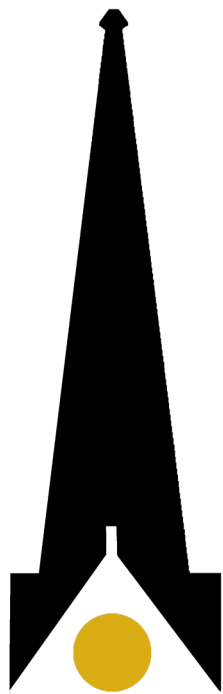


FEDERATED CHURCH
United Church of Christ
An Open and Affirming Congregation



FEDERATED CHURCH

CENTENNIAL
1919-2019

FEDCHURCH.ORG

2019 Annual Report and
Congregational Meeting

February 23, 2020

Annual Meeting of The Federated Church United Church of Christ

Sunday, February 23, 2020 at 12:45 pm
76 Bell Street, Sanctuary

Opening Prayer

Call to Order

Approval:

Minutes of the 2019 Annual Meeting (February 10, 2019)

Minutes from the Special Meeting of the Congregation (June 23, 2019)

Year in Review & Vision for the Future

Recognition of 2019 Lay Leadership

Approval: Election of Lay Leaders

Financial Annual Report

Approval: 2020 Budget

Capital Campaign Projects Update

The Federated Legacy Report

Mission and Service Commission Report

Vote on Federated Partnership with CLC

Closing Remarks and Prayer

Adjournment

A message from the **CHURCH MODERATOR**



As I move into the new program year and reflect on the past one, I am utterly blessed to have come closer to so many of the inner workings of my church home. I find myself in meetings and on conference calls with many smart people who are giving endless amounts of time and energy because they love this church. This has been and continues to be a humbling experience for me.

For the Church Council, this has been a year of asking hard questions. We are grappling with questions such as:

Do we have more facilities than our staff can manage and our budget can afford to maintain?

Are our resources aligned with our priorities and our future?

In what ways might we respond to the decline in membership and pledge income that afflicts us and so many other churches?

While there has been a sense of urgency by the Church Council to answer these questions, we recognize that rushing decisions without conversations about compromise, plans, research, and ramifications, would not be wise. This has made some people feel like nothing was being done, and that couldn't be further from the truth.

We continue to work on answering these questions and making plans to address changes that may need to come about. This is a weighty task and it will likely take several years to develop well-researched and thoughtful approaches that will provide sustainability and growth for our church. In order to provide some continuity as we tackle these issues, the three moderators have been asked to stay on in our roles for another year. We have agreed to do this and will continue to seek God's guidance as we lead.

During this year of asking difficult questions, we as a Council and we as a congregation haven't always agreed on the answers. We each bring our personal perspectives, our passions, and our beliefs. The question that we have never had to ask is: *Do enough people care?* It is clear that they do!

As a community of faith, we aren't called to always agree with each other, but it is my hope we can hold to the aspiration that we *are* called ...

- ... to listen to each other with open hearts and minds,
- ... to give each other the benefit of the doubt, and
- ... to believe that each of us is doing the best we can.

God is still speaking, and we are still listening!
Beth Rutkowski

A message from the **SENIOR PASTOR**

Each year brings with it its own set of gifts and challenges. The gifts of Federated Church are abundant. I never fail to be awed and impressed by the intelligence and commitment of Federated's leadership and membership. We see passion displayed on so many fronts. Notably, we have been graced by the many rich and varied programs that bring God's love to light. Our children's, youth, and family ministries convey that love to our younger families. Our Primetime programming nourishes our seniors. Bible and book studies feed the souls of numerous members and friends.

Abundant life springs up from the many ministries of service that grace the congregation. I want to highlight two manifestations of relatively newer programming. Spirituality 101 has fed many in finding a deeper connection to God. And our Social Justice Advocacy Ministry, having been in existence for several years, has continued to show remarkable commitment and leadership in the church, alerting us to ways we can respond to racism, environmental dangers, poverty, and so much else. These ministries are some of the many gifts that make Federated a special place.

It bears noting here that we have lost some wonderful staff in the last few months. Associate Pastor Susi Kawolics retired at the end of December. She leaves a remarkable legacy of shaping creative and moving worship, as well as delivering sensitive pastoral care and guiding various programming with passion and aplomb. And Amy Eugene left her role as Senior Director of Operations. Amy filled an abundance of roles and cared deeply for the people of Federated. I appreciated their collegiality and miss them both greatly.

In my own life here, I have continued to pursue my vocation as pastor. My role here is primarily to remind us continually of the presence and grace of God. I'm not an executive director or chief executive officer. I'm not primarily a facilitator of functions, nor an administrator of processes. I'm a pastor. As pastor, I scan the horizons of church and world and seek to be alert to the movement of God in our midst. My work is continually to point—"there's grace; there's love; there's hope!" In preaching, in teaching, in meetings, in pastoral care, my calling is to point to the fingerprints of the Holy One. It's to lift up the hope that properly never leaves us. It's to call us again and again to faith. And, above all, it's to remind us, in the words of the apostle Paul, that "without love, we are nothing" (see I Corinthians 13). I continue to pursue that vocation of pastor with passion and conviction.

The challenges of the church are not insignificant. We are part of a culture in which the place of religion and faith is constantly shifting in importance in people's lives. I will say again what I have said many times before: this change is culture-wide, and not particular to Federated. This is not at all to concede that we will never grow again in numbers. Part of our goal is to spread the good news of God so that others are touched by it and drawn to give their lives to God. It is only to say that the current changes in the church are not caused by Federated's leadership or a failure of vision. They are the result of changes in the society that have meant that far fewer people attend church than once did, and that those who do attend do so far less often than they did a generation ago. Faith simply doesn't have the same hold on many people that it once did.

The result is that we have fewer resources, human and financial, than we once had. So we are forced to make a variety of difficult choices. With increased expenses and less income, we are in the position of having to discern which programs are most important to us, as well as what to do with our facilities. These are far from easy choices, and they result in noticeable angst. The gift is that we have smart and caring people working on how best to do these things. I am especially grateful, in this regard, for the strong leadership of our Moderator, Beth Rutkowski. And I am grateful, too, for the task force, led by Martine Scheuermann, that has been working diligently on finding a winning solution to our properties dilemma.

That said, though, it is crucial for us to remember several things. First, God walks with us on this journey. Just as Jesus, in his journey to the cross, was never left to himself, so we, in this time of trial, are never forsaken by the God who gave us life. Second, we have smart and caring people working on how best to do the things that need to be done. Third, while serious, these are not life or death problems. We still have abundant resources with which to engage in the ministry of God, resources of which countless churches would be envious. Fourth, this church is blessed with a resiliency and hopefulness that can carry us through these turbulent waters with heads held high and hearts filled. Fifth—and observant readers will recognize that this bears a striking resemblance to the first point—God is the giver of all good things, and never leaves us to ourselves. We begin with God, the giver of life and all good things. And we end with God, the God from whom neither death nor life can separate us (Romans 8:38-39).

So, as people of God, let us rejoice in our remarkable blessings! Let us leave despair in the rearview mirror. Let us cling to hope and vitality and eternal life as the hallmarks of the God whom we worship. And above all, let us love one another as God has loved us (John 13:34).

Rev. Hamilton Throckmorton



Highlights from the **CONGREGATIONAL CARE** COMMISSION

The Congregational Care Commission (CCC) promotes an expanded ministry of fellowship for Federated parishioners. Through its many Ministry Teams, CCC provides not only fellowship opportunities but also compassion, personal visitation, and service to the needs of the Congregation both during challenging times such as illness, recovery and bereavement and during happy times such as weddings and new babies.

The Congregational Care Commission continued to set up, organize, and clean up the food table for fellowship hour between worship services. We invite the congregation to share in the opportunity to provide treats for our congregants to enjoy. Fellowship hour continues to be an opportunity to share time with others, and enjoy coffee and treats, foster friendships, help with church engagement, and welcome newcomers.

CCC hosted two all-church potlucks at Frohring Meadows with more than 50 people attending each event.

The Congregational Care Commission helped with Rally Day, Search for the Christ Child, and Wondrous Wednesdays.

CCC continued the tradition of Advent by Candlelight, a woman's event held at the beginning of Advent. The theme this year was "A Cup of Christmas Tea." 80 attendees enjoyed the beautiful evening in Fellowship Hall with food, readings and fellowship time, and music.

The Angel Ministry provided meals, rides, communion, and altar flowers to those in need and wrote notes to those who need comfort. In 2019, there were: **115** Communion to the Confined visits, **125+** Angel Flowers arrangements delivered, **180+** clergy visits, **179+** clergy contacts, **25+** staff visits, **316+** staff contacts, **176** staff notes, **18** memorial services held.

The Friday Mahjong group welcomed 12-15 players participating weekly.

The Sit & Stitch Ministry made prayer shawls and baby blankets, given to the baptized babies at Federated, and hats and scarves that they pass on to St. Paul's Church. This year, they started the Red Scarf Project, where they knitted 12 scarves for kids out of foster care.

Women's Fellowship Circle met for a baked potato luncheon and service project. The group made toiletry kits which were passed on to the St. Paul's parish nurse. They sewed and stuffed cancer pillows made by the circles and sent cards to Geauga County seniors. They supported Soup for the Soul with food and by selling handmade items. They made gifts to be sold at the St. Paul's Christmas sale and made Easter baskets for Chagrin Falls Park and St. Paul's.

Two years after the group's organization, Federated North has a total of 14 Breckenridge members volunteering in a variety of activities including Ohio Living Home Health & Hospice, the Chapel at Breckenridge Village, Lake County Meals on Wheels, HOLA and others. They meet from time to time to exchange ideas and share experiences. They have become engaged with these organizations in ways that benefit both the organization and the individual volunteers. They report it is a positive feeling to add their best to the Lake County community and carry on the mission of Federated Church.

