 2. Approval of the Pastors' Reports

Pastor John Horner-Ibler  
Pastor Sherrie Lorbeck  
Pastor Muriel Otto  
2022 Statistics

### 3. Approval of the Congregation Council's Reports

Congregation President ..... *Mary Huss*  
Adult Programs ..... *Susie Sprecher*  
Christian Education ..... *Colleen King*  
Communications & Technology ..... *Ed Dominski*  
Finance ..... *Phil Roemaat*  
Group Opportunities ..... *Melissa Graesser*  
Invite ..... *Open*  
Property ..... *David Koenen*  
Servant Ministries ..... *Jackie Herington*  
Stewardship ..... *Open*  
Treasurer ..... *Adrienne Krueger*  
Worship & Music ..... *Steve Johnson*  
Youth ..... *Eric Borkenhagen*  
Recording Secretary ..... *Leslie O'Connell*

### 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. 2022 Financial Reports

### 6. 2023 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, June 2 – Saturday, June 3, 2023 at Italian Community Center, Milwaukee

### 8. Old Business

### 9. New Business

10. Adjournment ..... *Council President*

11. Closing Prayer ..... *Pastor*

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# Minutes of UNITY Lutheran Church Annual Congregational Meeting February 27, 2022

**Meeting Title**      UNITY 2022 Annual Meeting Minutes  
**Date**                 February 27, 2022

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The Annual Meeting of the Congregation Meeting held in person at both campuses and via Zoom  
Members Present:

- Total – 219 (72 Zoom, 60 CTK, 87 COL)
- Quorum – 186

Meeting called to order by Council President, Mary Huss @ 10:45 am  
A devotion by Muriel Otto based on Genesis 32:22-28 (Demand Your Blessing)

## **Approval of Minutes**

- Annual Meeting on February 22, 2021
- Congregational Voting Meeting on June 5-7, 2021

Motion Made to Approve Both Sets of Minutes by Dick Dressler / Second by Mark Krause  
Motion Carries Unanimously

## • **Approval of the Pastor's Reports**

- Pastor Sherrie Lorbeck
- Pastor John Horner-Ibler - provided a verbal summary
- Pastor Muriel Otto

## • **Approval of the Congregation Council's Reports**

- Congregational President – Mary Huss
- Adult Programs – Vacant
- 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 - Vacant

## • **Approval of the 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



- **Introduction of Council members**
- **Year in Review video shown**
- **Financial Report – Adrienne Krueger and Phil Roemaat**
  - Line 4 Edward Jones
  - Line 9 Contingency reserve
  - Line 11 Memorials
  - Line 21 Corrected payroll taxes
  - Balance – reserve – benevolence paid out

Income statement included 2019 (last normal year before Covid)

Budget vs Actual – how difficult when revenues are down. Giving is down – budget accordingly

Spending 2/3 staff but we have a great staff

**Question:** Greg Hoesly asked about extra money in the budget and why it couldn't be used for the parking lot at CTK

**Answer:** This money is for contingency reserve fund explained by Phil

Phil explained our budget for 2022

For 2022, pledges were really, really good but deficit budgeting of \$16,189 determined was a good idea.

**Question:** Brian Flynn asked if there was a plan for getting additional pledges for 2022 so we wouldn't have to operate with a deficit budget.

**Answer:** Benevolence would receive additional if giving ended up in a surplus – deficit comes from operating reserve.

**Question:** Deborah Nustad asked if high inflation built into this budget.

**Answer:** Education, property and tech budgets were all designed with inflation in mind.

**Zoom question:** How can we get more members to join.

**Answer:** Adrienne said giving was down due to members worshipping at home but options were made for those at home to give via the website.

QR codes referenced

Mark Krause said even \$10 more per family would be a big increase.

**Opened for questions:**

Wayne Higgins asked about the back yard and it was tabled until the budget was talked about.

Mary asked for motion to approve budget. Motion made & Seconded All yes & on zoom poll

Mary introduced Jackie Herington to discuss Servant Ministries. Requested 12% but 11.5% due to budget shortage so had to reduce. Despite reduction we were able to continue giving \$270,000. 11% for 2022.

Question about \$40,000 synod benevolence

**Nominating Team for June 2022 are:** Melanie Varin, Greg Hoesly and Nancy Kerr

Will need to fill openings for: Property, Adult Programs, Stewardship, Recording Secretary

## **Minutes of UNITY Lutheran Church Annual Congregational Meeting February 27, 2022**

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**Synod Assembly – May 20 & 21, 2022** at Italian Community Center

John Allar, Melissa Bemus, Linda Johnson, Marge Kipp & Aaron Prohuska will attend.

Backyard – Paul Karrels addressed what still needs to be done

- o Zoom Question: Will all backyard funds we have now be used in 2022?

Answer: yes, we plan to use these funds in 2022 and not go over budget

### **New Business**

Kevin Anderson discussed all the bids received (6 quotes good through 2022, material costs would not increase but that the biggest unknown was undercutting until uncovered.

Project will be completed in Spring 2022. Edward Jones account of \$100,000 (CTK reserve) will be used plus we will approach congregation for \$100,000 needed to complete projected cost. Zoom 54 votes – 2 no.

Questions: Wayne Higgins asked if garage would be replaced and the concern about running heavy trucks on new parking lot when we do replace the garage. Mary Huss: the garage would cost \$60,000 additional and we do not have those funds.

Mary asked for motion on replacing parking lot. Motion made and seconded. Approved.

Motion for adjournment. Meeting adjourned at 12:06pm by Mary Huss.

Sherrie closed in prayer.

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## **2022 Congregation Voting Meeting, June 5, 2022**

**A meeting was held in person at both campuses at 9:00am and via Zoom**

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

- Elect new members to the Council.

### **The meeting was called to order on the weekend of June 5, 2022**

Mary Huss 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. The outgoing council members were thanked:

Stewardship – Mark Miller

Property – T. J. Roche

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

### **Re-elected to serve a second term:**

President - Mary Huss

Comm/Tech – Ed Dominski

Invite – Nicole Krause

### **Results of Congregational Voting Meeting**

**Thanks to all who participated in our Congregational Voting Meeting held June 5, 2022. Because of you, we easily made our quorum!** We needed 186 confirmed adults to attend and ended up with slightly over 205 who voted. The election results are as follows:

David Koenen – Property

Susie Sprecher – Adult Programs

Leslie O’Connell – Recording Secretary

Stewardship - Unfilled

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## Pastors' Reflections

John Horner-Ibler

*Now all the Athenians and the foreigners living there would spend their time in nothing but telling or hearing something new. ~Acts 17:21*

*There is a hint of world-weary perceptiveness...and also humor...in Acts 17. The apostle Paul makes his way to Athens, the intellectual center of the Roman Empire, and finds religious and philosophical chaos. Every idea in the world is discussed there as people seek understanding and knowledge. And yet, no one seems to really be finding the meaning of life. Potential and resources are everywhere but insight into God and self had gone missing.*

The educated, multi-cultural, growingly affluent world to which the book of Acts (the history book of the early church written by the evangelist Luke) was written reminds me of our own. Its circumstances were similar to ours as were the problems. People then were searching for meaning everywhere and not finding it. That is a problem in our time too.

I see this all the time as I watch parents trying to raise their kids. It's a tough job in these times where possibilities are many, pressures to fit in and succeed are high, and egos can't help but get caught up in the outcomes of parenting. Some might say these are "first world" problems and it's true, but you live where you live. Just because the challenges here are different than elsewhere doesn't mean they don't exist. But...

...as a whole, it seems like the collective "us" is making some bad choices. Sunday School and Confirmation are definitely secondary priorities to more families than ever. Sporadic attendance has the trickle down affect of making instructional and relational continuity impossible even for more regular attenders. A church like UNITY is able to offset some of that given the skills of our staff and volunteers but even the most resourced church can't overcome these trends forever.

If the alternate activities were as life-giving as what we offer I'd be okay with it, but I doubt they are. I say that not as a pastor, just as a slightly world-weary observer of human behavior. Whether it's sports, the arts, STEM, or anything else aimed at our adolescents, there's a sugar-buzz flavor to teen activities and family attempts at quality time. People are literally trying too hard to have it all be special; thinking that special will then also be enduring.

Special and enduring are rare. They come from deep within and also far beyond us. At its best, the life of faith approaches those traits far more often than anything else. But it takes time and vulnerability and modern life runs low on both.

With that as a backdrop, when I think back to 2022, here are a few challenges and a few blessings made real in UNITY's life last year.

**Challenge.** As noted, Sunday School and confirmation remain strong areas for our church and many things went well last year. Continuity is incredibly challenging though. We won't scold or shame, and I don't want this to feel that way to anyone reading it. I'm just saying, most of what we do is not as short term fun or exciting, but its long-term benefit is huge. In any field, selling the long-term feast when the short term snack is right there is tough. We need to help each other approach it in ways that sustain next generations.

**Challenge.** Staffing is harder and more expensive. This is an economic trend and a mixed bag. For too long, really essential people were badly underpaid in our economy and I'm glad to see that change. But it drives costs up and no one longs for that either. Again, it is what it is and as a church one of our secret weapons is volunteers. As we've faced shortages in our staff, volunteers have stepped in and their time has saved us thousands of dollars while keeping the place going. We owe them a huge thanks, while recognizing the long-term solution is still to fill the open positions.



