



federated

*live your faith*

**2020 Annual Report  
and  
Congregational Meeting**

February 28, 2021

## Agenda

### **Annual Meeting of The Federated Church**

**United Church of Christ**

**Sunday, February 28, 2021 at 11:15 AM**

**Meeting held via Zoom**

<https://us02web.zoom.us/j/88417718195?pwd=WEVFN2RrbUFtbndaVHkxuC9ZdldGQTO9>

or if you do not have internet access, join by phone: 1.312.626.6799, Meeting ID: 884 1771 8195, Passcode is 44022, press # (no participant ID). Full Zoom Instructions are on the last page of this Annual Report.

Please note, the Annual Meeting will be recorded.

Opening Prayer

Call to Order

Approval: Minutes of the 2019 Annual Meeting (February 23, 2020)

Year in Review & Vision for the Future

Vision of the Future

Rebranding Video

Recognition of 2020 Lay Leadership

Approval: Constitutional Amendment for Formation of Generosity Commission

Approval: Election of Lay Leaders

Financial Annual Report

Approval: 2021 Budget

Capital Campaign Update

The Federated Legacy Report

Mission and Service Commission Report

Approval: Constitutional Amendment for Active Membership Criteria

Other Reports

Staffing Update

Closing Remarks and Prayer

Adjournment

## A Message from the Church Moderator

To say this year has been difficult and unpredictable, would be an understatement. It has sometimes been hard to accept the realities that a world-wide pandemic has given us and we have had to make hard choices. But in making those choices, we have also tried to build on and emphasize the positives that have occurred. Though our buildings have been closed, many activities have continued and pivoted, as is so clearly described throughout this report. As sisters and brothers in Christ and as a people who truly care about each other, we have tried to create community when we couldn't commune. For so many, that connection has been vital.



The Church Council started the year during our 2020 Annual Meeting with honesty and transparency about challenges we face: declining pledges, aging buildings, and decreased membership.

We presented a three-pronged plan to address these realities and, although the work has experienced unavoidable delays during the past year, it has continued nonetheless:

**I. *Work to increase revenue through pledges.***

During the 2021 Annual Meeting, the Church Council is recommending the addition of a new year-round commission as part of our governance structure. The new Generosity Commission will replace the annual ad hoc Stewardship Committee and will serve to strategically approach and oversee all the ways our congregation gives to the church, incorporating but extending beyond the annual Stewardship Campaign. The 2020 Stewardship Committee members participated in a UCC-led workshop in August and developed this concept and approach, which has been approved by Church Council.

**II. *Engage in a visioning process to plan for our future and ultimately restructure our resources.***

With an official kick-off on Rally Day 2020, we began a Visionary Action Plan through a consultancy with Convergence (formerly Center for Progressive Renewal). Through a church-wide survey, internal and external interviews, demographic and data analysis, the leadership team from Convergence and Federated is nearing the end of the assessment phase of the 9-month consultancy. The next phase will be to engage members to dream and brainstorm about "what might be" based on themes found during assessment.

**III. *Partner with the CLC (Community Life Collaborative) to use the FLC (Family Life Center) to expand community outreach that potentially increases membership.***

Despite delays due to COVID and zoning issues, the CLC continues to develop their plans for providing activities and events that will expand and enhance the ministries of Federated out in the community. The Church Council continues to work with members of the CLC board toward the possibility of an agreement, under which the activities can begin and the expenses and management of the FLC can be taken over by the CLC. Both groups are moving thoughtfully and carefully to negotiate an agreement that will be in the best interest of both Federated and the CLC.

God is still speaking and we are still listening!

Beth Rutkowski

## A Message from the Senior Pastor

I remember, as a boy, hearing my mother use the Latin phrase *sui generis*, meaning “of its own kind, in a class by itself.” I suspect that phrase was developed precisely for the unique year we’ve just had!

As we prepare to gather for our Annual Meeting, we are approaching a full year since we stopped gathering in person. Thursday, March 12, 2020, is seared into my mind as the day church leadership decided to cancel in-person worship for the following Sunday. At that point, the church had no ability to conduct a livestream worship service. So, for Sunday, March 15, we decided that I would offer an audio-only meditation that church members and friends could access from our website.

A frantic week followed, leading to our livestreaming our first-ever worship service on March 22. Mark Simone, our music staff, a group of singers, and a hastily-assembled tech crew carried out that first livestream.

We have learned much over these last eleven months. We have adjusted lighting, bought a superb new camera, and noticeably improved the sound quality. We have learned to record various segments of our worship services ahead of time, so as to avoid having too many people in the sanctuary at the same time. Director of Music Ministries Joshua Konow, organist Marcia Snavelly, and numerous singers and band members have found new and imaginative ways to share the music we so love. Not only that, but we have relied heavily on some incredibly committed technical experts. Larry Trace and Bruce Gigax on sound; Barry Biggin and Ward Pierson on video; and the remarkable and redoubtable Eric Reed, who has spearheaded the whole effort and whose expertise and imagination and calm under pressure are a sight to behold—together they have refined our worship and been an extraordinary gift.