Additional ongoing ministries and activities of CCC included the following:

- *Prayer and Praise Ministry* - members provided special prayers for individuals.
- *Stephen Ministry* - Stephen Ministers, after training, provided comforting assistance to congregants through one-on-one visits.
- *Koinonia Ministries* - provides fellowship activities around a specific interest.
- *Same Boat Friends and Same Boat Girlfriends* - these two fellowship groups, one for widowers and another for widows, met for monthly restaurant outings.

Submitted by Jane Biggar, Congregational Care Commission Co-chair

MISSION & SERVICE

COMMISSION

The Mission and Service Commission (M&SC) fosters and oversees a mission and benevolence program and budget, giving special consideration to the programs of the United Church of Christ. We also assess opportunities for mission, partnership and service at local, national, and international levels and propose action for giving and/or service. The Commission provides opportunities for individuals and Ministry Teams to serve the larger community and educates the Congregation concerning social and political issues morally relevant to Christians.

Funds allotted to the Mission and Service Commission remained at 7% of the church's budget. We continued to support our mission partners in many ways.

Federated Church supported UCC's Our Church's Wider Mission (OCWM) through our UCC 5 for 5 offerings to support local and national ministries.

Primetime Ministry continued to draw people from the entire Chagrin Valley to their programs. (See p.12)

Social Justice Advocacy Ministry (SJAM) has become even more active. They sponsored book studies, movie nights, and fundraisers. This ministry supports racial justice, environmental justice, LGBT justice, health care and gun issues, voting rights, and immigration reform and fairness. (See p. 13)

Just Hope and Stitching Hope: In April 2018, staff returned to the United States due to civil unrest. Without groups going to Nicaragua, program funding diminished. Local staff kept programs running. Our gift of \$5,000 provided salary support to these people. In March 2019, we returned with members of other partner churches to determine the safety for the return of groups. Groups began returning to support the clinic, model farm, cultural arts, Stitching Hope and microcredit loans.

Chagrin Falls Park hired a new director this year, and programs are running smoothly. Backpacks and school supplies were donated to children. Volunteer tutors continued working with students.

St. Paul's Community Church was our Christmas Eve Offering recipient. The funds (\$34,866.47) will be used for major maintenance in their building. The Parish Nurse program was the recipient of a \$500 MAD (Making A Difference) grant from the UCC Heartland Conference. Soup for the Soul meals were prepared twice weekly. Thanks to all who donated much needed funds, medical supplies and food to these programs. Federated volunteers continued to provide help for building maintenance and support services at St. Paul's.

Loaves and Fishes: Jim Scheuermann enthusiastically transitioned into the shoes of K-Leigh and Jay Ericson, who "retired" after years of leadership in this ministry. Those creating meals and those receiving meals are benefiting equally. We are grateful for their support. We received a grant for \$4,800 from the Deaconess Foundation to help fund the program.

As always, we encourage congregation members to come to M&SC with ideas that they feel called upon to explore and commit to.

Submitted by Linda Zelazny, Mission and Service Commission Co-chair



Highlights from the **WORSHIP & MUSIC** COMMISSION

The Worship and Music Commission (W&MC) works in cooperation and consultation with the Pastoral and Music staff, to glorify God and to coordinate and enhance the spiritual life of Federated Church through the conduct of public worship, the ministry of music, and the care of the Sanctuary and furnishings. We also prepare the elements and assist with the serving of Communion, make provisions for ushering, and provide for altar flowers and temporary decorations for regular and special worship services.

The most noticeable accomplishment was the highly successful Performing Arts Series. We had three concerts: the Organ Dedication Concert, where we heard Dan Miller play our new organ beautifully; Andrew Sords, who played with pianist Elizabeth DeMio and members of the Cavani Quartet; and Apollo's Fire, with our former choir director, Amanda Powell. We also had a bonus performance which was an extension of the Performing Arts Series when Joseph Martin's Lenten Sketches was performed by our choir. We look forward to other amazing concerts in the years ahead.

We completed our first series of special 5th Sunday services. If you are one that only comes to church four times a month, you really missed out on the fifth one. It is well worth getting up on that extra Sunday! If you do, you have my permission to nap Sunday afternoon!

The RISE service is continuing to grow. Come socialize with everyone at 11:00 in Fellowship Hall and then head up to the service at 11:30. You won't be disappointed, plus you get to sleep in!

Securing ushers continues to be our greatest challenge. We are incredibly grateful for the many people who have stepped up and volunteered to usher for the first time last year. We are greatly appreciative of ALL of our ushers, and would love to add more people who would like to give it a try. This is an excellent way to contribute to the church with virtually no stress! Go to the Federated website at fedchurch.org/worshipsupport to sign up to volunteer, or just ask a commission member to help you. Nervous about making a mistake? If I can do it, EVERYONE can!

I would be negligent if I didn't mention Communion Sundays. Those pieces of bread and cups of wine don't just magically appear. The bread must be prepared, and the grapes mashed into juice. Sibyl McBride and Nancie Skonezny take care of our bread needs and do a delicious job! (I'm not sure who mashes the grapes into juice. I think that is outsourced). Communion servers also do the dishes after the service.

Finally, an incredibly important person left our commission this year. Susi Kawolics was at our meetings every month bringing her wisdom and amazing spirit to our group. She kept us (well, me) focused on the task at hand. She is missed.

2020 looks like another busy and exciting year at Federated! I feel extremely blessed for the opportunity to serve as the commission chair and work with some of the best people in the congregation. If you want to check out our commission, feel free to discuss it with me or any commission member. We would love to have you!

Thank you for giving our commission the opportunity to serve you.



Submitted by Gary Dole, Worship and Music Commission Chair

TELLING OUR STORY

COMMISSION

The mission of the Telling Our Story Commission (TOSC) is to share our faith through effective and diverse communication strategies with our Federated family and with the wider community. The purposes of TOSC include communication, outreach and extravagant welcome. We continue to learn about and use resources available at the UCC national headquarters, both expertise and supplies. Telling Our Story works closely with Trisha Holland, Federated's Marketing and Communication Specialist.

This year, the Telling Our Story Commission, working with representatives from the other commissions, chose several options for an annual theme for Federated. TOS presented the options to Church Council and the theme "Gather in Spirit, Serve in Love" was chosen. The idea behind a theme is to have a shared focus for church programming and messaging for an entire year. The theme was launched on Rally Day with beautiful banners at the front of the Sanctuary. Since then, the phrase has appeared in many places. Though originally intended to change annually, we like this theme so much we may decide to keep it a bit longer.

2019 was also the centennial year of Federated Church. We observed the centennial in September with a special sermon, a cake, and commemorative shopping bags. Members of TOS created a centennial logo, wrote an article on the history of the church and launched a new page on the Federated website. In November, there was a special Wondrous Wednesday dinner featuring John Bourisseau from the Chagrin Falls Historical Society who gave us insight into the churches which ultimately united to become Federated.

Priorities for 2020 include:

- A rebranding of the look and feel of Federated's publications. This was budgeted as part of the Rejoice and Renew capital campaign.
- An emphasis on spotlighting our social justice activities, and especially the Social Justice Advocacy Ministry (SJAM). We look forward to collaborating with SJAM. Many recent new members came to Federated because of our emphasis on social justice.
- Continued expansion of social media exposure, to promote Federated as a whole as well as special interest groups that will appeal to members and the community as a whole. "Like" Federated on Facebook to stay in the know at facebook.com/thefederatedchurch!

With gratitude and hope Federated Church enters its second centennial of worshiping God; preaching and hearing the gospel of Jesus Christ; joyfully embodying the living Spirit of God; embracing all people; transforming lives; and empowering everyone to love and serve the world through Jesus Christ. Go tell someone!

Submitted by Todd Smith, Telling Our Story Commission Chair



Highlights from the **SPIRITUAL FORMATION** COMMISSION

The Spiritual Formation Commission (SFC) assists members of the congregation to grow in their Christian development, to enlarge and strengthen their Christian witness and to help them understand and participate in the whole work of the Church. The commission also initiates and supports programs and activities that foster the church's ministry of spiritual growth and fellowship for adults, children, youth and families.

Activities by the Spiritual Formation Commission in 2019 included:

- Ongoing oversight of Family, Youth, and Children's Faith Formation. Assisting in the selection of children ministries curriculum for Sunday school.
- Commission members assisted and supported Marty Culbertson, Director of Youth Faith Formation, to ensure a smooth transition and provide classroom teachers as our former Director of Children's Faith Formation, Kiersti Critchfield, transitioned to her new role as Pastoral Care Administrator.
- Reviewed and rewrote the policies for Tributaries programming.
- Selected, arranged for group leaders, and purchased books for the annual One Book, One Community Lenten book study.
- Created an Advent calendar for the congregation.
- Created a new spiritual program for adults, Spirituality 101, which has had two classes this fall and winter with 18-32 adults attending.
- Assisted Rev. Mark Simone in planning and execution of upcoming public forum focusing on high levels of anxiety in our youth and children.