**Challenge.** This one is longer-term but should be articulated. Your three pastors have been here 52 years between us. We won't stay forever. In my case, given my long tenure here I will try to give you a lot of lead-time. UNITY is strong and none of us irreplaceable. If it was just that, I'd have no worries. The challenge? Our larger church's call process doesn't work. Two comparable congregations to ours, Fox Point Lutheran and St. Matthew's In Wauwatosa have been in the call process over the past few years. Fox Point is very similar to UNITY in almost every respect and tried to call a third pastor. After 7 candidates, they gave up and went the route of hiring secular specialists in areas like youth and education. St. Matt's has been in the call process for a Lead Pastor for 2 years and has interviewed 13 candidates and still hasn't found a fit. The problem with the process is that in an age of information, congregations and candidates have virtually no way of knowing the other exists. And, our denomination still labors under a decades-obsolete idea that long gaps in pastoral leadership are somehow advantageous to a congregation. As a congregation, we need to get involved in pushing for a rapid and major overhaul of this system. Our long-term viability depends on it almost more than anything else we do right now.

**Blessing.** Don't let the above challenges deter or sadden you. Gospel means "good news" and whether in good times or hard, Jesus' good news is transformative.

So where did blessings abound for us in 2022? As you look at our financial reports, almost any appeal we were involved in last year came in above expectations. Our Council leadership is strong and is tracking long-term trends locally and in the larger church. Member involvement in our servant partnerships, music areas, education, and property will always differ from how they looked pre-COVID, but they seem to be emerging in a new and lively way. I actually don't want to single any one area out, lest it diminish the others, but this place is alive in Christ-centered ways and that's the point of it all, right?

**Blessing.** One illustration of the above might seem like a challenge, but it's not. Have you ever noticed that sometimes our visuals or audio aren't perfect in worship? Many churches our size and larger employ someone to run those things or have one or two volunteers who do it all the time. The result is fewer glitches. The result is also far lower member involvement. We run those things with several dozen volunteers, many of whom have that as the primary way they serve the church. Doing it less frequently does result in occasional mishaps. If in those moments we channel our support and patience to our many volunteers, it ends up blessing us all and that's how communities stay real and grow.

**Blessing.** Research done by the Pew Charitable Trust has found that while the largest growing faith category is "none," or "agnostic," what is also true is that the turn-over rate in those two categories is 4X that of any other category. In other words, people leave the church because it's boring or hurtful or anti-science, but they don't leave forever. Many who leave still long for community and the divine and a place to make a legit difference. They just haven't found the right place and they keep looking.<sup>pcu22057</sup>

Enter UNITY. Our aim has always been to embrace science as an expression of faith. We aren't shame and guilt-based. We may not be interesting at all times, but we can laugh and play with the best of them. We make love of neighbor and nurture of the future central to our priorities. We are what so many people are looking for. They will find us if EVERY ONE of us INVITES and WELCOMES from the depth of who we are.

*And this gets me back to the beginning. Despite the idiosyncrasies of Athens, Paul engaged that city with humor and light. He offered them a Good News they didn't fully understand but which many received with joy. This is who we tried to be in 2022. A faith community that laughs and hopes is a blessing to jaded and stressed souls. Jesus helps us find the path forward and breaks the bread that causes our hearts to burn with life. There is plenty of purpose for UNITY in 2023 and not a day goes by that I don't look at this place and fall in love with it all over again. ~John*

## Sherrie Lorbeck



There is much that I give thanks for about 2022 and the moments that the people of UNITY helped make happen, but I'll share just three here. One was celebrating the 100th birthday of Pearl Haack and the 10th birthday of Joshua Graesser in worship at the CTK campus. In talking with Pearl, there is so much that has changed over the years, so much that she has had to experience and so much that she's been able to over the course of her 100 plus years. Even Joshua in his 10 plus years has already experienced more than what others across our synod have in what it's like for a church to come together as one with two campuses.

I have to imagine there will be more change over the next ninety years too. Maybe where a person's or a congregation's resistance to change sometimes rises up is when they perceive its change beyond their control or ability to be a part of shaping its outcome.

These last few years that have been marked by Covid, did cause me to worry about whether the church as we once knew it would ever come to be or if it would just accelerate the decline in involvement that so many congregations were already facing.

While we have no shortage of things we need to continue to work on, you supported this work through your strong giving and ways so many of you helped serve. This past year, we welcomed new members, had a record number of visitors at each campus and saw people flexible when it came to worship and having one preacher a weekend. We also saw more and more of you worship at the service time that worked best.

And I was reminded once again, that we are a part of Christ's church, which existed long before us and for sure, will exist long after us. The shape and the form may change as have denominations and church models, but Christ will continue to work through his people of every time and place to make known God's work through him.

Second moment, I give thanks for is what happened at the closing of Vacation Bible School this year. At the beginning of the week, kids are always a little hesitant to sing out and copy the motions made by the leaders up front. By the end of the week, the energy and life that fills the sanctuary is contagious! This year, during the closing time of singing, all the kids were up front on the altar singing their hearts out and doing the motions alongside those leading, who were once kids themselves a part of VBS and who understand deeply the power of what happens during this week. Memories made of fun, friendships, connections with youth and adult leaders, hearing Jesus' stories and learning more about and supporting our neighbors near and far. It brought tears to my eyes as a former kid myself who was welcomed into the church through the Vacation Bible School at Grace in Tomahawk. One of the songs was "Great things are going to happen here". Thanks be to God!

Third moment was All Saints Weekend, a poignant weekend of remembrance, grieving, thanksgiving and hope in what is yet to come for us because of Christ. Every year, as I look out and see the families for whom grief is so close, you can see it and my heart grieves for them and with them.

This year, my mom's name was added to the list as well as Pastor Mary Martha's mom, Kathy, along with the other members of Capitol Drive Lutheran Church, which had closed after being a church for almost 90 years in the neighborhood of 53rd Street and Capitol Drive.

## Pastors' Reflections

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I so appreciated your willingness to acknowledge all these saints and lift them up in thanksgiving to God. There was something so connectional in that they were being prayed for here and at Hephatha too as John and a group of UNITY members were in worship with them there. Just as the wooden cross sits on our altar table at the COL campus, and pictures of the members at Hephatha sit on the table outside the CTK, it's a living reminder to us of how we are connected as the body of Christ. To pray for, to remember, to work together with, to grieve with, to rejoice with, and most of all, to share in the work of the Gospel with and what Christ has done in us and through us! This is a part of who we are and our mission as Christ's church.

But for that to happen, then we also have to look to Hephatha and take a cue from their wisdom too. We have to be willing to share our fears, our hopes and dreams, our challenges, our struggles, our joys, instead of guarding them closely and trying to pretend we've got it all together, perfectly and completely. And, be willing to listen to those of our neighbor, with empathy and without judgment.

I fear this is what is leading people and our society to be out of balance especially after the devastating toll that covid had on so many and our world. It seems that some people today have more responsibilities and burdens to carry with much less support. If people can't share life and the ups and downs that come along with that road we walk with their church family, then it's almost impossible to receive any support or blessings in return by that faith community.

Whatever stage of life you are at, there are always things that can make it challenging, things you've never encountered before, going to school, starting a job, raising kids, caring for aging loved ones, dealing with conflict or messiness in relationships, dealing with loss, facing a health concern or diagnosis, struggling with questions that arise about faith or life and death that you don't quite have answers for, not to mention the impact of a world wide pandemic, and a thousand more.

But when we're able to bravely and honestly share where we're at with people we trust, we might discover others in a similar place or meet others who have already been there who can assure us we'll get through it too. And just maybe, we might encounter Christ who connects us and keeps leading us to be his Church together.

A place, NOT just about what God HAS done, but a space of what God has done AND CONTINUES to do AND WILL BRING to completion, wherever his people are gathered. May it be so for all of us in 2023 as it was in 2022!

Thanks be to God for all of you who are a part of Christ's church!

~ Sherrie

## Muriel Otto

Each night our family reflection questions are:

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

They still seem like a solid combination of questions. 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 each year I use those same prompts for the annual report. So here’s this year’s version: grateful fors, troubled bys, and praying fors for 2022 and as we head into 2023.

### **Grateful For: A HUGE energy surge of both people and money in 2022.**

Giving went up. Worship attendance went up. Sunday school enrollment is back to pre-covid levels. Council teams reloaded. Huge new member class. New faces everywhere. New parking lot at CTK. Newly finished backyard immediately hosted VBS, worship, concerts. New member-led servanthood initiatives bloomed all over the place. Every special offering for partners surpassed its goal. With the return of Lent suppers in the spring, bread communion in the summer, adult ed and kids choirs singing in the fall, ALL our pre-covid in-person ministries are now back.

Meanwhile, the digital ministries we discovered in pandemic only grew stronger! About 60 people worship online each week, about 70 listen to the sermon podcast, over 100 watch the Hump Day Hallelujahs, and the numbers only go up over time. The advent of Natalie into the communications role exploded our social media and devotional ministries to new heights. The energy is contagious! We feed off one another and watch with delight as God channels all that money and people power to change our lives and bless our neighbors.

### **Troubled By: A smaller staff and volunteer pool trying to do more with less.**

This past year we did more programming than ever with fewer staff and volunteers than ever. The Sunday School teaching pool is only half what it was. Worship attendance increases outpaced worship volunteers. Two council positions remain vacant. We never filled the Adult Ed role after Pastor Josh left in 2020. We said goodbye to Graeme and Melanie at the end of 2021 but were without a media director until Natalie started in September and have yet to fill our admin and volunteer coordinator roles. Member Care retirement is imminent. Bookkeeper is postponing retirement to help out. Property management and CTK nursery are also open.