The challenges we’ve faced as a community this year have been significant. Chief among them is the sacrifice we’ve all made by not being together in person. Not a day goes by that I’m not aware of those losses. Pastoral care is done entirely by phone. Administrative meetings are done entirely on Zoom. We miss the eyes and hugs that convey warmth. We miss the touch that blesses. We miss the sense of connection that can happen only when we’re in the same space together.

We made these decisions about building closure for a simple reason. While it’s possible that, had we met in person, nothing untoward would have happened, that is not a likely scenario. Given the virulence of the virus, the likelihood is that our gathering in person would have brought about some kind of viral spread. We in church leadership simply could not bear the thought that church and worship would be the locus of disease spread, and maybe even super-spread, and maybe even death. So we embarked on what we thought was the safe and prudent course, to close our facilities until it was safe to regather. Yes, there were losses. But the possible dangers seemed to far outweigh the benefits of gathering in person. Looking back, I would have done it the same way again.

Sometimes, when I bemoan what we’ve lost, I stop and remember something remarkable. What we do now to gather in these various virtual ways—by way of YouTube and Zoom—would simply not have been possible even fifteen years ago. Had the pandemic occurred when I started my pastorate at Federated in 2004, we would have been out of luck for worshiping in the way we do. What would it have been like for us not to be able to worship together in any way for an entire year or more? So I am remarkably grateful for the technological revolution that has made possible the platforms we do indeed have.



I am grateful, too, for the continuing support you, the congregation, have offered to the church. You have given financially by check and credit card and through Federated's website. You have been undeterred in your generosity. And you have given your time and talents in abundant ways. Thank you, thank you, thank you!

I am grateful for other things as well: for our being able to retain and pay our whole staff during this past year; for the Paycheck Protection Program loan that has eased some of the pressure; for the arrival of our new Senior Director of People and Operations, Melissa Owen, who has been a rock-steady, effusive, and enormously skilled leader and confidant; for the remarkable and dedicated and endlessly giving leadership of our moderator, Beth Rutkowski; and for the dedication and imagination of Federated's committed and gifted staff. They pivoted seamlessly, as did so many, to working from home. When some of their work was thwarted by the pandemic, they creatively developed other ways to serve and connect. This congregation is remarkably blessed by the service and commitment of all these people, and so many more.

And so, even amidst the ongoing challenges, we continue to look forward as a congregation. One of the many gifts of this past year was the rebranding we did as a congregation. Working with OrgStory, our Telling Our Story Commission led us to embrace a new tagline: *Live your faith*. We will have abundant opportunities in the coming year to enhance the living of our faith—in our worship, our support, our action and our growing. What a promising gift!

If we have learned anything from this *sui generis* year, it's that, no matter what befalls us, God is good and God is faithful, and that we are continuously blessed to be a blessing. May God bless us in new and marvelous ways in 2021, that we might have the opportunity to live our faith exuberantly and to offer manifold new blessings in the name of the Holy One.

Rev. Hamilton Throckmorton

## A Message from Operations

My first day at Federated was April 14, 2020 and there has not been a dull moment! Federated Operations continue en force, despite the church building being closed. Under the astute eye of Jake Magalski and thanks to the Properties Committee, we were able to complete much needed work on the Church, 102 Bell Street and at the Family Life Center.

Within the Church, we are working to improve airflow; to ensure less surface contact by replacing bathroom fixtures with no-touch options; we are also investing in sanitizing equipment. We are being thoughtful as we forge ahead with other projects and improvements and are making selections based not only on aesthetics and need, but so we can promote a healthy environment for years to come.

Federated Staff continue to adapt, meeting the needs and challenges of 2020 and beyond: increasing our online presence, revamping our website to incorporate our new brand, upping member connections, automating donation and funding mechanisms, working to expand programming and outreach. Our team has shown much creativity, finding ways to enhance and allow for the continuation of the spiritual journey, all going above and beyond working in tandem with our wonderful volunteers to create and improve mechanisms for worship and participation. To ensure additional needs are met, several of our staff members have adjusted their work schedules and several more have absorbed new job duties, capitalizing on strengths and even previously untapped talents. This past year we have grown as a team and as individuals.

Being part of Federated is a joy – our Members, Clergy, LayLeaders and Staff are passionate about what Federated has to offer, serving and working together for the betterment of our little corner of the world and beyond. Our leaders have faced many challenges this past year and have met and continue to meet those challenges with grace and thoughtful consideration, always with the best interests of Federated in mind. I will very much miss those rotating off Leadership this year – your individual contributions, insights and advice have been invaluable.

It is with gratitude that I look upon the past year and the many gifts of Federated, our wonderful cast of characters: the LT cameos and his endless generosity and behind the scenes magic to Mark's wunderkammer and enduring strength to HCT guiding us all to a higher plain and doing so with humor and such subtlety we often think the epiphany was our own, only to realize HCT had quietly battled through the forest, clearing the path, at least ten chess moves ahead, letting us get there in our way and in our own time. The ability to hold in place, providing space for a formidable, enduring shift – that is a true leader.