Submitted by Mary Senechal, Spiritual Formation Commission Chair

Highlights from the **FINANCE** COMMITTEE

The Finance Committee is pleased to share with you its thoughts regarding the "state of the finances":

- 2019 started with a balanced budget and ended with a surplus of \$90,000, primarily as a result of vacant staff positions that really put a strain on our existing staff.
- Janis Stefanchik moved from an outsourced bookkeeper to a staff member and has been instrumental in keeping the Finance Office operational. Please THANK HER when you see her next!
- Several additional internal controls were implemented in 2019 and monthly reviews by our outside accountant, Judy Bash of Bond, Sippola, DeJoy, and Co., provided important insights into our processes, which we continue to improve upon each year.
- 2020 budget season was particularly challenging with another decline in pledges (approximately 3% decline from 2019) and the need to cut nearly \$227,000 from a fully staffed expense projection for 2020. Some of these cuts represent currently vacant positions, but that doesn't make them less painful to make. Additional adjustments to present a balanced budget came from additional contributions from the Legacy Fund, a restructuring of our debt position, a drop in mission giving from operations, and the remainder of the projected 2020 deficit (~\$30,000) being funded from the 2019 surplus. This approach is not a sustainable model, however, and an effort to evaluate and align the staffing structure to our current state of operations is planned for 2020.

The Finance Committee would like to thank its members, Jim Cunningham (Treasurer), Rob Goble, Steve Patton, and Don Rice for their hard work and dedication throughout 2019.

Submitted by Becky Gruss, Finance Committee Chair

Highlights from the

MEMBERSHIP

COMMITTEE

The Membership Committee provides classes for prospective new members, develops programs for connecting new members into the life of the Church, studies and provides leaders with information on attendance, activity retention and attrition of new members, makes recommendations in light of this information, and keeps membership rolls current.

New Members:

In 2019 we welcomed 22 new members through the Inquirers Class process and 8 new members through Confirmation.

New Members (Joined through Inquirers Class)

Charlie Asplin
Heidi Asplin
Tom Asplin
Debbie Baker
John Baker

Rick Bryan
Ben Calkins
Kathleen Davis
Mark Davis

Sylvia Debick
Jodi Elioff
Richard Falkenberg
Emily Godenschwager
Peter Godenschwager

Leah Hassett
Amore Haydu
Karen Johns
Lee Johns
Larry Wiley
Lee Wiley
Annie Yergin
Bill Yergin

New Members (Joined through Confirmation)

Bella Atkinson
Lance Buescher
Will Dietz
L.E. Healy
Colin Mast

Max Mignogna
Susannah Rutkowski
Gavin Scocos

Supporting New Members:

On February 17 and again on October 27 new members and leaders enjoyed a get-together at the home of Bill & Ann Lentz to help new members connect into the life of the church. Those from the preceding two new member Inquirers classes were invited and 10 new members attended along with members of the committee, pastors, selected other lay leaders and their spouses.

The launch of Realm – our online community:

In September, the committee assisted in the launch of Federated's new online community, Realm, and its companion Connect app. Realm is designed to strengthen church connections by providing contact information for fellow congregants and event registration through an online app. To date, 186 congregants have created login accounts in Realm. We encourage all members to join Realm so church family connections can be efficient, effective, and uniting.

Encouraging attendance:

In November we sent holiday postcards, designed by Trisha Holland, Marketing & Communications Specialist, describing Advent & Christmas events to 382 adult members who had not attended worship since before Rally Day.

Managing the Rolls:

Currently we have 911 active members on the rolls.

Unfortunately, members were removed from the active rolls as follows:

- 17 Due to death
- 4 Transferred to another church
- 7 By request
- 21 Due to a move out of the area
- 51 Youth members no longer participating
- 51 Adult members no longer participating (as defined in the Constitution).*

Active participation requires 1.) Attendance at Sunday worship within two years, and/or 2.) Giving to the operating budget within two years.

*These members received a letter informing them there would be a change in their membership status to "inactive" unless the church was otherwise informed.

Submitted by Maren Koepf, Church Council Liaison to the Membership Committee

Highlights from the **PROPERTIES** COMMITTEE

The Properties Committee oversaw the finish of the Capital Campaign work that began in 2018, including final roof repairs, enclosures for the outside HVAC units, final grading of the east side of the building and painting of roof utility lines. Final operational checks on all new and rehabilitated equipment were completed in accordance with the construction contracts.

Projects completed in 2019 included:

- New A/V equipment was installed in the Sanctuary and Fellowship Hall.
- The west stairs were repaired and made safe.
- The lower entry wall board that was damaged due to rain intrusion was repaired.
- Parking lot was repainted.
- All the Conference Room chairs and back Sanctuary chairs were refurbished with new fabric coordinating with the new Sanctuary design.
- Equipment was purchased to expedite snow removal and salting of the sidewalks and drives at Bell Street, and repairs were made to the snowplow .
- Exit signs were installed in the Sanctuary designating emergency exits from the room.

During 2019, a project to install emergency lighting in the Sanctuary was bid but the contractors' bids exceeded the budget. The funds identified for this project were diverted to upgrade the dimmer system for the Sanctuary lighting. This project was contracted in 2019 but completed in early 2020.

Per the designated responsibilities of the committee, the Properties Committee worked with the Senior Director of Operations in the management of the facilities during the year.

Submitted by Keith Mast, Properties Committee Chair

Highlights from the **LEGACY** COMMITTEE

It's been another gratifying year working with my fellow members of the Legacy Fund Committee. We continue to manage and evolve the portfolio of assets in accordance with the Investment Policy of the Fund to allow for continued growth and a consistent ability to support the church's operating general fund. The Legacy Fund, the church's endowment fund, supports the church's mission by annually contributing upwards of 5% of its assets to the operating fund. In 2019 that dollar amount equaled \$32,000.



Our increased assets this year included not only gains due to our investment strategy, but also:
current member contributions
a family foundation grant, and
a memorial gift contribution in memory of a loved one

With the assistance of Rob Goble, a member of the Finance Committee, we conducted two planned giving seminars during 2019 to answer questions about the church's endowment fund and share ways to include Federated in estate plans. The first seminar occurred right before the Organ Dedication Concert in April. The second one took place at Breckenridge Village in August. These seminars are meeting our goals of educating members about The Legacy Fund, its role in the church's operations and ministries, and ways to contribute to its long-term legacy. A special thank you goes to Al and Rebecca Woehrle who hosted the seminar at Breckenridge.

Submitted by Pete Franz, CFA, CFP, Legacy Committee Chair

Highlights from the **PRIMETIME** COMMITTEE

Our Primetime Committee continues to work hard to bring relevant social events to our senior citizens. Here's a recap of the fun we had in 2019!

- Twenty-three fun filled trips throughout Northeast Ohio. Two of our annual trips are to see the Cleveland Orchestra play at Blossom and to cruise Lake Erie on the Nautica Queen.
- In February 2019 we launched Primetime's "Lunch Out," an evolution of our traditional monthly luncheons at the Family Life Center. We meet for lunch at fun, local restaurants and catch up with friends, both new and old.
- Federated Forum, our speaker series held on the second Monday of the month from September through May, is going strong. We had a great turnout for media person Jan Jones, one of the nicest people around, and the wonderful vocalist, Marian Vogel.
- In July, we had our annual Primetime Picnic which is always a huge draw due to our famous BBQ cookout, managed by the Marilee Biel, and our "everyone wins" bingo game! The committee donates really nice prizes!
- There were many other programs sponsored by Primetime, including tai-chi, bowling and bridge. Our "pillows for hospice" group made and delivered over 200 neck pillows to the Hospice of the Western Reserve and Arden Courts.
- 386 households received our monthly newsletters.
- Our Primetime bus was no longer considered safe, so we recently sold it! In 2020 we will be using an outside transportation service for our fun-filled trips.
- We held a fundraiser in October at the local Blind Squirrel Winery, a beautiful venue, with all the proceeds going to our Clyde Transportation Fund.
- We are always humbled by and grateful for your kind donations which keep our wonderful program operating.
- Thank you to my committee and all of you who attend our programs!

Submitted by Dolly Herschel, Primetime Coordinator



Highlights from the **SOCIAL JUSTICE ADVOCACY** MINISTRY

Racial Justice Activities:

- Lunch and discussion with Mt. Zion Congregational Church in honor of MLK Jr. Day
- *The Color of Law* book study in February
- February movie night, showing a portion of *Race, The Power of an Illusion*. Speakers: Sally Martin, Housing Director, City of South Euclid and Frank Ford, Senior Policy Advisor, Western Reserve Land Conservancy
- White privilege curriculum in the Spring
- Frank Ford spoke on housing segregation and banking discrimination at the March Men's Breakfast
- Cookout with Mt. Zion Church in September
- In December, Barry Stees was certified as Facilitator in UCC's Sacred Conversations to End Racism



Environmental Justice Activities:

- Hosted an electronic recycling drive open to the community
- Working toward reducing the use of single-use plastic throughout the church
- Tree-planting and garden clean-up activity at the Family Life Center to honor Earth Day
- Showed environmental movies that addressed things like an overabundance of plastic in our oceans and the water crisis in Flint, MI
- Presented information boards and flyers for recycling and earth-friendly gift giving ideas
- Hosted a Wondrous Wednesday talk by Diane Bickett on the changes happening in recycling
- Exploring becoming designated as a "Creation Justice" church through the National UCC.



From a Christian perspective, the basic tenet is that God created the Earth and formed all this beauty around us, and scripture [Genesis 1-2] gives us a responsibility to be stewards of that creation. As global citizens and Christians, mismanagement and abuse of God's creation is not political, but morally or ethically wrong. God is calling us to action.

Immigration Justice Activities:

Supported several efforts on behalf of immigrants seeking asylum or those whose families have been torn apart by current administrative policies: Specifically, efforts to find a path to citizenship, to raise money on behalf of immigrants bonded out of jail, to assist in fundraising for HOLA to build a community center for local Hispanic families in Painesville, and to organize monthly vigils at the Federal Building in order to keep the issue of immigration justice in the public's eye.

Gun Violence Awareness:

Invited *Moms Demand Action for Gun Sense in America* to speak about the "Be SMART" campaign: **Securing** firearms, **Modeling** responsible behavior, **Asking** about firearms in the homes of friends and family, **Recognizing** the risks of teen suicide and **Telling** others to Be SMART.