Filling these roles should be our top priority for 2023. We have been kept afloat by a truly incredible crew of volunteers who have stepped up to become pseudo-staff, piecing together by group effort temporary coverage for these roles. They are the heroes of the year! And we aren’t far off from the rest. I keep praying, “Send us one more great staff member, just one more!” Brittany and Natalie have both already been answers to that prayer. Ten more once-a-month Sunday School teachers would cover every class. The fall Time and Talent push was a total God-send, and the Worship and Music team is working hard to train all the new worship volunteers who have stepped up recently. This is your church, and it is beautiful to see how you own it.

### **Praying For: Sustainable growth.**

This growth is unheard of in church world right now. To have growing budgets, service, and kids.... UNITY is officially a unicorn. A treasure. UNITY, this is who you are: a faith community that is open, intelligent, kid-friendly and kid-full, not fear-based but grace-based, a shame-free zone, playful and purposeful, multigenerational, where people from opposite ends of the political spectrum work side by side to make an actual, long-term difference in people’s lives. This combination is rare and precious. I see how you each invest your time, energy, and money with incredible generosity to the work of this place. It inspires me every day to give what I can, too.





## Pastors' Reflections

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As I write this I am just back from a 2-month sabbatical. I'll tell you more about it elsewhere but it was an experience I will treasure forever. So helpful, and so very fun! Sabbaticals also are rare... and I thank you and my colleagues for the precious gift of that time. On my first day back leading worship, I was going through the service, happy to be back and busy trying to remember when we sit and stand... until I held up the bread for communion. Then, as I looked out at all of you, tears just started sliding down my face. Because for just a split second I saw you the way God sees you. Every life unique, so much beauty, so much pain, hopes and dreams and hurts and fears, simple faithfulness, little kindnesses, silly senses of humor... and all of you showing up to be part of something bigger than yourselves. I'll never forget it. I love you, UNITY, and I am heart-burstingly proud to be one of your pastors.

## Congregational President's Reflections

### Mary Huss

2022 was another year of growth and change at UNITY Lutheran Church. We're finally getting back to a more "normal" life after Covid, and it's great to see people again that we haven't seen in three years.

It's been a year full of events – El Salvador trips, fun youth activities, educational Bible studies, interesting forums, events with our sister congregations, servanthood opportunities, and so much more. We held our first worship services in the new pavilion. What a great way to worship and praise God for His beautiful creation. And we enjoyed three wonderful outdoor concerts full of great music, fun and fellowship.

This church has so much to offer and we couldn't do it without all of you. Thank you for everything you give – time, talents, resources, and prayers. This report is a reflection of all we've accomplished together. Take time to read it and appreciate the many ways we've worked together to share God's love with others.

Thank you for the opportunity to serve as President of the Council. We have amazing staff and Council leaders that have made my job relatively easy and lots of fun. If you have any interest in joining Council or one of the committees, speak to one of the Pastors or someone on Council. It's a great way to get involved and spend time with some incredible people!

Together we can continue to accomplish amazing things! Thanks be to God for all His blessings!



## Sacramental and Member Information for 2022

### Baptisms

Jan 9 - Braeden Smith Blatnik  
Mar 5 - Caleb J. Neuberg  
April 17 - Louise Lee DeBauche  
August 28 - Nora Grace Schrieber  
June 19 - Gio Victor Krattiger  
July 3 -River Storm Bryden  
September 25 Collin Michael Roghan  
(Dedication)  
October 8 - Benjamin Graham Halbach  
October 16 - Nolan Joseph Block  
October 29 - Skylar Jayne Quinnell  
October 30 - Brecken James Fischer  
November 20 - Emberly Jean Scott  
November 20 - Lorenzo Phillip Scott  
November 20 - Emma Rose Okupniak

### First Communion

#### Feb 5-6

Lucas Conway  
Annalise Nordstrom  
Robin Nordstrom

#### May 14-15

Greta Brown  
Mieryn Henze  
Maxwell Herington  
Emma Jansson  
Gabe Gonzalez  
Eleanor LaTourette  
Kiana McCumber  
Henry Paradis  
Ashley Schultz  
Jake Voss  
Jessica Oldenberg

#### June 26

Brooklyn Hoffe  
Emmett Hoffe

#### September 25

Jack Swain

**Confirmation  
September 17 & 18**

Derek Fjellman  
Kayla Grabowski  
Evan Harder  
Lia Borkenhagen  
Ben Botsch  
Laura Dressler  
Megan Dwyer  
Katie Geske  
Kyra Jester  
Michael Kroepfl  
Anna Sitterly (Oct 30)  
Logan Kemper (Oct 30)

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

Jack Wussow  
Jerold Meister  
Jim Kindler  
Richard Thompson  
Irene Trester-Lenz  
Jim Trainor  
Paul Mielke  
Agnes Stanczyk  
Luanne Bengston  
Wayne Higgins  
Anna Gaertig  
Jerold Vreeland  
John Clark  
Richard Axford  
Tom Poberezny  
Carole Bock  
Beth Huxsol

**Hellos (New households welcomed)**

**Fall 2022**

Beverly Brownell  
Rob & Michelle Burmeister, Evelyn & Robby  
Tim & Becki Culhane  
Tim Herman  
Bill & Kelly Hubert, Connor  
Greg Stark & Kris Kern Stark, Sonora  
Kay Koespel-Benning  
Mitch & Kirsten Nitsche  
Bert Perrizo, Jacoby and Camila  
Nick & Jessamyn Reiter, Elena & Abram  
Jon & Madeleine Stepanek, Henry  
Diana Van Slyke

**Good-byes**

**Transferred to other churches or moved**

Bob & Jean Gilomen  
Mike & Liz Kuffel  
Sarah Kannall & Josh Nord  
James & Carolyn Lee  
Danyelle & Terence Sun, Ruby & Landon  
Stephanie Mauck, Rob  
Ron & Barb Jones

## **Worship Numbers**

This will be the last year we do not report worship numbers. They stopped being relevant points of comparison when COVID began in 2020 and we only returned to full tracking of attendance number in the Fall of 2022. Our old baselines will continue to be there as a point of comparison. New ones now exist too. We have our on-line audience (full worship video, sermon video, children's message video and sermon podcast), we have one fewer weekend service, and we will be able to offer outdoor services in the pavilion on a consistent basis in summers to come.

We can say that the on-line audience remains robust. When we go out a month out from the date of a service, we'll have had 160+ views or listens to any given service.

For the first part of the year, our in-person attendance ran at about 50-60% of pre-covid levels. That was consistent with or even slightly above what most churches were reporting.

Late in the year, those numbers began to rise and our Christmas Eve numbers ran at about 75% of previous years.

Attendance patterns everywhere are in flux. In all things, maybe most of all the praise of God, we are better together. In-person worship remains a blessing to our common purpose and we pray for as many people to be here as often as possible. But, what COVID also clarified is that in-person worship is a risk point to some people's health and for them on-line worship is a God-send. A big part of that on-line audience is also people who live in other parts of the country and welcome a chance to worship with us from afar. Nothing is ever ideal but there are many benefits to our identity as a three campus ministry, CTK, COL and On-line.

We are now tracking all our in-person and on-line worship experiences and we'll see what those numbers look like in aggregate for 2023. You know the Council, pastors, and staff are always not just open to your input, but seeking it so that we can be a nimble congregation. Our quest is to honor past traditions while also constantly being the new thing Christ promises we can be. Help us to walk that line wisely and well.

## **Staffing Transitions 2022 and Moving Into 2023**

### *Departures*

Kevin Anderson, Property Manager

Sharon Koeble, Custodial

John Vaughan, Bookkeeper

(and to recap from last year's report, Graeme Gallagher-Video and Melanie Rooney- Administration & Bookkeeping departed right at the end of 2021)

### *Arrivals*

Natalie Kamenick, Director of Communications

Ann Hill, Bookkeeping

Abby Hill, On-line Worship Video Production

### *Current and upcoming staff openings*

Administration (20 hours a week and up)

Adult Education (20 hours/week)

Property Manager (5-10 hours/week)

Custodial (5-8 hours/week)

Bookkeeper (Ann will relinquish the role when someone is willing to fill it, 18-20 hours/week)

CTK Sunday Nursery (1-2 hours/week)

CTK Sunday School Support (2-3 hours/week)

Debbie Riederer plans to retire as our pastoral care coordinator on May 31 (20 hours/week)

## Reflections of Committee Chairs

### ADULT PROGRAMS

#### Susie Sprecher

Fall of 2022 marked the start of a new role for me on the church council and for the formation of our new adult programs committee. A big thank you to Patricia Pelzel, Tracy Karrels, Jen Nowak and Pastor Sherrie for their time as a part of our committee since we first came together back in the fall. We would also like to give our thanks to Ann Hill and Natalie Kamenick for their time and talents helping our group coordinate and implement new online ideas for UNITY members. In addition, thank you to Debbie Riederer who continued to plan and coordinate several adult forum programs throughout 2022 for our congregation.



We were blessed to resume prayer and worship through Bible study in the fall, “KNOWING GOD: We've Come This Far on the Journey.” Thank you to Pastor Dave Meissner who led this wonderful Bible study, offering members another way to continue to grow in our faith journey. UNITY also saw its first online Advent calendar created by our committee in collaboration with Ann and Natalie, to provide a fun way for the congregation as we prepared for Christmas. We were also blessed in the fall with a variety of adult forum opportunities Debbie coordinated for members to learn more about Lutheran Social Services, Serenity Inns, landscaping, and nutrition, to name just a few.

In 2023 we invite you to join our committee, share ideas and come be a part of the program opportunities as we look to find fun and creative ways for UNITY to grow in faith and worship together!

God bless,  
Susie Sprecher

**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.

2022 was a year of getting back to more in-person connections, resuming some of our favorite traditions and growing into our new normal – Autumn Fest, Advent Fest, Lock-Ins, Sleep-Unders, and Summer Camps returned to our pre-pandemic structure and numbers, in addition to providing the kids with more of our foundational UNITY experiences.