Thank you to our members for the support, advice and for your honesty – I appreciate how difficult this year has been and am so very grateful for your candor – Federated is a family and as such, love is the impetus. It is with great enthusiasm and confidence in our ability to adapt, we embrace the changes to come in 2021. Your operations team stands ready, to support each other, our members and our community.

With Gratitude,  
Melissa Owen, Senior Director of People and Operations

## Highlights from the Congregational Care Commission

*The Congregational Care Commission 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.*

By the very nature of our mission statement, the CCC has had to cancel events at which we could gather. We look forward to being able to be together in the future at events, such as popular potluck dinners at Frohring Meadows.

We have been hosting the Zoom fellowship after worship on Sunday mornings. These meetings have given many of us the ability to stay connected and many opportunities for much needed laughter.

We also hosted Advent By Candlelight on Zoom. This year we opened it up to families rather than just the women of the church. Needless to say, we are very much looking forward to the day when we can usher in this sacred season in person!

The Angel Phone Tree Ministry reaches 150 households and has 25 volunteers. About 750 phone conversations have taken place. 350 sermons have been sent out by hard copy. 100 sermons have been listened to over the phone.

Congregational Contact Ministry has 13 volunteers and our active members (550 households) have been contacted at least once. Those members without a phone number listed were sent a note.

Karen Zoltowicz, Congregational Care Commission Co-Chair  
Judy Riemenschneider, Carole Halberg, Diane Tuuri, Ruth Eberlein- Kershner, Karen Johns, Leah Hassett

## Highlights from the 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.*

In this year of COVID-19 shutdown, M&SC continued to support new and existing mission partners.

- **Social Justice Advocacy Ministry (SJAM)** is a group dedicated to raising the awareness of many timely social causes and acting on them. More details of their program are in SJAM's section of the Annual Report.
- **Primetime ministry's** regular programming continued through early March. People attended luncheons, took trips, and participated in activities such as Bridge, bowling, and Federated Forum. To maintain contact with friends, phone calls were made and Christmas ornaments were given to members.
- **Loaves and Fishes** meal at St. Paul's has continued throughout the pandemic. Jim Scheuermann and his volunteers prepared bag lunches for grateful recipients. A grant from the Deaconess Foundation has helped fund the program.
- **Parish Nurse Program** at St. Paul's has continued to function, thanks to Kathy Kolcaba, Leslie Fincun, and other volunteers. Collections of needed supplies have been donated.
- **UCC's Churches Wider Mission (OCWM):** Federated Church continued to support OCWM. Collection are made throughout the year. The funds support local and national UCC ministries.
- This year the M&SC had a new procedure for choosing the recipient of **The Christmas Eve Offering**. Instead of accepting applications, we decided to contribute to all four of our mission partners: **St. Paul's Community Church, Family Promise, Just Hope, and Chagrin Falls Park**. Each group presented a short video during a December church service, explaining their programs and how they hoped to apply funds to their needs. Church members generously donated more than \$49,000 this year.
- **Other support funds:** We continue to manage the **Good Samaritan Fund** (formerly Blue Envelope Fund) offering emergency assistance and the Hunger Fund, which deals with food insecurities.

Mission and Service Commission,

David Telfer (co-chair), Linda Zelazny (co-chair), Don Hoke, Lynne Kessell, Karen Anderson, Gay Quintin, Bill Shaul, Leslie Fincun and Staff Liaison Marty Culbertson



## Highlights from the Worship & Music Commission

*The Worship and Music Commission works in cooperation with the Pastoral and Music staff to promote a vibrant, meaningful worship experience that glorifies God and deepens faith and takes into account the needs of the congregation and the wider community. In addition, we facilitate the preparation and serving of Communion, to make provisions for ushers and greeters, and to provide for altar flowers and temporary decorations for regular and special worship services.*

Things have certainly slowed down for our commission this year.

One of the most challenging and time-consuming responsibilities that this commission has is finding volunteers to usher for the Sunday services. Since we have not been meeting in person, ushers have not been needed. This break from searching has been nice, but I really wish we were able to be back. In order to help the usher situation when we do return to Bell Street, I have been busy putting every name from the directory into the 'I want to usher' call list, so when we come back, we should be good as far as recruiting goes! (Not really, but I'll bet some of you had a slight panic attack!) Maybe when we get back to in-person worship, everyone who reads this really would be willing to volunteer for a service? It is a very easy way to get involved.

Despite our situation, we still found ways to keep doing the other things we do to hopefully continue to enhance the worship service. Our online worship service on YouTube has been very successful. Joshua Konow has been able to organize live music for the services, bringing in singers, having Marcia and Randy playing the keyboards, and the Praise Band making frequent appearances.

There are a lot of moving parts to putting on a virtual service and I want to thank the following people for their behind the scenes help: Eric Reed, Larry Trace, Barry Biggin, Ward Pierson, Bruce Gigax, Melissa Owen and Franklin who works with Larry. Without these amazing people, we would not be able to have our online services. Thank you all very much.