Supported the efforts for the Brady Campaign, March for Our Lives, Gifford's PAC and Moms which are working tirelessly at the state and federal level to pass legislation that includes universal background checks and red flag laws. Federated members signed petitions!

Highlights from **YOUTH & FAMILY MINISTRIES**

I begin with gratitude to this wonderful congregation for the incredible gift of a sabbatical this fall. In the beginning month, Federated was nowhere on my radar screen, but the final two weeks found me eager to get back to ministering at Fed! Thanks so much.

As I was departing in late-August, we received word that our Youth Ministries were being moved to Bell Street and a youth room would be developed in Room 340. Many thanks to Marty Culbertson, her advisors and the JOY kids for creating a new space that is youth friendly and functional. There is lots to do, and we miss the Family Life Center, but the work with our teenagers continues. Big hugs to Bridget Petitti, Bob Abley and Tony Kotnik for their leadership and participation while I was away.

Overall, while numbers are still lower than previously enjoyed a few years ago, the work with the young people is still doing well. We have 15 or so committed to the Sr. High Youth Group, GROUP (although I would love for them all to come the same week!) and our Confirmation Class has six delightful and engaging students.

In 2019, we confirmed eight great young adults into membership. Weekly GROUP meetings hosted eight a week and we continued to let the teens lead the discussions which was fascinating, helpful and very relevant to the students. Our work camp was to Puerto Rico where our team accomplished a number of badly needed repairs and roof replacement left from Hurricane Maria.

Jr. High Youth Group (JOY) has taken on a new vision this year. Kids have incredibly full schedules these days and the advisors and we wanted to offer something they weren't getting with their theater, music and sports groups! Our answer... missions! All year we spent 90% of our time together doing things to help others! So we have our biblical discussions on Sunday mornings and put the spirit of it all to work at JOY!

The Colorado trip continues to be a very important part of the spiritual growth of our kids and advisors. Thank you for your ongoing support of the 28-year ministry. We are feeling blessed!

*- Mark Simone, Pastor of Children's, Youth & Family Faith Formation
and Marty Culbertson, Director of Youth Faith Formation*



Highlights from CHILDREN'S MINISTRIES

Our children represent the future of our church community and it is our goal to teach them well. This year, our children had the opportunity to be led by four committed women.

During the first half of 2019, Kiersti Critchfield continued her tenure as Director of Children's Faith Formation and led our children through a variety of studies including the Lord's Prayer which the students led on Youth Sunday.

Over the summer, youth intern Bridget Petitti taught Summer Sunday School. Under her direction, our students learned the "Fruits of the Spirit" which they presented on Rally Day.

In September, as Kiersti transitioned into her new role as Pastoral Care Administrator, Marty Culbertson bridged the time with our kids, continuing to lead them through a study of the "Woman at the Well." This unit was in conjunction with the larger congregation's study of water.

In October, Kristin LeFeber became the new Director of Children's Faith Formation. Since then, our students have continued to use the Deep Blue Rotation Station curriculum to study Joseph's Journey and Advent/The Birth of Jesus.

Other 2019 Highlights include:

- Three students received their first communion on Youth Sunday after attending communion classes.
- SHINE sheets were developed to add depth for our children attending RISE to Shine Modern Worship.
- Many students helped lead the Call to Worship and other readings throughout the year, especially for the 4 pm family Christmas Eve service.
- Search for the Christ Child moved to Bell Street and drew 220 attendees, one-third of whom were new to Federated Church.
- Search for the Christ Child had over 60 volunteers ranging in ages from 2 months – 80 years.

Children's Faith Formation remains an integral part of the mission of Federated. And while there are committed staff and volunteers (thank you!) invested in this program, we invite all members and active friends to consider themselves a part of our children's growth and development as a spiritual person.

Looking forward to 2020!
Grace and Peace,

- Kristin LeFeber, Director of Children's
Faith Formation (B–5th grade)



REJOICE & RENEW CAPITAL CAMPAIGN

2019 saw an expansion of my duties that included not only being the administrator for the capital campaign, but also to identify, solicit, and steward gifts in support of the mission and ministries of Federated. Last year this involved working with the Mission & Service Commission, the Worship & Music Commission, the Finance Committee, Properties Committee, the Stewardship Committee, and the Legacy Fund Committee.

Highlights for the year were:

Rejoice & Renew Capital Campaign

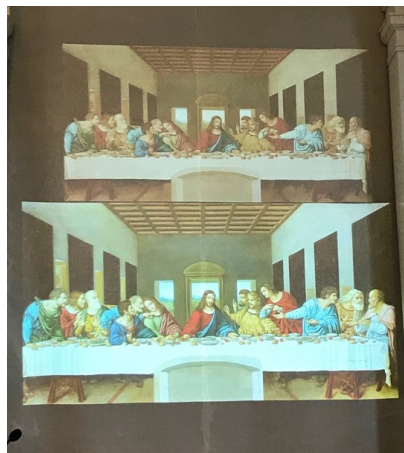
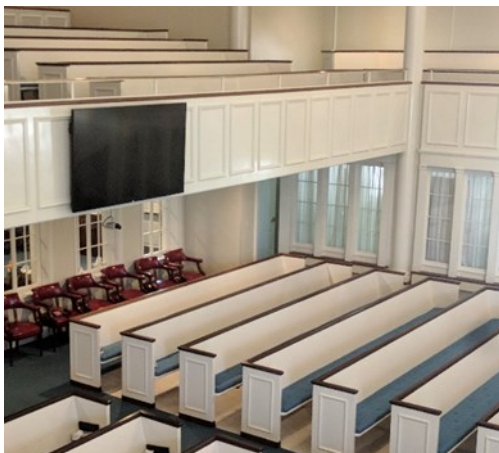
- Used various media to inform the congregation about completed campaign projects (See Properties Committee Report on p.11)
- Received a matching gift grant from Progressive Insurance Foundation
- Wrote letters to campaign donors which galvanized accelerated payments. 52 pledges were fulfilled during 2019, representing \$830,000+ in total pledges.
- At this time, only 1.7% of our pledges are not able to be fulfilled.

Federated Fund Development

- Coordinated two new engraved stones that were purchased and installed in our Memorial Garden (totaling now 360 stones)
- Wrote and submitted two grant applications:
Received a \$4,800 Deaconess Grant for Loaves & Fishes ministry
Received a \$500 UCC Making A Difference grant for Parish Nurse Ministry
- Worked with Stewardship Committee, Business Office and Communications to create and advertise online pledging and giving with Realm
- Created cash envelopes for the pew racks for members, visitors, and friends, which are already being used for regular giving, memorial gifts, special offerings (hunger funds, retirement gifts, poinsettia sale, etc.)
- Coordinated two planned giving seminars for the Legacy Fund Committee
- Worked with Stewardship Committee leaders to create a new stewardship material format: the Ministry Investment Plan brochure
- Enlarged the scope of stewardship packet recipients to include folks who had not pledged in a while, with good results
- Helped Business Office appropriately allocate memorial funds from prior years to certain Designated Funds. This enabled the staff of Music Ministries and Primetime to use those funds to further their mission

It's been an exciting year to undertake new duties!

- Laura Piper Taylor, Fund Development Associate



MINISTRY TEAMS & PROGRAMS

Federated's Touchpoints

Here is a list of ministries that are currently active at Federated Church. Each of these ministries and any new ones that are formed fall under a commission or standing committee. Maybe you are already involved. Maybe you are looking for a way to serve. If you would like more information, please call the church at 440.247.6490 and we will help you get plugged into your desired ministry.

<i>12-Step Programs</i>	<i>Homeless Stand Down</i>	<i>Same Boat Girlfriends</i>
<i>Advent by Candlelight</i>	<i>JOY (Jesus Oriented Youth—</i>	<i>(widows dinner group)</i>
<i>Angel Food</i>	<i>Jr. High Youth Group</i>	<i>Search for the Christ Child</i>
<i>Angel Rides</i>	<i>JustHope/Stitching Hope</i>	<i>Sit & Stitch Community</i>
<i>Angel Visitors</i>	<i>Koinonia Groups</i>	<i>SJAM (Social Justice Advocacy</i>
<i>Angel Flowers</i>	<i>Ladies Thursday Morning</i>	<i>Ministry)</i>
<i>Book Studies</i>	<i>Prayer Group</i>	<i>St. Paul's Community Church -</i>
<i>Chagrin Falls Park Community</i>	<i>Leap of Faith Liturgical Dancers</i>	<i>our sister church</i>
<i>Center Programs</i>	<i>Mahjong</i>	<i>St. Paul's Loaves & Fishes</i>
<i>Children's Choir</i>	<i>Memorial Food</i>	<i>Soup Kitchen</i>
<i>Colorado Trip Faith Journey</i>	<i>Memorial Hosts</i>	<i>St. Paul's Thrift Shop</i>
<i>Communion Ministry to</i>	<i>Men's Discussion Group</i>	<i>Stephen Ministry</i>
<i>the Confined</i>	<i>Men's Ministry Team</i>	<i>Sunday School</i>
<i>Contemplative Prayer</i>	<i>Monday Morning Miracles Group</i>	<i>Tributaries -</i>
<i>Daughters of Abraham</i>	<i>Monthly Art Gallery</i>	<i>Spiritual Growth Academy</i>
<i>Family Ministries</i>	<i>Ohio City Power</i>	<i>Yoga & Pilates Classes</i>
<i>Federated Bell Choir</i>	<i>One Book One Community Lenten</i>	<i>Trinkets & Treasures Rummage Sale</i>
<i>Federated Choir</i>	<i>Book Study</i>	<i>Ushers and Greeters</i>
<i>Federated North</i>	<i>Parish Nurse</i>	<i>Wedding Hosts</i>
<i>Fellowship of Prayer Note Writers</i>	<i>Primetime Ministry</i>	<i>Women's Bible Study</i>
<i>Friends of Nicaragua</i>	<i>Prayer & Praise Ministry</i>	<i>Women's Fellowship</i>
<i>GROUP (Sr. High Youth Group)</i>	<i>Red Cross Blood Drive</i>	<i>Wondrous Wednesday</i>
<i>Guitar Choir</i>	<i>Same Boat Friends</i>	
	<i>(widowers dinner group)</i>	

"For faith to be full, it needs to be engaged in some work beyond the narrow confines of our own little worlds. We want you to find a place to engage your gifts, passions, and skills on behalf of God. The world will be a better place because of it. And so will you.