Focus on the growth and strength of our Sunday School Program continued to be a key objective. Based on attendance trends and feedback from families, we condensed all Sunday School classes into the worship hours at each campus. The 4<sup>th</sup>-6<sup>th</sup> graders now learn together for the first part of the hour and then join the congregation for communion. Having them come into worship together, sitting up front and receiving communion with the larger congregation is another special connection for them as they grow in their faith at UNITY.

One more great outcome is that we are seeing families crossing campuses and Sunday School time zones. (Saturday at 5pm, Sunday at 8:30am, Sunday at 10:30) This has been something that we've been working towards for years – one congregation, two campuses. The kids are building their community across both locations, which is fantastic!

Michelle Aprahamian has been a true blessing to our program and congregation. Her ability to connect our children and families through our Christian Education program, while sharing her professional experience and leadership as an Educator is amazing. Families are pulled in so many different directions. Attendance and participation are showing that UNITY is part of our priorities.

Looking ahead to 2023, we will continue to be flexible and focus on new ways to reach our children. It really does take a village! If you have any interest in being part of our committee, teaching or coordinating in Sunday School or Confirmation, or helping with any of our programs, please let us know. All are welcome!



## COMMUNICATION & TECHNOLOGY Ed Dominski

This year the Communication & Technology team continued to focus on helping UNITY navigate evolving technology inside and outside of both campuses, Christ the King (CTK) and Cross of Life (COL). The data networks at both campuses continued to be expanded and optimized and cost savings continued to be identified. A special thank you to Krueger Communications for consulting on and supporting many of these efforts.



Weekly online worship services continued along with Hump Day Hallelujahs and online Bible Studies, all part of UNITY's third and virtual campus. Visit at <http://unitybrookfield.org/livestream.php> The 2022 annual meeting started a new tradition of occurring in both campus buildings and online simultaneously. Thank you to Ann Hill and Pat Dowling for helping to pull this all together.

I'd also like to reflect on the fact that the innovations in communication and technology that UNITY has been able to take advantage of, while continuing support of all of our ministries, is only possible because of the 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, or simply made a donation via UNITY's secure [online donation page](#) - Thank You!

I'd like to extend a sincere Thank You to the members of our small but mighty Communication & Technology Committee: Pat Dowling, John Ehlers, Ann Hill, Allen Krueger, and Duane Maas.

We're 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](mailto:ed.dominski@gmail.com) 262-875-2105 (call/text) or contact any staff member.

If you'd like to connect to some of our online offerings via your mobile device, below are the QR codes to some key links. Just scan one with the camera on your phone or tablet and follow the link (you may need to zoom in to the one you want). Enjoy! - Ed



UNITY  
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UNITY  
Online  
Worship



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Announcements



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SoundCloud  
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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, Tim Herman, 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 \$1,125,301 and expenses to be \$1,141,491, which would have created a small deficit of \$16,190. Actual giving was \$1,172,926 and expenses were \$1,133,694, which resulted in a surplus of \$39,221. This was a positive trend after a tough 2021 year that was excellent to see.

Additionally, UNITY applied for the Employee Retention Credit (ERC) in the fall of 2022. The ERC is a payroll tax credit for retaining employees during the COVID-19 pandemic and having the pandemic adversely impact the church. We anticipate that UNITY will receive a refund in the Spring of 2023, and depending on the interest received, we believe UNITY will receive a check around \$140,000.

For 2023, UNITY budgeted for a 6% increase in giving compared to 2022. This was based on a strong appeal campaign and the hope that our giving trend continues to go up. Most expenses were similar to 2021; the largest change was in staff salaries & benefits. Additionally, there was a slight increase to the percentage going toward benevolence. With all these changes, we are projecting a break-even year for the church. This does not taken into account the ERC refund.

We give special thanks to Ann Hill and Craig Nelson for all that they do to keep our accounts in order and reconciled. Tracking the finances of a church with an annual budget of more than \$1,200,000 is a lot 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 members to get to know one another outside of the traditional church setting. Most recent events included:

- **Fall Fest** - This family-friendly event offered activities in the CTK backyard. It included pumpkin painting, pumpkin bowling, pumpkin launching, caramel apple dessert making, a scavenger hunt, plus soup and sandwiches. It was a fantastic event and one we hope to bring back for years to come!
- **Advent Fest** - assisting with food, drink, and treats provided



The GO Team is also planning to offer a fun outing for adults in the near future. More information to come!

Please let us know if you would like to join the GO Team. Assistance with planning, organization or food prep for events is very much welcome and greatly appreciated!

Melissa Graesser

## INVITE

### Written on behalf of Nicole Groehler

*Nicole and husband Matt have decided to take the opportunity at this time in their lives to travel and enjoy some of the things on their bucket list now instead of waiting until “some day”. While we are so very excited for them, we are also sad to see them go. Nicole has been such a blessing not only in her years growing up here, but also these past few years helping to lead our congregation serving on your Church Council, faced with the challenge of having to make difficult decisions in unchartered times and finding new and creative ways to still live out our mission, such as New Member classes via Zoom!*



Over the course of 2022, we decided to postpone the Spring New Member Class as attendance in worship and Sunday School “post Covid” was more sporadic, making it harder to gauge who was interested in becoming a part of UNITY. With Lock-In attendance and VBS sign-ups increasing in our Christian Education area late Spring and mid-June, we started to see a change among our families with kids and began seeing visitors in person with more frequency. By fall, we had people asking us when we were going to have New Member Classes! We welcomed 12 households, made up of people who had been worshipping for quite some time and many who had grown up here and now had moved back into the area wanting to be a part of UNITY again. We are very grateful to have them as part of our wonderful community.

Every year, our wider Church asks each congregation to submit information about such metrics like attendance numbers and ministry areas. This year, the questions include a focused attention on what kinds of measures a congregation has in place to welcome visitors and follow up with them. It can be hard to know who is a member, but if you look closely, it’s not nearly as hard as you might think. Members often come in and either start talking with others or know what to do, where to sit, etc., Visitors might move a little more slowly, looking around and taking everything in as they try to familiarize themselves with what to expect. They may also have questions regarding how Sunday School works or where the bathrooms are. If you don’t exactly know how to answer, go directly to one of the pastors or one of the staff and let them know.

You can also introduce yourself to them and invite them to fill out a Welcome card and place it in the offering plate. This allows us to follow up with a welcome email and share any information that they may have been interested in. We never want to make people feel like they are being pressured but we do want people to feel noticed and welcome. In addition, there are also people who come to UNITY via online worship and so, we’ll continue to explore ways to reach out and engage them in our mission and community.

**PROPERTY**  
**David Koenen**

The Property Committee & Congregation should be very inspired & proud for the continuation of work and care to our dual campus facilities this year (Christ the King CTK and Cross of Life COL). Even though COVID-19 has prevailed in various ways to affect our lives UNITY adapts to and prospers using our buildings and property very well.

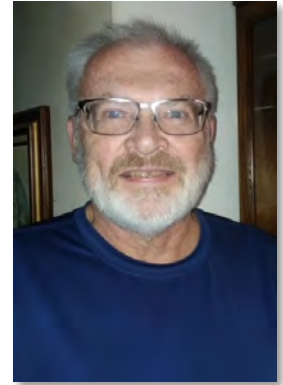
Our congregation and other community groups are now taking advantage of the CTK Backyard Project nearing completion with our impressive pavilion and newly surfaced parking lot. Knowing how the current utilized pavilion, playgrounds, courts and paths have benefited many, we can look forward to a fun and prosperous future there. Anyone up for an outdoor service or perhaps a picnic?

UNITY has extended a welcoming place at CTK for the Milwaukee Handbell Ensemble to practice and store their equipment/paperwork. They have been a great addition to UNITY as well as the community for their excellence and fantastic concert performances! UNITY is also sponsoring the Scout Troops for which we are privileged to benefit from their projects and efforts. Eagle Scout Projects have fulfilled many dreams as seen in the myriad of projects integrated with the Backyard Project! Like the connecting woods trails being built we are always amazed at what can be overcome with the help of many hands in unison.

The Church's trees each year need pruning and cutting, so I will be planning some clean-up chainsaw felling projects to contend with the vast dead ash trees at both campuses. Please help out when you can by going to the "Signup Genius" website link for either snow shoveling in the winter or mowing the lawn in Spring, Summer and Fall. We as a growing Property Committee always welcome the abilities of newcomers. I did mention also in my "Council Corner" for Feb. 2023 that we will need our talents on the interior of our facilities for project work like painting, chair pad reupholstering, and floor resurfacing. We truly appreciate the pride we take in our facility, making it inviting and very useful for years to come.

I thank you and welcome your thoughts, comments, or questions with the care of UNITY's facilities for the future.