The Performing Arts Series will continue with a concert featuring our own Marcia Snively playing the organ and Randy Fusco tickling the ivory on the piano. A date has not been set yet, but I have it on good authority that they have been preparing for this concert for some time now. Check the Federated website and emails that are sent out for information as information becomes available.

Are you looking for a way to become involved in the church and aren't sure where to go? The Worship and Music Commission needs you! We are a fun group that works to make your worship service meaningful and spiritual. You do not need any musical abilities at all! Just a desire to have fun and help us make decisions and implement programs. If you think you might be interested, give me an email at [gdd.fedchurch@gmail.com](mailto:gdd.fedchurch@gmail.com) and I will be more than happy to chat.

I feel extremely blessed for the opportunity to serve as the Chair of our commission and work with some of the best people in the congregation. I hope and pray that we will all be back together soon. Stay safe and God bless you, everyone.

Worship and Music Commission,

Gary D. Dole (Chair), Nancy Isham, Dave Strauch, Laura Reed, Sibyl McBride, Susannah Rutkowski



## Highlights from the Telling Our Story Commission

*The mission of the Telling our Story Commission (TOS) is to share our faith through effective and diverse communications with our Federated family and with the wider community. The purpose of TOS includes communication, outreach, and extravagant welcome. Telling Our Story works closely with Trisha Holland, Federated's Director of Marketing and Communications.*

In a year when nothing was normal, Telling Our Story, like the rest of us, had to pivot to on-line worship, activities and communications as the church buildings were closed beginning in mid-March. Our focus changed to online promotion through social media, email and our website.

In spite of all of the challenges of 2020, the TOS Commission did accomplish its objective of creating a new brand identity for Federated Church. Funding was provided in the Capital Campaign for this purpose.

A Rebranding Committee was formed and headed by Diana Weber-Gardner. The Committee worked diligently on the project for about six months. To assist, we hired OrgStory, a company experienced in church branding, highly recommended by the UCC, and the lowest bidder. They did an extensive amount of research, showed a lot of creativity, and really exceeded our expectations.

The objectives for updating our branding included:

- Create welcoming and visually appealing graphics for communications and identity.
- Create identity that is consistent with our core values and messaging.
- Provide an identity structure that can be adopted by all Ministries of the church.
- Better equip all of us to Tell Our Story

The new branding was unveiled on December 13, 2020, and since then has been implemented in more and more places (including in this document.) That will continue into 2021 until the adoption is complete. More information can be found at [www.fedchurch.org/branding](http://www.fedchurch.org/branding).

Hamilton summarized it very well from the pulpit: "The rebranding is striking and inviting; the logo is so theologically right for us; and we love the tagline to 'live your faith.'" We think it will serve Federated well for years to come.

Our priorities for 2021 include:

- Complete the rebranding adoption
- Continue to leverage our on-line and social media tools to tell our story now and beyond the point where things return to "normal"

We celebrate that Federated is a place where people are welcomed and supported as they live their faith. It is a place to worship, support, act, and grow! Go tell someone!

Telling Our Story Commission,

Todd Smith (Chair), Laura Taylor, Dawn Herdman, Jim Scheuermann, Carolyn Shaul, Diana Gardner, Jennie Krutilla, Ken Horner and Staff Liaison Trisha Holland



## 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.*

The Spiritual Formation Commission was able to offer several adult spiritual enrichment programs before, and after the pandemic resulted in our inability to be together safely. Spiritual formation programs included:

- Ongoing collaboration with the Children's and Youth ministries staff to ensure educational, spiritual and service opportunities.
- Spirituality 101 was the title of a course offered for adults to enrich their understanding of what spirituality is, and ways of engagement with a wide variety of prayer practices. The course was offered twice during the year.
- The Kerygma course, "Your Bible! The Study Begins" was offered twice this year and a new Bethel Bible course was begun with facilitator Peggie Jo Shinagawa.
- A book study led by Barry Stees on "Reading the Bible from the Margins"
- Several White Privilege courses were offered by various church members acting as facilitators for this timely and important spiritual crises of our day, in collaboration with the Social Justice Advocacy Ministry team.
- Three outdoor Prayer Sessions were offered to the congregation at large.
- Several offerings were provided through the Tributaries program.

The year 2021 has begun with the Commission seeking to offer ongoing spiritual growth opportunities. These include:

- Adult study of the Book of James, facilitated by Rev. Mark Simone
- Upcoming plans for additional prayer services which will be offered to the congregation in collaboration with our clergy and staff.
- An interest in understanding the sacrament of Communion has been expressed by some adults. Responding to this expressed interest the Commission will be offering an adult Communion class this year.
- Spirituality 102 course will be offered. This will continue what was begun with the Spirituality 101 courses.
- We have begun a weekly offering which is included in the Federated e-blast which includes a spiritual quote for you to ponder and use in your prayer time, along with a more light-hearted suggestion for ways to lighten your day and bring a smile during the pandemic.
- Plans for future Book Studies are currently being formulated.