...Let's be the church God meant for us to be: a church of 2000 ministers, devoted to God, caring for each other and the world."

The Spire – October 2011, Rev. Hamilton Coe Throckmorton

Recognition of Federated Church's 2019 Lay Leadership

Church Council

<u>Position</u>	<u>Lay Leader</u>	<u>Representative to</u>
Moderator	Beth Rutkowski	
Vice Moderator	Brendan Buescher	Nominating & Leadership
Past Moderator	Maren Koepf	Membership
Clerk	Peggie Jo Shinagawa	
Treasurer	Jim Cunningham*	Finance, Legacy
Councilor 1	Doug Harlan	Administrative Councilor, Properties, HR
Councilor 2	Elaine Witmer	Congregational Care
Councilor 3	Dan Kershner	Mission & Service
Councilor 4	Stacy Cianciolo*	Spiritual Formation
Councilor 5	Ken Horner	Telling Our Story
Councilor 6	Shawn Rockhold	Worship & Music

Commissions

Congregational Care Commission

Jane Biggar (co-chair), Carole Halberg, Karen Johns*, Carol Kelly, Ruth Kershner, Judy Riemenschneider, Diane Tuuri, Karen Zoltowicz (co-chair), (1) openings

Mission & Service Commission

Judy Lineweaver, Don Hoke, Lynne Kessell, Gay Quintin, Leslie Fincun, Linda Zelazny (co-chair), Bill Shaul, David Telfer (co-chair), Karen Anderson

Spiritual Formation Commission

Cathy Digel, Pete Bednar, Sunny Doxy, Mary Senechal (chair), Eric Goodman, Alexandra Ziots*, (3) openings

Telling Our Story Commission

Todd Smith (co-chair), Laura Taylor, Carolyn Shaul*, Dawn Herdman*, Jim Scheuermann (4) openings

Worship & Music Commission

Sibyl McBride, Curtis Grube, Nancie Skonezny, Nancy Isham, Dave Strauch, Laura Reed, Gary Dole (chair), Susannah Rutkowski* (1) opening

Elected Committees

Finance Committee

Steve Patton, Becky Gruss (chair), Rob Goble, Don Rice*

Human Resources Committee

Chris Bednar, Bill Franz (chair), Phil Fogarty*

Legacy Committee

Peter Franz (chair), Alex Taylor, Brady Hively

Membership Committee

Rose Brown, Ann Lentz (chair) (1) opening

Nominating & Leadership Committee

Martine Scheuermann (chair), Bob Abley, Phil Fogarty, Peggie Jo Shinagawa*

Properties Committee

Keith Mast (chair), Bill Lentz, John Giles

Appointed Committee

Stewardship Committee

Led by Ken Horner, Maren Koepf, Ann Lentz, Martine Scheuermann (chair)

Appointed Delegates

Living Water Association Delegates

Susan Lampson, Jim Ogle, Kate Walsh

Heartland Conference Delegates

Susan Lampson, Kate Walsh

*—New appointment/position since Annual Meeting held February 2019

There are a number of people who have 'retired' from elected service during the past year or are doing so after the Annual Meeting. Federated Church wishes to thank them for their service. They are: Bob Abley (N&L), Jane Biggar (CCC), Rose Brown (Mem), Curtis Grube (W&M), Adel Heinrich (W&M), Carol Kelly (CCC), Kristin LeFeber (CC), Judy Lineweaver (M&S), Nancie Skonezny (W&M), Thea Mozingo (SFC), Abby Patton (W&M)

Lay Leaders - Slate for 2020

Church Council

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Moderator	Beth Rutkowski*	2022
Vice Moderator	Brendan Buescher*	2023
Past Moderator	Maren Koepf*	2021
Clerk	Peggie Jo Shinagawa	2021
Treasurer	Jim Cunningham	2022

Church Council Councilors

Mission & Service	Dan Kershner	2021
Telling Our Story	Ken Horner*	2022
Administrative	Doug Harlan	2021
Spiritual Formation	Stacy Cianciolo	2022
Congregational Care	Elaine Witmer*	2021
Worship & Music	Shawn Rockhold*	2021

COMMISSIONS

Congregational Care Commission

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Commissioner	Carole Halberg	2021
Commissioner	Diane Tuuri	2021
Commissioner	Judy Riemenschneider	2021
Commissioner	Ruth Kershner	2022
Chair	Karen Zoltowicz	2022
Commissioner	OPEN	2022
Commissioner	Karen Johns	2023
Commissioner	Leah Hassett	2023
Commissioner	OPEN	2023

Spiritual Formation Commission

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Commissioner	Sunny Doxey	2021
Chair	Mary Senechal	2021
Commissioner	OPEN	2021
Commissioner	Eric Goodman	2022
Commissioner	Alexandra Ziots	2022
Commissioner	OPEN	2022
Commissioner	Cathy Digel*	2023
Commissioner	Richard Falkenberg*	2023
Commissioner	Pete Bednar*	2023

Worship & Music Commission

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Commissioner	Nancy Isham	2021
Commissioner	Dave Strauch	2021
Commissioner	Laura Reed	2021
Chair	Gary Dole	2022
Commissioner	OPEN	2022
Commissioner	OPEN	2022
Commissioner	Susannah Rutkowski	2023
Commissioner	Sibyl McBride*	2023
Commissioner	OPEN	2023

Mission & Service Commission

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Commissioner	Don Hoke	2021
Commissioner	Lynne Kessell	2021
Co-chair	David Telfer	2021
Commissioner	Gay Quintin	2022
Commissioner	Karen Anderson	2022
Commissioner	Bill Shaul	2022
Commissioner	Leslie Fincun*	2023
Co-chair	Linda Zelazny*	2023
Commissioner	OPEN	2023

Telling Our Story Commission

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Commissioner	Laura Taylor	2021
Commissioner	OPEN	2021
Commissioner	OPEN	2021
Commissioner	Jim Scheuermann	2022
Commissioner	Carolyn Shaul	2022
Commissioner	Dawn Herdman	2022
Chair	Todd Smith*	2023
Commissioner	Diana Gardner*	2023
Commissioner	OPEN	2023

APPOINTED DELEGATES

Heartland Conference

<i>Position</i>	<i>Candidate</i>
Delegate	Kate Walsh
Delegate	Susan Lampson

Living Water Association

<i>Position</i>	<i>Candidate</i>
Delegate	Kate Walsh
Delegate	Susan Lampson
Delegate	Jim Ogle

ELECTED COMMITTEES

Legacy Committee

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Member	Alex Taylor*	2021
Member	Brady Hively	2022
Chair	Peter Franz*	2023
Member	Robin Harbage	2023
Member	Paul Neidhardt	2023

Nominating & Leadership Committee

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Member	Phil Fogarty	2021
Chair	Martine Scheuermann	2022
Member	Peggie Jo Shinagawa	2023

Finance Committee

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Member	Steve Patton	2021
Member	Rob Goble	2021
Chair	Becky Gruss	2022
Member	Don Rice	2022

Properties Committee

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Member	Bill Lentz	2021
Chair	Keith Mast*	2021
Member	John Giles	2022

Membership Committee

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Member	Ann Lentz	2021
Member	OPEN	2022
Member	Dawn Andresen-Hall	2023

Human Resources Committee

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Chair	Bill Franz	2021
Member	Phil Fogarty	2021
Member	Chris Bednar*	2022
Member	Dave Watterson*	2023

APPOINTED COMMITTEE

Stewardship Committee

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
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TO BE APPOINTED

"TERM"—Year indicates last year of service for this term.

*—New elected appointment/position/term.