David Koenen, UNITY Property Chair  
davidkoenen@wi.rr.com, 414-559-6974





## SERVANT MINISTRIES

Jackie Herington



It is an honor and a privilege to share the compassionate and generous ways that UNITY extended 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! Let's keep spreading love and healing 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 2022, **11% of UNITY giving** (\$130k) was gifted in Benevolence to our Partners in addition to member directed gifts -**Totalling \$225k given!** The Servant Ministry Advocates work with their partners to project and finalize financial support amounts to assist with our partners operational needs to continue with the amazing work they offer! Please refer to the 2022 Benevolence Financial Report for giving details. Also, see below for some highlights of the needs that were met for our ministry partners through UNITY's generosity and support:

- **Aspen Recovery Center** received much appreciated cards of encouragement, a Thanksgiving meal, Christmas gifts, and funds to support recovery treatment throughout the year from UNITY members!
- **Blood Centers of SE WI** hosted two (2) blood drives and collected approximately 56 blood products with UNITY, enough units to save approximately 165 local patient lives!
- **Bread of Healing Clinic** thanks UNITY for many months of volunteering at vaccine clinics and participation in mobile delivery teams, fighting Covid and caring for un- or under-insured patients. Over 5,000 vaccines for almost 3,700 people were provided! End-of-year surplus went to fund a year of continuous glucose monitoring for three patients. And Angel Tree gift cards and benevolence funds gifted support the clinic in hiring RNs to work 4 days a week.
- **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 a dinner gathering for discussion to expand awareness and strengthen relationships with different experiences, perspectives, and needs.
  - The 2022 Lent Offerings were directed to support Cross' Worship Technology project. An amazing \$8,492 was raised for this project from UNITY!
- **El Salvador** - UNITY members continued to support student scholarships in 2022.
  - Fourteen (14) travelers braved COVID and its restrictions to return to visit Rutillio and Cordero connecting with our El Salvadoran partners for the Mission of Healing Trip in February. They traveled to four different locations, and provided basic medical care to 300 individuals.
  - Fourteen (14) travelers made the journey to El Salvador for our annual summer relationship-building trip to visit our partners in the Rutilio Grande community and at Cordero de Dios Lutheran Church in August.
  - Thanksgiving Offering (Rutilio Grande Christmas Chickens Gift): \$3,363!!

## Reflections of Committee Chairs

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- **Hephatha Lutheran Church** thanks to the generous UNITY members for so many gifts and deliveries:
  - Donations of much-needed baby supplies for the Strong Baby Sanctuary
  - 59 backpacks filled with school supplies for prekindergarten through college level
  - Numerous Donations (beds, dressers, etc.) to assist Hephatha members set up new apartments, including 13 kitchen kits (30 boxes)
  - Lunches for 50 Sunday School students and adults prepared by our Confirmation students
  - 60 Christmas wishes granted by the UNITY Angel Tree Gifts
  - End-of-year surplus funds for Black History Month programs for youth
  - Numerous mittens, scarves, and various other donations made throughout the year
- **Hebron House** - UNITY Benevolence gifts were used to help fund remodel projects which will enable them to serve more guests in greatly improved spaces! Meal deliveries will be provided every other month with the new Monthly Partner Meal Prep Nights at UNITY.
- **Serenity Inns** - UNITY members, including many confirmation students, 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 this holiday.
- **Waukesha Food Pantry** - UNITY volunteers regularly served at the Food Pantry throughout the year. The Summer and Fall Bag Sales collected record breaking totals of \$2,190 and \$3,380 respectively!
  - UNITY hosted the Food Pantry of Waukesha County fundraiser event at our CTK pavilion

## STEWARDSHIP TEAM

Leadership of this team was unfilled during the 2022 period. That did not stop UNITY from having a strong year in the primary areas that Stewardship guides.

It's always important to lift up Stewardship's role. The word itself implies that we are not owners of our material goods or even lives. They are gifts shared with us by God who gives us oversight, or stewardship, of those gifts. This is a very counter-cultural way to view ourselves in a very self-focused time and very different from how most cultures see "ownership" of material things.

A big part of the disconnect between "church" and the other parts of our lives comes from this distinction. There is something both freeing and humbling about seeing yourself as a steward rather than owner.

Perhaps a small thing for all of us to be working on is awareness of our role as stewards of time and gifts. There is less worry about control and more of a chance to collaborate when we approach life as a steward. Jesus' affirmation of those who multiply gifts as successful stewards should be pretty encouraging, "Well done, good and faithful servant."

With that in mind, the Stewardship Team exists to

- Encourage member involvement with time and ability in every aspect of our ministries
- Encourage member financial support of our core operating budget (which covers the cost of our staff, buildings, benevolence, and programs).
- Encourage member financial support of special financial appeals.



Thank you again to outgoing chair Mark Miller who led the pledge appeal for 2022. The emphasis of the appeal was to reverse a four year (2018-2021) pattern of 1-2% declines in giving. Our goal was to get back to 2018 levels of giving. We thought that might take two or more years to accomplish, but we almost did it in 2022 alone. Pledges and subsequent giving were up by 10% and got us within about \$30,000 of 2018 giving.

This past year's appeal was also strong with an estimate that pledges and ongoing electronic fund transfers (EFTs) will be up around 5-6% for 2023. This allows us to project moving past those record levels set in 2018.

We did not hit our goal of 300 pledges and ongoing EFTs and came in at 268. This is lower than last year's 297 but higher than any year since 2019.

We also had a very strong response to our push for people to fill out new Time and Talent surveys. Here too we have not hit our goal of 300 but we are into the mid-200's and this remains something you can do at any time. Go to the home page at our web site, click on the colorful stewardship tree image and then scroll to the bottom where you can click on the on-line version of the form. (If you are reading this in the on-line version, click [here](#) for the link.) We need help from lots of people as our ministries grow and grow. Thanks to hundreds and hundreds of you who already teach Sunday School, maintain property, make music in a choir, serve among our servanthood partners, sew, help with our youth group, and serve in so many other parts of UNITY.

Our special financial appeals finished strong in 2022. The Backyard appeal ultimately brought in \$40,000 more than was pledged and the Parking Lot appeal brought in \$15,000 more than was pledged. Our appeals for Lent, Thanksgiving, the Food Pantry of Waukesha County, and El Salvador scholarships were all the best or among the best appeals ever.

We give special thanks for the work of our Financial Secretary, Craig Nelson, who makes sure individual financial records are correctly entered, to our counting teams who make the weekly giving entries, to John Vaughan who served as our Bookkeeper for the first 9 months of 2022 and to Ann Hill who now fills that role.

You can see the importance of stewardship as a personal philosophy and group undertaking. Would you consider being on the Team? Or even chairing it? We have lots of momentum and lots to still accomplish. It's a good time to be needed and an even better time to be a steward.

On behalf of all the people who helped with the 2023 appeal and the 12 hours of on-line coverage we did for that appeal, thank you!

*~John Horner-Ibler*



## WORSHIP & MUSIC

Steve Johnson



2022, what a year for worship! We were able to go back to live worshiping, live singing and live musicians (think Brass Quintet on Easter and Christmas, and of course, our fabulous Praise Band, Handbell Ensembles and choirs)! There have been bumps in the road, but we have weathered them.

Our online presence continues to grow. 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. Hump Day Hallelujahs each Wednesday continue to be 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 also 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 outdoor summer service in the new pavilion. It was a wonderful outdoor service and well attended. We even had an outdoor baptism at the pavilion.

So much has returned to "normal" at UNITY. The only two things I can think of that haven't gone back to normal is sharing the peace with handshakes and the CTK holding of hands during The Lord's Prayer.

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 continue our Parking Lot Services on Sunday at CTK as needed.

Speaking of volunteering. Please consider being a volunteer at worship. We need more people to do so, especially since we have resumed communion and passing of the offering plates.

Have a wonderful and blessed 2023.

Steve Johnson  
steve.johnson61@gmail.com

## YOUTH COMMITTEE REPORT

### Eric Borkenhagen



Simply put, the beginning of the year 2022 just felt better than the beginning of 2021. We were that much more removed from the restrictions to social gatherings imposed by the pandemic. So to start off the year right, and get us back on track with tradition and consistency, it was off to Devils Head Ski Resort for the annual Sr. High ski trip the last week of January. This meant getting back to the all-weekend affair it has been in the recent past instead of the one day, up and back the same day, trip it was in 2021. The kids and adult chaperones had a great time skiing, warming up with hot chocolate and cheese curds, and feeling like royalty in the white table cloth restaurant attached to the resort. And it is always fun to hear the different things that come up during our devotion time at the end of each day. The only hiccup was when Alex Nustad was forced to jump out of the way, while on his snowboard, to avoid someone who had cut him off on the hill. This resulted in a broken thumb and a trip to the nearby hospital in Baraboo. But the next day, he was back on the hill, wrapped up thumb and all.

Fast forward to July of 2022, and we were off to the Boundary Water Canoe Area in northern Minnesota. This has been a tradition at UNITY Lutheran Church since the 1980's. Truly remarkable that it has been able to sustain that length of time. We had around 50 kids and adults that made the trip and braved the elements. Even in the best of weather, it is not a trip for the faint of heart. And this trip certainly did not have what you would call the best of weather. Let's just say, even the ducks and otters we saw, were holding up white flags, and chanting "no more rain". It rained everyday on the trip, except for one. On the bright side, there were enough breaks in the rain so that tents could be erected, meals could be prepared, star gazing was possible, and fellowship within God's creation could occur. It also did not prevent us from canoeing to the different lakes and camping spots in what is really one of the most beautiful places in the USA. The highlight for the group I was in, was when the kids in our group realized that our camping spot was only about  $\frac{3}{4}$  of mile from the Canadian border. All six kids swam (with life preservers on) from our camping spot to the imaginary line in the water that makes up the border between the USA and Canada, just to say they swam to Canada.

Aside from these trips, the senior high kids would meet up on most Sunday evenings while school was in session. The following are some of the events that took place: Game Night, Crazy Uncle, Miniature Golf, Bonfire at CTK Backyard, Gaga Ball, Pumpkin Carving/Costume Party, Chopped Cooking Competition, Food Pantry Scavenger Hunt, College Care Package Event, Hills Has Eyes Haunted Evening, White Elephant Gift Exchange and a Freshman Welcome Picnic at Wirth Park. We have a lot of really great Senior High kids at UNITY from different schools and it's a pleasure to see them bond with each other on the trips and at the Sunday evening events. Looking forward to what lies ahead for them in 2023.