Spiritual Formation Commission,  
Mary Senechal (Chair), Sunny Doxey, Alexandra Ziots, Richard Falkenberg, Pete Bednar

## Highlights from the Finance Committee

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

- 2020 was budgeted (pre-pandemic) to be a deficit of \$30.4k, which was approved to be covered by the 2019 surplus. We ended 2020 with a deficit of \$22.6k, resulting in a net \$7.8k surplus which is proposed to be added to the Deferred Major Maintenance Fund.
- 2020 pledges collected were 95% of the budgeted 2020 pledges and we thank all members for continuing to support the financial needs of the church during this difficult time. Pledges for 2021 are down 9.2% from 2020, continuing the trend seen in the past several years.
- While the church continued to provide current staff members with full salaries throughout 2020, a few staff members retired/moved on and cost savings were identified in the areas of outsourced services (computer support, etc) and in-person programming. Additionally, expenses of the FLC (primarily consisting of utilities) were budgeted only through June 2020, however FLC expenses were actually covered for the full year 2020. 2021 budget includes FLC expenses through June 2021.
- Long-term debt was restructured at the beginning of 2020 into a line of credit, removing the requirement for annual principal payments.
- 2021 budget season was challenging with another decline in pledges. Staffing realignment and no cost of living increases are planned for in the 2021 budget to help cover this decrease in pledges. Additionally, 2021 budget assumes the buildings are closed through June 30 and the FLC expenses are only covered through June 30. While a balanced (net zero) budget is presented for 2021, information is included in the report to show what 2021 finances would look like were we fully operational (resulting in an approximate additional \$70k deficit).

The Finance Committee would like to thank committee member Don Rice for his hard work over the past few years as he steps away from his position on the committee. A special thank you to Brady Hively for stepping in this year and for agreeing to serve as the Finance Committee's Chair going forward. The Committee is in good hands with Brady! Thank you to the Finance Committee's current members, Jim Cunningham (Treasurer), Rob Goble, Steve Patton, and Brady Hively for their hard work and dedication throughout 2020.

*Submitted by Becky Gruss, Finance Committee Chair*

## Highlights from the Primetime Committee

Our Primetime Committee continues to work hard to bring relevant social events to our senior citizens. Like many organizations, Primetime activities were significantly impacted by the pandemic. While we were able to stay active and engaged from January through mid-March, we have been a "virtual" group since then with no trips, speakers, Bridge, or "lunch out" for us. That didn't stop us though!

Our "Pillows for Hospice" initiative allowed us to make and donate 277 pillows, nearly 100 masks for University Hospitals along with twelve lap blankets for Alzheimer's patients. Linnea Rostek wrote forty care notes to our Primetimers and we distributed 144 Christmas ornaments to members to lift their spirits during the holidays.

The Primetime committee continues to hold monthly meetings - outside when possible and many through Zoom. Our monthly newsletters allow us to connect and communicate with over 190 of our members. When we get a nice day, I walk with many of our members and reach out to others through phone calls, emails and notes. A heartfelt thank you to the church for helping with the newsletters, as well as the ongoing moral support from our leadership. Continuing Sunday services via Zoom has been a blessing. Finally, a big thank you to the Primetime Committee for coming up with ideas, checking up on our members and believing in our mission to bring support and comfort to our "senior" members. God Bless.

*Submitted by Dolly Herschel, Primetime Coordinator*

## 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.

### Inquirers Class for New Members

In 2020 we welcomed the eight new members listed below, two through a Spring Inquirers Class that was held virtually and six through Confirmation:

Janet Crate	Kendall Guddy
Madeline Davis	Ben Gurd
Jon Denney	Charlie Kress
Jonas Grunden	Henry Ryan

### Managing the Membership Roll:

Currently we have 888 active members on the rolls.

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

- 20 Due to death
- 2 Transferred to another church
- 5 By request
- 13 Due to a move out of the area
- 1\* Adult members no longer participating (as defined in the Constitution). Conditions include:
  - 1. Sunday worship attendance within 2 years, and/or
  - 2. Giving to the operating budget within 2 years.

\*Identification of non-participating members was suspended in 2020 due to the challenges of tracking worship attendance in the absence of in-person worship.

### Using Realm to Broaden the Tracking of Engagement

We have begun implementing ways to use our Realm online community to track and invite engagement in the many ministries of Federated. Realm is designed to strengthen church connections by providing contact information for fellow congregants and event registration through an online app. To date, 262 congregants have created login accounts in Realm. **We encourage all members to join Realm so church family connections can be efficient, effective, and uniting.**

### Recommendation to Church Council Regarding Definition of “Active” Member

A “membership” definition is necessary for governance and voting purposes, if not necessarily as a measure of engagement. We reviewed the criteria currently in our Constitution defining “active” membership and we recommend new wording that would:

- Shorten the assessment period from two years to one year.
- Make the wording more positive, focusing on what members do to qualify as active.
- Formalize a ‘Friend of the Church’ status for members who participate in a ministry but do not attend worship or give in the manner required for “active” status.