We are grateful for those who have made a 2020 financial commitment

“God loves it when the

Bob Abley & Deborah Parker	Becky Carter	Jay & K-Leigh Ericson	Jackie Hallack
Marnie Albers	Matthew Carty & Kiersti Critchfield	Herk & Kris Exline	Marlene Hallack
Doug & Lisa Antil	Bill & Judie Caster	Richard & Lisa Falkenberg	Scott & Jody Halley
Tom & Heidi Asplin	Doug & Barb Church	Nelson & Nancy Fenner	Robin Harbage & Katie Swanson-Harbage
Jane Badal	Matt & Stacy Cianciolo	Leslie Fincun	Doug Harlan
John & Debbie Baker	Perry & Jenny Clark	John & Cathy Fitzgerald	Bob & Toni Harris
Mary Lou Baker	Greg & Daria Classen	Phil & Sally Fogarty	Ken & Sally Harrold
Ken & Sharen Bakke	George & Ruth Clemens	Carol Foley	Tom & Judy Harvey
Bob & Cindy Barclay	John & Elizabeth Click	Casey Forbes & Signe Wrolstad-Forbes	Leah Hassett
Bruce & Becky Bartter	Dorn Cobbledick	Lou & Marjorie Fow	Jack & Brenda Hattendorf
Audrey Bashian	Joie Cody	Bill & Kathy Franz	Chuck & Sandy Hauser
Carol Basler	Marilyn Collier	Pete & Molly Franz	Allison Hawkes
Bob & Mimi Bathgate	Joe Coney	Dave & Chris Frazier	Pat Haynish
William & Gayle Bauer	Rita Coney	John & Lee Ann Frederick	Ted & Betsy Hellmuth
Eric & Tricia Baumgartner	Mark Corrado	Alan & Lori Frey	Bob & Dawn Herdman
Pete & Chris Bednar	Keith & Irene Cowan	Peg Fullmer	Dolly & Tom Herschel
Janet Berlincourt	Linda Creviston	Randall Fusco	Steve & Laura Hervert
George & Jen Beros	Adele Cunningham	John Gadd	Brady & Ali Hively
John & Marilee Biel	Jim & Carolyn Cunningham	Tim & Diana Gardner	Jack & Mary Hobbs
Bill & Jane Biggar	John & Kelly Curtiss	Bill & Ann Gaskin	Alan & Lee Hoffman
Barry & Kathie Biggin	Ruth Daniels	Richard & Kaaren Gates	Mark & Julie Hoffman
Rich & Martha Bistriz	Susan Daniels	John & Sue Giles	Don Hoke
Mary Ann Boysen	Nicole Dauria & Tracie Longpre	Steve & Cindy Girouard	Jane Hoover-Plow
Bill & Lauren Brandon	Greg & Laura Davis	Rob Goble	Ken & Kristi Horner
Lisa Braun	Tom Davis	Pete & Karen Godenschwager	Janey Horth
Jim & Barbie Breitenbach	Gail Dekker	Richard & Pam Goetsch	Jerry & Patty Hridel
Sue Brooks	Jon & Cindy Denney	Eric & Jill Goodman	Joe & Barbara Hudson
Don Brown	Dave & Judy Devore	Scott & Julie Gordon	Nancy Isham
Peter & Rose Brown	Dan & Jan DeWeese	Joyce Gorretta	Joan Jenkins
Steve & Sharon Broz	Tina DiFranco	Emilie Gottsegen	Bill & Regina Johannisson
Richard & Judith Bryan	Leigh & Cathy Digel	Mary Griffith	Lee & Karen Johns
Ray & Kathy Bryson	Mary Dixon	Anne Griffiths	Bob Jones & Anita Gage
Brendan & Lisa Buescher	Gary & Dawn Dole	Darlene Griffiths	Rick Jones
Ann Bullen	Mike & Cheryl Dolohanty	Dan Groth	Rich & Susi Kawolics
Anne Burr	Terry & Shirley Donley	Carol Grubb	Bill & Silvia Kenneweg
Scott & Nancy Burroughs	Bob & Sunny Doxey	Curtis & Erinn Grube	Jane Kenneweg
Joan Butler	Ruth Eberlein-Kershner	Tom & Claudia Gruen	Dan Kershner
Connie Caldwell	Roger & Brenda Ehle	Bill & Becky Gruss	Lynne Kessell
Ben Calkins	Jodi Elioff	Leon & Joy Haddix	Dennis & Kathy Kieta
Keith & Megan Campbell	Joan Elliott	Carole Halberg	Pat King
Mark & Suzanne Carle	Barb Erdelack	John & Dawn Hall	Jack Kinley
Dave & Nancy Carpenter			Maren Koepf
Mike & Jill Carroll			

to God's work being done within and through Federated Church. giver delights in the giving"

Complete as of 2/19/2020

Dana Korosi & Gylene Pelton	Tom & Jenica Mignogna	Harry Rees & Karen	Alex & Alice Taylor
Tony Kotnik & Maureen	Jeff & Lauren Miller	Anderson	Amanda Taylor
Corrigan	Mike & Lynn Miller	Don & Judy Rice	Derek & Stacey Taylor
Susan Krajewski	Patty Mills	Carolyn Richardson	Laura Taylor
Judy Kramer	Larry & Joyce Moore	Skip & Mary Lou Riegel	David Telfer & Ilona
Don & Charlene Krejci	Marty Moore	Judy Riemenschneider	Chambre-Telfer
Ed & Mary Kudasick	Tom & Merilyn Morrow	Joyce Ritchie	George & Kris Tesar
Carol Laird	Chuck & Thea Mazingo	Joy Robertson	Hamilton Throckmorton &
Betsy Lancaster	Bob & Tami Munson	Linda Robertson	Mary Senechal
Bob & Gloria Lapsansky	Sharon Munson	Shawn & Brooke Rockhold	Brian & Julie Tutkovics
Jamey & Kelly Lawrence	Anne Murphy	Carol Rogers	Jim VanCleaf
Scott & Lydia Lax	Steve & Hope Murphy	Harriett Rogers	David & Anne VanWagoner
Doug & Karen Leary	Lynne & Kathy Muzik	Linnea Rostek	Bob & Liz Vargo
Tim & Elise Leitzel	Jack & Lorna Nafziger	Bob & Beth Rutkowski	Laura Vargo
Bill & Ann Lentz	Paul & Kathy Neidhardt	Louise Rutkowski	Joe & Sue Ellen Vayda
MaryAnn Leonard	Jim Newell	Tim & Heather Ryan	Dean & Sue Vecchio
Ralph & Diana Lindeman	Darlene Nichols	Bill & B.J. Schatz	Marc & Lisa Vitantonio
Bill Lineweaver	John & Linda Nichols	Paul & Valerie Schefft	Arturo & Mary Ann Viveros
Cal & Kim Lockert	Nancy Nichols	Jim Scheuermann	Heather Wagley
Jim & Marilyn Lucas	Rita Nichols	Martine Scheuermann &	Don & Carole Wakeman
Bob & Joyce Luczywo	Jim & Janet O'Hara	Marty Culbertson	Kristen Walenga
Bill & Sue Lundstrom	George & Kim Oliver	Scott & Tish Schlaker	Bobbie Walker
Byron & Elsie Lutman	Mackenzie Oliver	Matt & Kelly Schron	Mike & Kate Walsh
Dave & Elaine Maine	Madison Oliver	Sandy See	Barb Warren
Judy Majcen	Jim & Sue Ollinger	Jeri Shaffer	Dave & Cathy Watterson
Judy Maloni	Rita Owen	Bill & Carolyn Shaul	Doug Welling
Liz Manchester	Steven & Barbara Patton	Alan & Peggine Shinagawa	Kay Wellman
Jon & Polly Manke	Janet Peters	Mark & Kathy Simone	Jim & Claudette Whitelaw
Mark & Sue Mansour	Roger Pettibone	Nancie Skonezny	John & Shauna Widman
Bill & Carole Mason	Michael & Wendy Pierce	Barb Smith	Larry & Lee Wiley
Dave & Betsy Mast	Marilyn Pierson	Jim & Sally Smith	Ollie & Anne Wingfield
Keith & Jan Mast	Ward Pierson & Diane Tuuri	Todd & Melinda Smith	Elaine Witmer
Anne Masters	Chuck & Cheryl Pitcock	Joe & Jill Snyder	Al & Rebecca Woehrl
Dick Masters	Don & Carol Poe	Dan & Sandi Sommers	Curt Woodworth
Dick & Sibyl McBride	Greg Polyak & Marcia	Don & Connie Sperry	Christy Wynveen
Mort & Caroline McClennan	Snavelly	Jim & Linda Squire	Doug & Pam Yaecker
Rick & Pat McEntee	Gerry & Marie Powers	Lucille Squire	Bill & Annie Yergin
John & Laura McMullen	Dave & Betty Pugh	Barry & Melinda Stees	Jim & Kathie Young
Susie McWilliams	Michael & Gabrielle Quintin	Myia Sterling	Jack & Barb Youshak
Debbie Medlar	Thaddeus & Dorothy Quintin	Dave & Holly Strauch	Bill & Linda Zelazny
Scott & Mindy Meneely	Betsy Rader & Dave Watson	Susan Sulcs	James & Alexandra Ziots
Carol Messerly	Sally Ramsey	Jim & Dona Sutherin	Kathy Zmich
Tom & Sandra Meyer	Laura Reed	Anne Swegan	Karen Zoltowicz

Minutes from the 2018 Annual Congregational Meeting of the Federated Church— Sunday, February 10, 2019

The Colorado Kids, led by Marty Culbertson, provided a delicious lunch as a fundraiser before the annual meeting.

Opening Prayer— Rev. Mark Simone, Associate Pastor, led the congregation in opening prayer.

Call to Order— Maren Koepf, Moderator of Church Council, called the meeting to order at 12:49 pm. Maren asked that attendees who speak during the meeting state their first and last names for the record. A quorum of 102 members was present

Approval of Minutes

The 2017 Annual Meeting minutes were presented in the Annual Report

Motion to accept the minutes by Harriett Rogers

Seconded by Linnea Rostek

Result: The motion passed unanimously.

2018 Year in Review

Maren Koepf gave a presentation featuring the year in review and what a great story we have to tell. We also have opportunities that have presented themselves. She highlighted our numbers – starting with our properties. She said that we have 586 households which represent 1,030 members, and we average 300 events per month. And that 55% of our members pledge and while our per household pledge average is up, the dollars pledged is down \$66,000 for 2019.

We had a successful Capital Campaign that brought in \$2.94 million which increased by \$30,000 in 2018 AND we increased our participation numbers as well. She thanked all those who made this possible.

Maren also spoke about the numbers that reveal our pain points including the significant decline in the number of children and youth present in worship and programming. She pointed out that while this might be discouraging, it presents opportunities to engage the community and build relationships.