Be safe and be well.

Eric Borkenhagen



## Reflections of UNITY Staff

### DIRECTOR OF CHRISTIAN EDUCATION

**Michelle Aprahamian**

*The angel said to them, “Do not be afraid! I bring you good news of great joy to all the people.” Luke 2:10*

This is the verse I hear myself saying repeatedly as I reflect on the good news and great joy we experienced this past year. As educators we are taught to start with the end in mind to guide where we are going. So, for purposes of this reflection, I will start with where we ended 2022... The Good News and Great Joy we experienced during our beloved Christmas program and the joyful journey we traveled this year.

December was filled with joy and enthusiasm as we prepared for the birth of Jesus. During Advent Fest, 250 people joined together to eat, worship, sing and craft. For this year's Christmas program, 124 kids delighted us with their singing, music, and storytelling of our Savior's birth. Although we didn't get to fly an angel across the stage with a fishing line and pulley system as was requested by one of our angels, we can still dream big:)



And dream we did! This past spring and summer the buildings were energized with Sunday school lock-ins, First Communion, Vacation Bible School, and summer Sunday school. We were slowly coming together on the heels of the pandemic and little by little we were regaining our strength as a faith community. By Vacation Bible School, we had 110 kids, 45 crew leaders, and 38 site leaders and volunteers at CTK campus. During Summer, we saw an energized return to summer Sunday school with options to attend at COL and CTK. We realized that amid really busy family schedules, the new normal was a commitment to Sunday school and kids showing up at either campus depending on the time that worked best for that particular weekend. We saw this trend continue into our regular Sunday school year which is great for building a shared Sunday school community across campuses and “time zones”. Such good news for our UNITY families.

As we headed into fall, 40 seventh and eighth graders returned for confirmation and we also nearly tripled our Sunday school registration from last year. We had 140 kids registered and more than 100 kids attended opening weekend! However, we also know we couldn't do this without the 31 adults who volunteer to help lead Sunday school. As we ran some pre and post covid registration numbers, we discovered that we are at about 90% pre-covid numbers of children attending Sunday school and about 50% pre-covid adult helpers. It is the love and commitment of our adult leaders that run our program so we will continue to pray for our Sunday school leaders to help teach our kids and for new leaders to realize when you try it, you leave totally energized. It's just how it works. You give. God fills you up. And most of all, our kids leave here and look forward to their next return. Thank you, adult leaders, for sharing the Good News with our UNITY kids.

This year, our children have filled the altar during Children's Message time and the classrooms and the hallways with pure laughter and joy. I am so grateful to Colleen King, our Education Chair, who led our Advent Fest this year and who has been so instrumental in all our event planning and Sunday school programming. I am also thankful for the unwavering support of our education team for their leadership, planning, and “all in” commitment to our program. Education remains true to its vision. We are committed to educating our children PreK- Confirmation 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. Our collected offerings allowed us to give \$369 to the Waukesha Food Pantry and purchase TWO goats for Heifer International. Dollars and cents can make a difference:) As we look forward to 2023, I am committed to helping them achieve those goals and honoring the legacy of our outstanding program that continues to share GOOD NEWS and GREAT JOY.

Thank you and God Bless,  
Michelle and the UNITY Education Team

**DIRECTOR OF YOUTH MINISTRY & MEDIA**  
**Matt Griepentrog**

**“Smile and Look For Rainbows”**

*“When thunderstorms roll in, you make a choice to either succumb with tears to the gloomy downpour, or smile and look for rainbows.” — Richelle E. Goodrich*



What a quote! Of course, in the literal sense, but also figuratively, our group’s trip to the Boundary Water’s this past year is a perfect encapsulation of these wise words. On July 23rd, 6 groups of 9 entered the wilderness of northern Minnesota, just as a nice rainstorm settled in! And as the trip progressed, many of our days featured a downpour from the skies. Even without the inclement weather, it is a trip that can be quite challenging - not only physically, but mentally, emotionally, and spiritually. But with the right leaders and the right perspective, groups can not only overcome those challenges, but use them to their advantage and ultimately discover that they’re capable of more than they may realize. Thankfully, we had a tremendous group of adults who were leading our high schoolers through this special, memorable experience - and they made the most of the weather they were given! And if it wasn’t for the rain, the moments of sunshine and rainbows in the sky wouldn’t be nearly as special.

Because of this congregation’s support, experiences like these, and many others, are available to our youth. And if you ask them about them, I think you will find that they have the power to be truly formative as they prepare for college and independent life. In fact, two of our adults on this year’s trip were former youth who traveled to the Boundary Waters, and are now in their twenties. Their experience as a youth allowed them to be fantastic mentors now that they’re older. And we even had an adult on this trip who traveled on the very first Cross of Life Boundary Waters trip! This time around, she was able to share the experience with her son.

As we look ahead to this year, we have more experiences like these in store for our young people. Your continued support is so appreciated as we seek to help them look for rainbows in their daily lives. Thanks for all you do as a member of UNITY to make these amazing experiences happen!



**DIRECTOR OF MUSIC MINISTRIES**  
**Janet Day**

**A YEAR IN MUSIC**

If you could only hear the pictures below, you would hear millions of beautiful notes being sung with smiles, tears, laughter, energy, and sincerity.

With over 80 musicians involved in bringing music to our services each week, we are thankful for the word YES. YES to sharing the Word of God through music. YES to volunteering your time each week on our ALL MUSIC TUESDAYS. YES for being grateful listeners, and patient learners. YES is a great word.



Combined Youth and Adult Choirs



Gloria Dei Bell Choir, Directed by Stacey Nordmeyer



Fellowship Choir, Directed by Molly Pufall-Brown



Hosanna Bell Choir, Directed by Matt Griepentrog



Celebration Choir, Directed by Janet Day



Joyful Noise Choir, Directed by Janet Day

**MEMBER CARE**  
**Debbie Riederer**

*“Ask, and it will be given to you; seek, and you will find; knock, and the door will be opened for you”*  
– Matthew 7:7



Member Care continued to regularly visit those of the congregation who were having surgery, facing illnesses, lost a loved one, live alone, or live in a care facility.

Thanks to all who continue to make meals for UNITY members at times in their lives when a meal is a most welcome gift.

One of the best things we can do for people to show we care is to visit them and ask them questions about themselves. As we age many people might feel as if they don't know much anymore, that their opinion doesn't count. Their world can shrink down especially if they are out of the day-to-day interaction with others and the working world. All of us need to feel needed. We need to be able to contribute something to life or to someone. Even if it's something small.

What I've realized after visiting people who attend UNITY for the past years is that there is a tremendous amount of value in people who've lived life longer than we have. They have good advice and knowledge to share with us. We haven't faced some of the things they've lived through.

Many of the people I know have been through tremendous hardships such as illnesses, multiple surgeries, losing a spouse or losing a child. I think it's their faith that keeps them going as well as hope. One person I talk with regularly says she's like the unsinkable Molly Brown who just keeps popping up again after each setback. Aging doesn't mean that people don't have ideas and thoughts to share. You might make someones day by asking them for advice or just listening to their story. Continue to **ask** them about themselves, **seek** them out and **knock** on their doors!

## DIRECTOR OF COMMUNICATIONS

**Natalie Kamenick**

*“And we know that God causes everything to work together for the good of those who love God and are called according to his purpose of them.” – Romans 8:28*

Joining UNITY as the Director of Communications has been one of the greatest blessings of my life and absolutely a God thing. If you would have told me 5 years ago that I'd be sitting here working for UNITY as the Director of Communications and writing this for the annual report, I never would have believed it. And now here I sit, struggling with what to write. The words should just be flowing naturally without any trouble being that I am the media and communications person; however, they aren't. So I will just start at the beginning of how UNITY came into my life unexpectedly, changed my world for the better, and how I hope through our communications to do the same for others.



When my husband Matt and I moved to Sussex six years ago we talked about finding a church but honestly dreaded the process and didn't know where to go first. Throughout my lifetime, I have been to many churches but never felt a sense of belonging and deep in my heart longed to find that. About 4 years ago, I was introduced to UNITY through a professional mentor and dear friend. Whenever she spoke of her church her eyes would light up with excitement. It was incredible, something I had never experienced before, and I had to know where she went to church.

One Sunday morning, Matt and I loaded our then toddler boys, Graham and Noah, into the car and headed to UNITY to check it out. I remember Matt telling me on the way that we needed to go to at least 2-3 additional churches before deciding on one. From the moment we walked through the doors of Cross of Life we felt a sense of belonging. Everyone was genuinely happy and welcomed us with open arms. Pastor Sherrie was preaching, and her sermon spoke to us in a way no sermon ever had before. We left that service knowing we had found the perfect church for our growing family and became members in March of 2020.

In the fall of 2021, our world was flipped upside down when I fractured my shoulder and needed a full shoulder replacement. UNITY stepped in immediately and provided support through meals, prayers, care packages, cards and check-ins all throughout my recovery. It was an incredible blessing and filled our hearts with gratitude during a very hard time. UNITY is more than just a church, UNITY is family.

Following my accident, I prayed a lot. I lost mobility of my right shoulder and continue to work every day to regain the strength and mobility I once had. I prayed that God would show me the way and promised to just let go and let God. I always thought I knew what I wanted in life but always felt something was missing. So, I handed it over to God, sat back, and waited, trusting that God would show me the way. Little did I know he would literally send Pastor Muriel to my doorstep with a job opportunity at UNITY.