Membership Committee: Melinda Smith, Maren Koepf, Ann Lentz

**Church Council recommends the following modifications to the Constitution for the definition of Membership:**

**ARTICLE VII — MEMBERSHIP**

- A. The Church welcomes into membership all who, having been baptized, publicly commit themselves to faith in Jesus Christ and to the life and mission of Federated Church.
- ~~B.~~ In special circumstances, at the discretion of the Senior Pastor, public witness by the congregation may be waived and the Member accepted in absentia or on his or her appearance before the Senior Pastor at a time mutually agreed on. Names of Members so accepted shall be published ~~in the Sunday Bulletin.~~
- C. **Voting Member: An Active Member is entitled to the privileges of voice and vote. An Active Member is one who, within a calendar year:**
  - 1. Shares in the life of the church by attending worship services, and/or
  - 2. Contributes to the church financial support, as they are able, and/or
  - 3. Strives to participate in a Commission, Committee, or Ministry Team.
- D. **Non-voting Member: Non-voting members in the congregation are classified as follows:**
  - a. **Inactive Member - A member who does not qualify as an Active Member, as described above, will be notified of their pending change to an inactive status and encouraged to renew their participation. After reasonable attempts have been exhausted and no effort is made by the member to become active again, the member's status will be changed to "inactive". Inactive Members are not entitled to the privileges of voice and vote afforded to Active Members. Inactive Members may be restored to active status by the Membership Committee at the written request of the Inactive Member who has demonstrated participation in the life of the church. A changed to inactive status may be requested by the member. Letters of transfer to other churches shall be granted by the Senior Pastor or his/her designee on request of the Members desiring them.**
  - b. **Friend of the Church – persons who wish to support the church's mission, to regard the church as their church home, or to participate in the activities of the church but do not desire to become or to remain an Active Member are welcome in all respects but shall not be entitled to the privileges of voice and vote afforded to Active Members.**
- E. Hereinafter Member shall refer to an Active Member.

**Replacing points C. and D:**

- ~~C. Any Member of the Church, who, on the finding of the Senior Pastor and the Membership Committee, has neither attended regular worship services nor contributed to Church financial support for two years, may be placed on Inactive status. Inactive Members shall have no membership rights, no vote in the affairs of the Church and shall not be counted in its statistical reports. Inactive Members may be restored to active status by the Membership Committee, or its designees, at the request of the inactive member who has demonstrated participation in the life of the church. Hereinafter "Member" shall refer to an active Member. D. Letters of transfer to other churches shall be granted by the Senior Pastor or his/her designee on request of the Members desiring them.~~
- ~~D. Letters of transfer to other churches shall be granted by the Senior Pastor or his/her designee on request of the Members desiring them.~~

## Highlights from the Stewardship Committee (aka 'Stew Crew')

This year, with change as the way of the world, the time seemed perfect for a transition in Stewardship. In August, all members of the Stew Crew found inspiration in an online Generosity and Stewardship Festival Workshop, expertly presented by Living Waters Association of the UCC entitled "*Can Money Be Sacred?*" The workshop sparked fresh and compelling ideas for weaving stewardship and generosity more centrally to our faith community. So, the Stew Crew set to work on a plan to change the paradigm.

We guided the congregation in a shift from a practice of 'asking for pledges once a year' (our traditional Stewardship Campaign) to integrating an '*Intention to Give*' as part of a year-round invitation and education for ways we all impact lives in significant ways. We deliberately pivoted to acknowledging **generosity** as a compelling spiritual practice.

We highlighted options to give financially (recurring, online giving through the Website or Realm, writing checks) and we encouraged increased giving as a faith practice. We maintained some traditions, such as a letter from Hamilton which included a card for stating your commitment. Meanwhile, we introduced the idea of live and video "generosity moments", within our live-streamed worship service, highlighting stories of **Federated's impact** through contributions of time, energy, talent and treasure.

Despite a pandemic and volatile economy, several scores of members increased their commitments ("Intention to Give") and we received dozens of new participants! Additionally, more members took advantage of the ease of online giving. We celebrate being a very generous congregation with our financial commitment and our dedication to missions and service!

We look forward to the congregation supporting the formation of a new commission: The Generosity Commission. This will help us all to learn the ways of **being living stewards of all that is God's**...year-round.

There are many ways YOU may feel called to serve; working on a mission project or serving on a commission, for example. If you are interested, please contact someone on a Commission or Church Council to learn more! Together, we touch lives beyond our immediate faith family!

Ken Horner, Maren Koepf, Ann Lentz, Martine Scheuermann and Laura Taylor (Staff Liaison)

**Church Council recommends the formation of the Generosity Commission and hence the following modifications to Federated's Constitution as noted in bold:**

Article VIII, Section 1 A. Church Council Organization

Page 3:

The opening paragraph for Article VII should be amended to "six Commissions."