She shared that UCC consultants report that growing churches focus on 3 practices of congregational leadership:

1. Governing boards engage in more strategic planning and in less reporting.
2. Focus precious resources of time, energy & attention on a collective 2-year priority
3. Align roles of staff to the needs of a changing community.

Maren outlined the church's intentional strategic initiatives that include:

- Church-Wide Theme
- Increase Strategic Planning
- Properties Feasibility Task Forces
- Re-Imagining the Sunday Experience

She highlighted how we “show up.” Our outward symbols include flags and banners. And that we show up through our ministries like St. Paul's, HOLA, Stephen Ministry, Wondrous Wednesdays, Advent by Candlelight, Search, Angel Ministries and more. And how we proclaim the love and tenacity of Jesus Christ.

Vision for 2019

Maren outlined the 2019 vision. $1+1=3$ if we draw the circle wide and combine our efforts to add to our impact. In our broken world, we need to reach beyond our walls to share the prevailing love God provides. Our church-wide priority will be to expand the ways we demonstrate our value of children, youth and families by cultivating dynamic worship, faith formation and inclusive ministries.

In closing, Maren shared her gratitude for the leaders and congregants for all that they give.

Nominating and Leadership Committee Report

Martine Scheuermann gave the report for Nominating and Leadership Committee. She acknowledged her team of Dave Butz, Bob Abley, Phil Fogarty and Beth Rutkowski. She thanked the retiring lay leaders and those that came on during the year. She presented the slate of officers for 2022.

Election of Lay Leaders

Martine presented a motion to approve the individuals who are presented with an Asterisk (*) in the 2018 Annual Report “Lay Leader – Slate for 2019,” plus names added with an asterisk (Buescher (Vice-Moderator), Goodman (Spiritual Formation), J. Scheuermann (Telling our Story), Goble (Treasurer - Interim) to be elected to the governing body for the term specified. Additional correction of

Pete Bednar in place of Cassie Moran (Spiritual Formation Commission). Kristi Horner seconded the motion. Kristin LeFeber asked a question from the floor – whether Telling Our Story Commission could function with just 3 members. Diana Gardner answered by explaining that several retiring members were staying on in the interim to carry out the work of the commission. Martine highlighted that the TOS Commission is in need of additional volunteer lay leaders, and if interested see Todd Smith or a member of the N&L Committee.

Maren called for the vote and the motion passed unanimously.

2018 Financial Report & 2019 Proposed Annual Budget

Treasurer Rob Goble presented the budget and talked through the numbers.

- Strong fiscal management left us with a \$33,000 surplus
- Down in pledges/income – 5%
- Administration cost is 65% of budget – it was lower due to some understaffing
- Buildings & grounds – expenses were running higher due to a new rental company source
- Church balance sheet – strong cash position
- Liabilities – debt balance is decreasing – last year, we applied some of our surplus to that debt.
- We are due to retire the debt all together in 2021
- 2019 Budget – pledges decreased by 7% and overall budgeted income is 5% lower than 2018. This is due to an increase in projected outside rental revenue at the FLC. Surplus applied to fund the principal and interest payments of debt balance to bring us to a net o balanced budget.

Kristi Horner moved to accept the 2019 budget as presented.

Seconded by Beth Rutkowski

Discussion: No additional discussion

Result: Motion passed unanimously

Capital Campaign Report

Robin Harbage gave the Capital Campaign improvements update. He thanked those who were involved in making the improvements to the sanctuary and building upgrades. Robin gave a project update on what was complete, what was in progress, what was pending and what was to be considered for future work.

The Federated Legacy Report

Peter Franz gave the Legacy Committee (endowment) report. He reported that 2018 ended with the account down, but that since the end of 2018, the fund has recovered. He encouraged everyone to keep the church in mind when doing their estate planning and talked about growing the fund in order to more meaningfully fund some of the church's operating budget. More to come from the committee in the year ahead.

Mission and Service Commission Report

Dave Telfer gave an enthusiastic report on Mission and Service Commission giving for the church – and reported that giving was not diminished in light of the Capital Campaign. He called out the differences we've made with our mission giving for St. Paul's, West Side Food and Family, Chagrin Falls Park, Family Promise, JustHope – Nicaragua, Colorado Kids Scholarship Fund. Over \$34,000 was given to HOLA for the Christmas Eve offering. This was our 57th annual Christmas Eve offering. And our giving has totaled more than \$1.6 million over the years. Dave illuminated all of the ways we are making a difference through our Mission and Service giving and thanked the congregation.

Comments and Questions

Maren called for Comments and Questions from the congregation – there were none.

Closing Prayer and Adjournment

Hamilton thanked the staff and highlighted the new staff brought on in 2018 including Janis Stefanchik, bookkeeper, and Brian Jacobs and Larry Wervey, custodians. He thanked all of the lay leaders and thanked Maren Koepf specifically for her leadership as moderator. Beth Rutkowski thanked Maren on behalf of Church Council and presented a donation in her honor to Women's Safe. Hamilton encouraged us to be kind and smart and important. He closed in prayer.

Robin Harbage made the motion to adjourn.

Seconded by Paul Koepf.

Vote: Unanimous to adjourn

Respectfully submitted,
Ann Lentz

Minutes from the Special Meeting of the Congregation of Federated Church— Sunday, June 23, 2019

The purpose of the meeting, as stated in multiple bulletins and June SPIRE, is to affirm Council's vote on the proposal to engage a realtor to present us with options regarding the potential sale of the Family Life Center (FLC). There will then be a congregational vote in the fall on how to proceed.

Beth Rutkowski, Moderator, led the congregation in an opening prayer at 12:30 pm which was adapted from the prayer used at the UCC Synod this same weekend.

Beth reiterated that a decision has not been made and we shall continue to share and learn from each other.

Beth provided an **Executive Level Summary**

- The Federated faces many wonderful opportunities and challenges as we chart our path ahead. One of them relates to properties.
- Decision to build FLC was made around 1998 and the FLC opened in 2000. Decision largely based at that time on having enough space to accommodate the membership and extend the mission into the community.
- Membership, and net giving have declined despite increased giving per pledge
- Net decrease in pledges and donations has driven down expenses, stretched staff, and brought to question viability of retaining FLC and Bell street
- The Financial Outlook Task Force recommended reviewing material options to reduce costs (e.g. properties task force) and raise revenue (e.g. membership, stewardship, capital campaign)
- Despite success from the capital campaign it remains important to evaluate the option of selling the FLC and associated property

Beth also shared **the opportunities and some challenges** we need to take on:

- Envision the possibilities for the future of Federated
- Support and celebrate our pastors, their work and dedication, and the stability their tenures have provided
- Acknowledge and address external influences on what it means to be a church in 2020 and beyond
- Focus on membership and stewardship
- Realign resources (people, property, dollars) and functions (HR, finance, management) to support our church
- Consider how our properties fit with our ability to deliver and expand our mission, especially the FLC

Robin Harbage, past Treasurer, past Moderator, chair of two task forces and member of a third, acknowledged that Federated has had financial challenges and **Church Council established task forces** to review facts and recommend a path forward

2015-2016 Financial Outlook Task Force

Recommendations: Increase stewardship, schedule a capital campaign, reduce current debt, increase revenue from our facilities, establish visionary focus and outreach for young families

2016-2017 Rejoice & Renew Capital Campaign

Recommendation: Proceed with major projects prioritized by the congregation's interests and the sequence recommendations of the Properties Committee

2017-2018 Properties Feasibility Task Force 1 (PFTF1)

Recommendation: After extensive interviews with staff, clergy, commission, committees, and a survey of the congregation, a list of 19 major ideas for all three properties was proposed.

2018-2019 Properties Feasibility Task Force 2 (PFTF2)

To engage a commercial real estate agent to prepare a sale prospectus for the Family Life Center and to provide the congregation with listing prices and options in the Fall of 2019

Federated's definition of sustainability

Funding the core aspects of the church (mission, staffing, building) with annual giving plus legacy fund returns and limiting the use of designated funds for 'bonus' projects that enhance our missions

Brendan Buescher, Vice Moderator, shared the four themes that have surfaced since the letter was sent to the congregation on May 13, 2019 from the listening sessions with commissions, committees, ministry teams, 1-on-1 sessions, and Sunday sessions from May 19 to June 16, 2019:

- Deep concern about the Memorial Gardens and labyrinth, and questions about how the Gardens can either be preserved or appropriately cared for
- Concern about the church's overall financial picture, and questions about the costs of our properties

- Questions about the timing of the recommendation to evaluate selling the FLC on the heels of the capital campaign
- Questions about whether we have fully evaluated all options for usage of our properties, and whether another attempt to think through this is warranted in parallel to the realtor evaluation to compare two potential paths

Theme #1: Memorial Gardens

We are acutely aware of what a sacred space the Memorial Gardens are, and how deeply connected many people are to the grounds, the ashes, the stones and the labyrinth there. We will put a caring process into place which ensures the Memorial Gardens are handled with love in any exploration of usage or sale. This includes the upkeep and maintenance of the gardens, which have not been sustainably funded

Theme #2A: Concern about the church's overall financial picture

- Total membership declined 44% from 2003, its peak, from 1841 members to 1030 members in 2018
- Total approximate households declined 41% from 2005, its peak, from 1072 households to 629 households in 2018
- We added an average of roughly 115 new members per year from 1998-2008 varying roughly from 90 – 140 per year. Since 2009, we've added on average 44 new members per year from 2009-2018 varying roughly from 25 – 60
- Weekly attendance has declined 53% from 2003,
 - 1998 – 2003 = 628/week
 - 2004 – 2008 = 625/week
 - 2008 – 2018 = 417/week
- Pledges and donations have accounted for 90% of total income for the last eight years
- Since its peak in 2005, the number of pledges has decreased annually (except in 2012) from 675 to 348
- Average pledge amount has increased 25% to \$3,078 from 2003 to 2018
- Pledges as a percent of weekly attendance have grown from 2002 – 2018 from 93% to 132%
 - Hypothesis that attendance is highly correlated with pledging (but not necessarily with pledge amount)
- We spend what we raise and we adjust expenses to meet annual expected income from pledges, donations and rental income.
 - Total income is declining and drives down most all expense categories including staff. From 2012 to 2019:
 - Total budgeted income has declined \$411,000 annually
 - Pledges and donations have declined in \$450,000 annually
 - Total salaries, payroll tax, and benefits \$111,000 annually
 - Investment in five core missions has declined by \$57,000