Since starting this past fall, I have been working on a variety of media and communications, such as video shooting and editing, social media networking, email campaigns, podcasts and so much more. I am looking forward to further enhancing all the ways we communicate the amazing things taking place here through our ministries and hope to see our church family grow closer and more united through our acts of service to our communities, partners, and each other.

I loved UNITY before I started working here and since starting here my heart is overflowing with love and appreciation for this incredible community of people brought together by God to do God's work.



## Financial Reports

### Fund Balances

### Year Ended December 31, 2022

#### UNITY Lutheran Church - Fund Balances

			Fund 10	Fund 15	Total
	12/31/2022	12/31/2021	Benevolence	Backyard	
			12/31/2022	12/31/2022	12/31/2022
<b>Cash &amp; Investments</b>					
<i>Cash &amp; investment accounts</i>					
Petty cash	\$ 400	\$ 400			\$ 400
Operating cash account-PNC	\$ 106,676	176,572	83,097	(79,111)	110,662
Operating cash account-BMO	\$ 113,520	78,231	(33,226)	(4,652)	75,642
Reserve Fund- CTK	\$ 31	112,649			31
ELCA Mission Fund	\$ 45,054	44,436		102,776	147,830
<i>Total cash &amp; investments</i>	<u>\$ 265,681</u>	<u>412,288</u>	<u>49,871</u>	<u>19,014</u>	<u>334,565</u>
Other assets	\$ (0)	(0)	1,302	-	1,302
<b>Total Cash &amp; Investments</b>	<b><u>\$ 265,681</u></b>	<b><u>412,288</u></b>	<b><u>51,173</u></b>	<b><u>19,014</u></b>	<b><u>335,867</u></b>
<b>Liabilities and operating surplus</b>					
Contingency reserve	\$ 100,624	110,524			100,624
Memorial fund (COL & CTK)	\$ 48,543	82,111			48,543
CTK reserve fund		96,846			-
Pastors' discretionary fund	\$ 5,753	6,355			5,753
Music/library/Thrivent fund	\$ 6,571	4,996			6,571
Prepaid pledges	\$ 28,100	51,697			28,100
Property	\$ 7,200	15,000			7,200
Operating Rerserve	\$ (11,112)				(11,112)
Sabbatical	\$ 24,631	20,758			24,631
Special benevolence	\$ -		8,058		8,058
Other liabilities (youth & Tech)	\$ 760	7,788	(4,112)		(3,351)
Payroll taxes payable	\$ (823)		-	-	(823)
<b>Total liabilities</b>	<u>\$ 210,247</u>	<u>396,076</u>	<u>3,947</u>	<u>-</u>	<u>214,194</u>
Beginning balance	\$ 16,212	16,212	(10,322)	-	5,890
Year-to-date Surplus/ (deficit)	\$ 39,221	-	57,549	19,014	115,784
<b>Total operating surplus/ (Deficit)</b>	<u>\$ 55,433</u>	<u>16,212</u>	<u>47,227</u>	<u>19,014</u>	<u>121,674</u>
<b>Total liabilities and operating surplus</b>	<b><u>\$ 265,681</u></b>	<b><u>\$ 412,288</u></b>	<b><u>\$ 51,173</u></b>	<b><u>\$ 19,014</u></b>	<b><u>\$ 335,867</u></b>

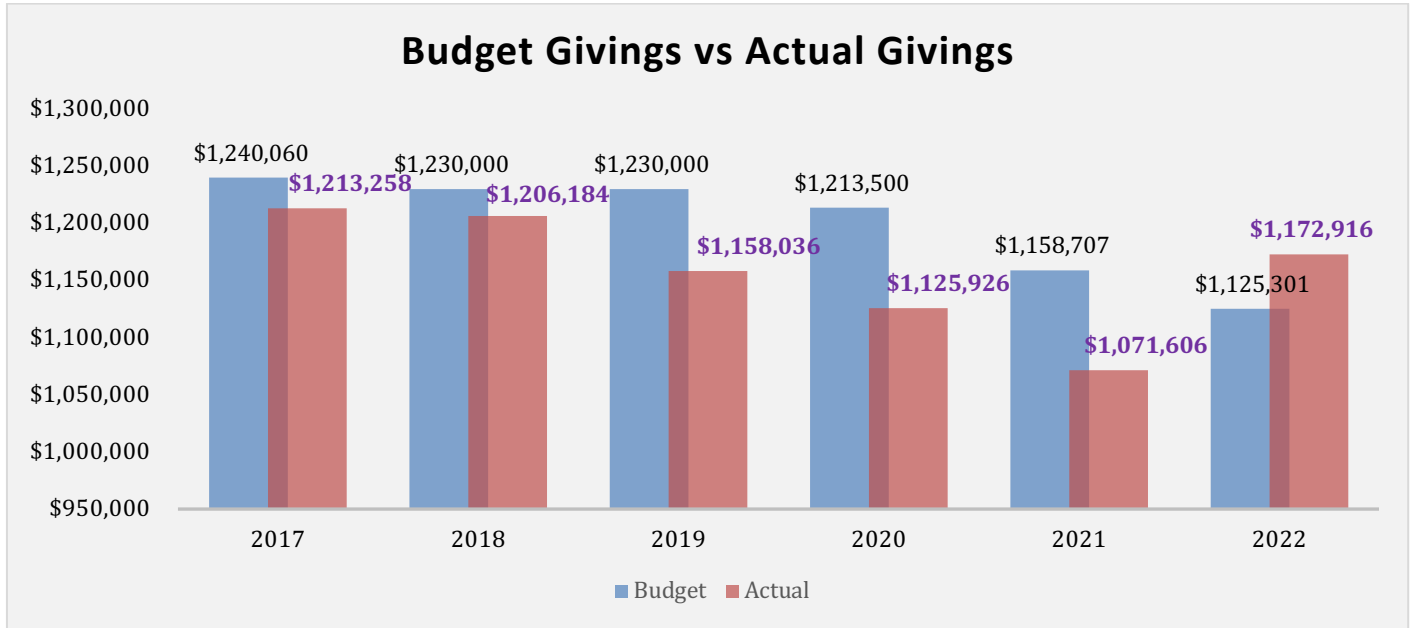


## Revenues and Expenses Year Ended December 31, 2022

UNITY Lutheran Church - Revenues and Expenses. Year Ended December 31, 2022

	Actual 2022	Budget 2022	Actual 2021	Actual 2020	Actual 2019	Variance to Budget
<b>Revenues</b>						
Recorded offerings	1,156,100		\$ 1,057,483	\$ 1,101,606	\$ 1,128,804	
Loose receipts	24,730		13,818	20,579	27,908	
Other income	618		305	3,741	1,323	
Unrealized Loss (Investment)	(8,532)					
<b>Total without PPP</b>		<b>1,125,301</b>	<b>1,071,606</b>			
PPP Loan Recognition			117,125			
<b>Total revenues</b>	<b>1,172,916</b>	<b>\$ 1,125,301</b>	<b>\$ 1,188,731</b>	<b>\$ 1,125,926</b>	<b>\$ 1,158,036</b>	47,615
<b>Expenses</b>						
Benevolence	129,882	\$ 123,783	\$ 128,556	\$ 129,051	\$ 164,255	6,099
Salaries	562,685	590,680	531,989	555,778	580,845	(27,995)
Benefits	192,095	182,023	184,080	184,459	185,575	10,072
Debt service	62,053	62,101	62,295	67,949	67,949	(48)
Office administration	22,614	19,700	16,746	16,061	19,459	2,914
Contingency/operating reserve			117,125			-
<b>Teams</b>						
Education	8,350	7,600	7,670	1,447	9,540	750
Adult Programs	1,651	3,650	750	1,145	3,589	(1,999)
New Members	1,143	1,800	1,162	465	1,193	(657)
Group Opportunities	3,385	3,000	4,288	1,125	1,991	385
Call Committee	-			-	80	-
Property	91,580	88,000	93,321	92,360	84,513	3,580
Servant Ministry	33			-	46	33
Stewardship	1,356	2,600	1,269	1,905	1,951	(1,244)
Worship & Music	13,339	12,654	13,229	7,444	14,283	685
Youth	3,218	3,500	1,705	2,241	2,982	(282)
Communications & Tech	40,311	40,400	45,124	35,372	43,083	(89)
<b>Total Teams</b>	<b>164,366</b>	<b>163,204</b>	<b>168,518</b>	<b>143,504</b>	<b>163,251</b>	1,162
<b>Total expenses</b>	<b>1,133,694</b>	<b>1,141,491</b>	<b>1,209,309</b>	<b>1,096,802</b>	<b>1,181,336</b>	(7,797)
<b>Income/ (Deficit)</b>	<b>39,221</b>	<b>\$ (16,190)</b>	<b>\$ (20,578.00)</b>	<b>\$ 29,124</b>	<b>\$ (23,300)</b>	55,411

## 6 Year Trend of Budget vs Actual



Year	Budget	Actual
2017	\$ 1,240,060	\$ 1,213,258
2018	\$ 1,230,000	\$ 1,206,184
2019	\$ 1,230,000	\$ 1,158,036
2020	\$ 1,213,500	\$ 1,125,926
2021	\$ 1,158,707	\$ 1,071,606
2022	\$ 1,125,301	\$ 1,172,916
2023	\$ 1,243,291	

## Giving and Spending Chart Year Ended December 31, 2022



### Where is the surplus going?

10% of Surplus to Benevolence	\$	3,922
Salary Bonuses for Pastors & Staff	\$	17,936
Remaining Surplus to Contingency Reserve	\$	17,363
<b>Total</b>	<b>\$</b>	<b>39,221</b>

UNITY has always felt very strong about helping our community and has always made benevolence one of our top focuses.