Page 4:

- Treasurer - a liaison to the **Generosity Commission**
- **Senior Pastor - provide a Strategic and Consultative role with the Generosity Commission**

The sixth (6<sup>th</sup>) bullet should be amended to "Six (6) Commission Councilors."

Page 5:

The paragraph on the terms of office should be amended to "six Commission Councilors."

Article VIII, Section B. Church Council duties and responsibilities

Page 5:

k). ~~Manages~~ Oversees endowment, fundraising, stewardship and other Generosity activities ~~either directly or through its delegated committees~~ through collaboration with the Generosity Commission and the other committees and Commissions through which Generosity activities are advanced.

Article VIII, Section 3 – Council-Appointed Committees and Delegates

Page 9:

The sentence, "As of February 2021, there are no Church Council Appointed Committees" should be added at the end of preamble paragraph,

Subsection "A. Stewardship Committee" should be deleted, and the remaining subsections of Section 3 should be reordered accordingly.

Article VIII, Section 4 - Commissions

Page 9:

The opening sentence in the first paragraph of the preamble should be amended to "six Commissions."

Page 10:

A sixth (6<sup>th</sup>) bullet should be added to the bullets at the end of the first paragraph of the preamble subsection, with such bullet entitled "Generosity Commission."

Page 12:

A new Section 4(F) should be added as follows:

**F. Generosity Commission**

1. Creates and executes the Church's strategy for obtaining, maintaining and celebrating the financial commitments of Members, non-Members and the community at large; *and*
2. Promotes, cherishes and celebrates the impact of non-financial gifts of time and talents to the Church by Members, non-Members, Church Staff and the community at large; *and*
3. Coordinates with the Legacy Committee such that fundraising activities are connectible and consistent; *and*
4. Coordinates with the Senior Pastor, the Spiritual Formation Commission, the Membership Committee and the Telling Our Story Commission to assure that the spiritual teachings and practices of generosity and sacrificial giving are deeply woven into both the spiritual life of the community and into the internal and external messaging of the Church as a whole across a program year; *and*
5. Presents stewardship as a year-round practice, while coordinating with the Treasurer and the Finance Committee to assure that the practical funding needs of the Church are reasonably met.



## Highlights from the Properties Committee

During the period in 2020 when the church had no Operations Director, Properties Committee chair, Keith Mast worked with church staff on day-to-day operations of the facilities. Keith served on the search committee who ultimately recommended the hiring of Melissa Owen as the Senior Director of People and Operations. He worked with Melissa during her transition into her new position.

Properties Committee personnel assisted in the ongoing transition of the FLC to the CLC, meeting with CLC personnel and addressing information requests. As a part of this work, new property valuations were made and the property insurance values for the FLC and 102 Bell were increased to reflect current valuations.

Specific activities completed at the Federated facilities included the following:

- FLC – Jake Magalski sealed the chimney and repair of the Hearth Room ceiling was contracted and completed. The ceiling of the Youth program office was also repaired/repainted.
- 102 Bell – interior renovation and painting was completed to prepare the house for rental. Bids were received and evaluated for replacement of the garage roof – work to be completed in 2021.
- 76 Bell – work on Capital Campaign projects included engineering drawings for the parking lot rehabilitation, sanctuary blinds ordered to be installed in January 2021. The project to carpet the first-floor hallway, lower level “art wall” hall and stairs and the main office was started with work to be completed in 2021. Bill Lentz installed fire extinguisher boxes in the sanctuary to increase safety.

*Submitted by Keith Mast, Properties Committee Chair*

## Highlights from the Legacy Committee

The Legacy Fund continues to execute on its work as stewards of Federated's endowment capital. We are grateful for our dedicated committee members of the past year - Alex Taylor, Brady Hively, Robin Harbage and Paul Neidhardt. And look forward to adding - Tricia Baumgartner in 2021 - as Brady Hively transitions to serve in Finance.

We started the year with \$727,286 and ended with \$750,375 - while also distributing \$51,676 throughout the year. Contributions to the fund in 2020 were \$6,973. As would be expected, we did not have the same face-to-face events to raise awareness of the Legacy Fund and how members can support it in 2020 as we did in prior years, but Development/Laura Taylor continued to deliver messaging and track/manage data as part of the ongoing management and process.

The Legacy Fund is a key component to the sustainability of the congregation. Every year we target giving 5% of our trailing two-year balance - to support the operations/mission of the church. The larger and healthier the balance of the Legacy Fund, the more we can offset the annual budget and fund the many wonderful/important missions we carry out into the community.

We would ask that anyone contemplating their estate - to consider the Legacy Fund as an element of that. And anyone who has done so or plans to make the Legacy Fund a part of their estate to please let us know (Laura Taylor or myself). Also - you don't have to think of us as purely an estate play - we take contributions NOW or in the future!

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

## Highlights from the Social and Environmental Justice Group

**Social Justice Advocacy Ministry (SJAM)** celebrated it's fourth year of ministry and had a very active year of engagement with education, advocacy, direct support, and connecting with others in ministries of social and environmental justice.