Theme #2B: questions about the costs of our properties

FLC

Finance Committee reviewed costs associated with the FLC, last year = ~ \$128,000 (after net rental income of \$64,000) but does not include adequate staffing improvements or deferred maintenance. We would need to increase rental income by 240% to break even

The true net annual 'cost' of appropriately sustaining the FLC is ~\$200,000 - \$250,000. We'd need to increase rental income by 400% to break even

If we did not have the expenses associated with the FLC, approximately \$128,115 could be reinvested in our missions and staffing: \$76,000 of direct expenses; \$51,792 in staffing and support services

76 Bell Street

Net rental income but higher associated direct and indirect expenses

Total current cost net rental expense is approx. \$175,000, not including inappropriate current staffing levels or capital reserves

102 Bell Street

Net rental income nearly offsets all expenses, but deferred maintenance is not yet included

Theme #3: the timing of evaluating selling the FLC on the heels of the Capital Campaign

The work of the church is not always linear, and its direction doesn't always unfold in what we might consider to be the perfect order. But we are committed to the work and to keeping God at its center.

While various groups and leaders have discussed the sale of property over the years, such a sale has never been formally explored.

The planning for the recent capital campaign began about three years ago out of a need for major maintenance and systems replacement that could not be supported by our operations budget.

We embarked on a capital campaign which prioritized urgent needs at 76 Bell St. for a new roof and HVAC system, bundled with other notable projects, including an organ, and which necessitated a cost-effective sequence of repairs. In addition, capital campaign work has been planned and some completed at the FLC.

Timing was imperfect, but it was not intentional. While various groups and leaders have discussed the sale of property over the years, such a sale has never been formally explored. Although it might have been ideal for the task forces to make recommendations before we began a capital campaign, the repairs and replacements could not wait.

First PFTF began a year after the start of the campaign with a focus on optimizing full use of all properties. PFTF 2 revealed deeper financial burdens.

Theme #4: Should we try again to identify some new big ideas in parallel to realtor review

Ideas already developed and evaluated by Property Feasibility Task Forces #1 and #2

76 Bell Street

Christian pre-school
Youth center
Keep and develop one facility
Sell 76 Bell and 102 Bell
Open up front of Sanctuary
Moveable pews in Chapel

FLC

Outdoor Christian pre-school
Sell FLC property behind the building
Senior center
Build attractive Sanctuary
Sell FLC building and keep the grounds
Community/retreat center
Precious Resources Preschool rental
Alternative use of FLC
Faith Works drug addiction rehab
Other community activities

102 Bell Street

Youth center
Remove and expand parking lot
Counseling center
Residence for those in need
Half-way house (aged out of foster care)
Fair trade store and coffee shop

Identify some new big ideas in parallel to realtor review

We encourage your ideas that would then be 'business cased' by a new team as part of this formal process and to review in subsequent church deliberations. Thoughts and suggestions may be sent to Maren at marenkoepf@gmail.com. Any ideas would need to meet the requirement that we would have high confidence we would meet our financial and mission requirements:

- Strongly align with the mission and values of the Federated
- Clear 'feasibility cases' to collectively deliver \$200,000 – 250,000 annually

Call to Action

Status quo bias is an emotional bias; a preference for the current state of affairs. The current baseline (or status quo) is taken as a reference point, and any change from that baseline is perceived as a loss

Questions we need ask ourselves

How will we be the church our community needs regardless of outcome?

Can we imagine a financially sustainable, mission-centered future for our community that draws in membership and excites generosity?

Is the unique mission of the FLC worth \$200,000 - \$250,000 annually?

If we did not already own the FLC, would we buy it today?

If we knew in 1999 what we know today, would we have built the FLC?

Can we imagine what we could achieve by reinvesting in our mission?

Brendan completed his presentation by reminding those present of Rev. Hamilton Coe Throckmorton's sermon

Trust that God walks with us on the journey and has wonderful surprises and graces in store for us

Congregational Input

The following is a summary of comments or questions asked by 27 people.

- Bainbridge Zoning Board reviewing our conditional use permit in 2021
Robin commented there was difficulty getting a permit for rentals in the past, and very likely Federated will have difficulty getting this permit renewed
- Reminded those present of how Federated came to decide to build the FLC
Have not done a good job setting aside money for the FLC maintenance
- Thanked church leadership for boldly bringing the situation to the congregation's attention
Commended the task force for its thorough research and analysis

- Losing the FLC is a loss of opportunity and possibility; not ready to give up
Selling the FLC says we'll never grow
Experiencing strong emotions; a sense of grief
What message are we sending to the community about Federated
FLC can be filled with Federated activities
- Selling the FLC relieves us from a huge financial burden
The profits of the sale can be used for family ministries and other missions
Young families come to Federated because of its people
- There is not enough time to research and find alternatives before the fall timeframe
Call upon the UCC Ministry in Faith and Action to help us
A full business-case is not needed, and there is time prepare a financial feasibility of other uses
- Move everything to the FLC and sell 76 and 102 Bell
Parking is easier
Level ground is safer for seniors
- Real Estate professional must be objective and not affiliated with Federated
The Properties Feasibility Task Force Phase 2 will manage this process
- Strong emotional ties to the Memorial Gardens with its stones and ashes that are scattered and buried there, and the grounds are sacred
Beth reiterated that a very loving, care-filled process to analyze possibilities for the memorial gardens will be put in place
Paul Neidhardt offered to get consent from Bainbridge zoning to split off the Memorial Gardens and he will create a 501(c)(3) to purchase the memorial gardens and maintain them
- Need to ramp up stewardship
Ask 24 people to give \$10,000 each to raise \$240,000 to give Federated more time to investigate options
Develop a budget and then have stewardship drive to meet the budget
Offer from Ann Lentz to serve on Stewardship Committee
- Kicking the debit down the road to the next generation is not a good solution
We can't afford doing things the same way with membership and pledges declining
Tight budget and insufficient staffing levels is physically hurting our current staff
Don't give raises to the staff they deserve is not right
- Federated used to be a church on its own; should we reevaluate being part of the UCC
- Young Families and recent new members shared that they came to Federated because its people and while they understand the strong ties to the FLC, they do not share those same attachments.
- Asked if we find out why people leave
Bill Franz shared the Tending The Flock ministry team receive a list from Melinda of individuals who have not attended worship, and Jan Peters, Phil Fogarty and himself call these people

Meeting ended in prayer at 2:30 pm, led by Peggie Jo Shinagawa, with attendees holding hands and saying The Lord's Prayer in unison.

Respectfully submitted,
Peggie Jo Shinagawa, Clerk

The Purpose Statement of The Federated Church

The purpose of the Federated Church shall be to worship God; to preach and hear the gospel of Jesus Christ; to joyfully embody the living Spirit of God; to embrace all people; to transform lives; and to empower everyone to love and serve the world through Jesus Christ.

The Core Values of The Federated Church

Living in God's Grace, we value:

- **Extravagant Welcome:** We warmly welcome and appreciate all people.
- **Wondrous Worship:** We praise and glorify God at the front and center of our lives. We open ourselves to God's call while seeking to create sacred space wherever we are.
- **Faith Formation:** We believe God is still speaking. We nurture and deepen our relationship with God, Jesus Christ and the Holy Spirit individually and in community.
- **Purposeful Leadership:** We lead, work and serve together as followers of Christ to discern, design, create and inspire opportunities to experience the Divine.
- **Responsible Stewardship:** We serve as faithful and generous stewards of God's gifts to us: time, money, talents, church resources and the earth to do God's work in the world.
- **Boundless Beauty:** We encourage and celebrate individual and communal expressions of beauty in our worship and surroundings as examples of the Holy elegance of God.
- **Transformational Ministry:** Following Jesus' example of love and justice, we seek to transform lives, including our own, through compassionate response, caring relationships, advocacy and active service.

The Vision Statement of The Federated Church

With Christ at our center and surrounded by God's abundant love and grace, Federated Church thrives as a dynamic faith community for this generation and the next by:

- Engaging in extravagant invitation, welcome and inclusion,
- Fostering faith formation,
- Bringing forth transformational ministries, and
- Sharing our story

The Mission Statement of The Federated Church

God accepts me just as I am and loves me too much to leave me that way.
Federated accepts all people as they are and supports them in the spiritual journey.
With Christ we offer hope and healing to change our world.

Open and Affirming Statement of The Federated Church

We, the members of the Federated Church of Chagrin Falls, Ohio believe that God is still speaking and we seek prayerfully to discern God's plan for us today. Acknowledging God's acceptance of us and Jesus' commandment to love our neighbors as ourselves, we affirm our belief that we are one body in Christ.

We welcome people of all races and ages, mental and physical abilities, marital status, gender or sexual orientation. We invite those from different backgrounds of economic class, ethnicity, and varieties of thought, expression and religious tradition to join us in our worship and to participate in the full life and ministry of our church.

We celebrate the diversity of God's creation and believe that every person is uniquely made in God's image. We embrace the joy of being accepted and affirmed by God and by one another.

We strive for justice and inclusiveness following Jesus' example of love.