- Last year, due to the budget, we were only able to allocate 11% of giving to benevolence. We will be giving 10% of the surplus to benevolence, bringing it to a total of 11.4% of giving.
- To the Congregation, the Pastors and staff are a huge part of what makes UNITY. Also due to the budget last year, we were not able to give them the increase in salary we would have liked to. Therefore, the Pastors and Staff will be receiving a bonus.
- The remaining surplus will be placed in the Operating Reserve.

## 2022 Benevolence Summary

Summary of our Giving		Notes on Giving
<b>a. General Benevolence</b>	<b>\$ 129,882</b>	<b>11% of all member giving</b>
<b>b. 2022 Surplus 10%</b>	<b>3,922</b>	
<b>c. From Reserves</b>	<b>11,045</b>	<b>El Salvador Scholarships (Tomm/Batdorf Memorials)</b>
<b>d. From Reserves 2021 surplus</b>	<b>5,540</b>	
 <b>d. Member Directed Giving:</b>		
Aspen Center Recovery Program	\$ 770	
Bread of Healing Clinic	10,382	
El Salvador		
Trip Expenses	2,550	
Trip Supplies	3,225	Mission of Healing Clinic and Summer Trip
Airfare	17,905	
Scholarships	17,165	Scholarship Sponsors
Medical Care	1,000	Cordero de Dios (St. Marks, San Francisco)
ELCA Scholarships	1,555	
Hephatha Lutheran Church	50	
Lent Offering	8,492	Cross Lutheran Technology
Lutheran World Relief	2,238	Disaster Relief
Serenity Inns Recovery Program	300	
Sunday School Offering	447	Heifer International
Thanksgiving Offering	3,363	Rutilio Grande Christmas Chickens
VBS Offering	369	Waukesha Food Pantry
Waukesha Food Pantry	4,679	Bag Sales, Souper Bowl, Member Directed Gifts
<b>Member-Directed Total:</b>	<b>\$ 73,720</b>	
<b>Total Giving for 2022:</b>	<b>\$ 224,109</b>	

## 2022 Benevolence Summary – continued

### Summary of How the Giving Was Used

Aspen Center	\$ 14,326	Scholarships for unfunded residents, room/board for medicaid
Bread of Healing Clinic	27,382	Staff RN, vaccine clinics, continuous glucose monitoring
Cross Lutheran Church	20,492	\$12K outreach programs, \$8.5K Lent offering for tech
El Salvador:		
Trip Expenses	11,983	
Trip Supplies	9,061	Mission of Healing Clinic and Summer Trip
Airfare	24,060	
Scholarships	28,210	72 kids + Rutilio transport, Cordero vocational classes
Rutilio Grande	3,363	Christmas chickens
Cordero de Dios	1,000	Emergency medical care
Christmas Baskets	2,217	
ELCA scholarships	1,555	Moved to benevolence reserves
ELCA/Greater Milwaukee Synod	38,000	
Hebron House	7,308	\$7K undesignated, 1st monthly meal)
Heifer International	447	Sunday School Offering
Hephatha	14,398	\$12K operating expenses, \$600 lead abatement kids, \$1.7K black history
Lutheran World Relief	2,238	Disaster Relief
Serenity Inns	6,087	Innkeepers and operating expenses, 2x monthly meals
Servanthood Events	181	Angel Tree
Waukesha Food Pantry	12,571	\$7K undesignated, \$4.8K high-demand items
<b>Subtotal Shared:</b>	<b>\$ 224,879</b>	from General Benevolence and Directed Gifts:

### In Benevolence Reserves:

*Mission of Heaing 2023 income/expenses processed in 2022 (will be moved to 2023)*

El Slavador Scholarship	\$ 32,620	Tomm/Batdorf Memorial Funds
Prior Year Surplus	2,518	Remainder of Surplus
ELCA scholarships	1,555	Bock Memorial
<b>Total Shared:</b>	<b>\$ 261,572</b>	<b>Beyond Oursevles in 2022</b>

**Financial Reports – UNITY Lutheran Church**

# Proposed 2023 Budget

UNITY Lutheran Church - Proposed 2023

**Unity Lutheran Church - Proposed 2023 Budget**

	<b>2023 Budget</b>	<b>2022 Actual</b>	<b>2022 Budget</b>	<b>2021 Actual</b>	<b>2020 Actual</b>	<b>2019 Actual</b>	<b>2023 vs 2022</b>
							<b>Variance</b>
<b>Total Revenues</b>	<b>\$ 1,243,291</b>	<b>1,172,916</b>	<b>\$ 1,125,301</b>	<b>\$ 1,071,715</b>	<b>\$ 1,125,926</b>	<b>\$ 1,158,036</b>	<b>\$ 70,375</b>
<b>PPP loan forgiveness</b>							
<b>Expenses</b>							
Benevolence	155,411	129,882	123,783	128,493	129,051	164,255	25,529
Salaries	635,269	562,685	590,680	531,989	555,778	580,845	72,584
Benefits	198,732	192,095	182,023	184,080	184,459	185,575	6,637
Debt service	62,000	62,053	62,101	65,143	67,949	67,949	(53)
Office administration	22,000	22,614	19,700	16,742	16,061	19,459	(614)
Potential staff bonus/pay	-						-
\$15k to property reserves	-						-
Remaining PPP to reserves	-						-
<b>Teams</b>							
Education	7,600	8,350	7,600	7,670	1,447	9,540	(750)
Adult Programs	3,650	1,651	3,650	750	1,145	3,589	1,999
New Members	1,200	1,143	1,800	1,162	465	1,193	57
Group Opportunities	3,000	3,385	3,000	4,288	1,125	1,991	(385)
Call	-				-	80	-
Property	91,600	91,580	88,000	93,321	92,360	84,513	20
Servant Ministry	-	33	-		-	46	(33)
Stewardship	1,900	1,356	2,600	1,269	1,905	1,951	544
Worship & Music	13,000	13,339	12,654	13,229	7,444	14,283	(339)
Youth	3,500	3,218	3,500	2,155	2,241	2,982	282
Communications & Tech	44,400	40,311	40,400	45,124	35,372	43,083	4,089
<b>Total Teams</b>	<b>169,850</b>	<b>164,366</b>	<b>163,204</b>	<b>168,968</b>	<b>143,503</b>	<b>163,251</b>	<b>5,484</b>
<b>Total Expenses</b>	<b>1,243,263</b>	<b>1,133,695</b>	<b>1,141,491</b>	<b>1,095,415</b>	<b>1,096,802</b>	<b>1,181,336</b>	<b>109,568</b>
<b>Surplus/(Deficit)</b>	<b>\$ 28</b>	<b>39,221</b>	<b>\$ (16,190)</b>	<b>\$ (23,700)</b>	<b>\$ 29,124</b>	<b>\$ (23,300)</b>	<b>(39,193)</b>

## ERC- Employee Retention Credit

The ERC or Employee Retention credit is a refundable tax credit created as part of the CARES or Coronavirus Aid, Relief and Economic Security Act. There have been a few updates or changes to the ERC since it was first passed, mostly to the dates that it covers. However, one of the biggest changes was that businesses who accepted the PPP loans were now also eligible for the ERC. Originally, this was not the case. The finance committee decided to use a 3<sup>rd</sup> party company who specializes in filing the 941-x with the IRS for this credit. We decided to go with a local company called BeBetter. They filed our paperwork on 11/15/22. The IRS has estimated it can take up to 6 months to receive the credit. The amount that was filed for our refundable credit was \$142,230.34. Since this credit was from 2020 and 2021, we will also be eligible for interest once we receive the payment. Depending on when this is received the estimated interest ranges from 10k to 15k. BeBetter has a fee based on the amount that is received, this amount will be about \$21k. With these amounts UNITY is looking to net out of this credit in the range of 131k to 136k. The committee chairs were then asked to submit if they had a use for some of the funds. Below is a breakdown of the credits we filed for and the costs and what the council is recommending using the funds for (amounts are estimated based on totals with 1<sup>st</sup> Quarter interest).

<b>ERC Total</b>			
	<b>W/out Q1 thru 12/31/22</b>	<b>W/Q1 thru 03/30/23</b>	<b>W/Q2 thru 6/30/23</b>
<b>Q2 2020</b>	\$ 21,139.39	\$ 21,139.39	\$ 21,139.39
<b>Q3 2020</b>	\$ 41,165.81	\$ 41,165.81	\$ 41,165.81
<b>Q4 2020</b>	\$ 10,337.11	\$ 10,337.11	\$ 10,337.11
<b>Q1 2021</b>	\$ 68,588.03	\$ 68,588.03	\$ 68,588.03
<b>Total Credit</b>	\$ 141,230.34	\$ 141,230.34	\$ 141,230.34
<b>Total Interest</b>	\$ 10,703.70	\$ 13,175.23	\$ 15,646.76
<b>Less BeBetter</b>	\$ (20,193.40)	\$ (20,440.56)	\$ (20,687.71)
	<b>\$ 131,740.64</b>	<b>\$ 133,965.01</b>	<b>\$ 136,189.39</b>

<b>Committee</b>	<b>Amount</b>	<b>Description</b>
Benevolence	\$ 13,396.50	10% of net amount
Com&Tech	\$ 16,000	Sound Board/ Monitor upgrades
Education	\$ 8,000	Classroom Update/Sunday school Supplies/VBS Supplies
Property	\$ 96,568	COL Sanctuary Windows COL epoxy basement COL Ed wing windows COL roof over fireplace and kitchen Roof on sheds at both campuses CTK kitchen
<b>Total</b>	<b>\$ 133,965</b>	