Utilizing the Zoom platform, we were able to host monthly gatherings and discussions of films and speakers. We also were able to sponsor some in- person gatherings with COVID safeguards.

Our major involvements included:

- Racial Justice - we led two sets of 8-week study groups on White Privilege that involved seven groups and over 50 participants. We also hosted a joint viewing of the film "Just Mercy" with our sister church Mt. Zion at the Chagrin Cinemas in February and joined them in a Zoom experience to listen to their stories of what it's like to be Black in America. We hosted a 4-part film series on "Reconstruction in America" and published "100 Activities for Racial Justice" and "18 Actions to Take for Racial Justice". We also hosted book studies on "Just Mercy" and "Reading the Bible From the Margins".
- Economic Justice – we solicited donations from those who received Stimulus Checks in April and collected over \$10,000 that was designated for two organizations impacted by COVID: HOLA and NEOCH. We also participated in the collections through the year for Rally Day, Chagrin Falls Park, St. Paul's In-gathering, and Parish Nurse Program. We sponsored a clothing drive for NEOCH to provide winter clothing for those living on the streets of Cleveland.
- Environmental Justice – In addition to hosting film discussions on Environmental Racism and Water Pollution, we published "100 Actions for Environmental Justice" and "Environmental Tips for the Holidays". We also restarted the paper recycling and had an Electronic Recycling drive.
- Voting Justice - we were active through the summer and up to the election working with groups like LWV, NOVA and Mobilize the Vote to educate people who have barriers to voting to help them have their vote count.
- Peace Advocacy – in response to the tensions created by the disputed election we hosted a series of 3 *Interfaith Prayer Vigils* in November that involved clergy from Muslim, Jewish, Christian and Baha'i faiths. We also hosted a Zoom discussion of the film "Divided We Fall – Unity Without Tragedy"
- Women's Justice – we hosted a Zoom meeting with Cathy Studer, the author of the book "Broken and Beautifully Made Whole".

For more information or finding how to be involved in SJAM contact any of our Leadership Team: Barry Stees, Dawn Dole, Kathy Franz, Darlene Nichols, Dan Kershner, Maren Koepf, Judy Kramer, Marty Culbertson, Bill Shaul, Tricia Baumgartner, Stacy Cianciolo

## Highlights from the Community Life Collaborative

### OUR MISSION

Advancing compassionate and transformational stewardship for each other and the earth: connecting our community; protecting our environment.

We are very excited by the possibility of getting the Community Life Collaborative up and running at the FLC in 2021. Thank you to everyone who has helped make this possible.

### 2020 Highlights at the CLC:

- Following the congregational affirmation the CLC received on February 23, 2020, the board members immediately began working with a group of legal, commercial real estate and business advisors to design a lease based on the guidelines set forth in our Joint Task Force negotiations.
- The board met Melissa Owen SDPO for the first time on April 17 via zoom, to welcome her and introduce the CLC and shared the first draft of the lease with her soon after.
- After getting church approval for working outside at the FLC:
  1. A bee hive was installed by Beekeeper Trish Harness of Chickabuzz.
  2. Work on the Norling Prayer and Memorial Garden began in May.
  3. Compost bins were built, gardening equipment and wood chip mulch was donated.
  4. A volunteer coordinator and more than 30 volunteers signed up —to work weekly— through September, weeding the garden and repairing walkways.
  5. A **Volunteer Appreciation Event** was held on the labyrinth on September 6.
  6. Jeff Griff and Maren Koepf created and posted on our Facebook page **At the Root** instructional gardening videos
- Notice of our approval by the IRS for nonprofit 501(c)(3) status was received on April 24.
- Our team has grown: Ed Weston and Kim Kidd-Collins joined the board, Sue Taber was hired as Bookkeeper/Business Assistant, and an accountant contracted. More than forty other individuals have been engaged in committee and advisory work for the CLC startup.
- After notification that CLC needed zoning approval before signing a lease, CLC hired a lawyer and we worked with Melissa Owen for the August 20 presentation to BZA.
- Working with Dale Markowitz, an experienced zoning lawyer, over the months following the BZA meeting, we've explored options for a viable collaboration with Federated. We believe we've found a path forward that is in the best interest of both the Church and the CLC's missions. As we continue to dialogue with Church Council to work through the details, we're looking to finalize our mutual agreement soon.
- An Interim Executive Director search has begun, following KC Henry's retirement. The job description is on [Indeed.com](https://www.indeed.com). Interested individuals should contact Ed Weston at [ed.g.weston@gmail.com](mailto:ed.g.weston@gmail.com).
- A **2021 Strategic Planning Retreat**, led by KC Henry, was just held in January. Exciting ideas were generated for activation this year.

### Plans for 2021:

- Strengthening and expanding our ongoing collaboration with SJAM and Church Council.
- Determining community needs and identifying initiatives already in place
- Planning online collaborations with social and environmental justice nonprofits
- Initiating an energy audit for the FLC
- Developing and implementing a timeline for agricultural projects

*Submitted by the CLC Board: Ann Lentz, President; Anne Burr, Vice President & Treasurer; Maren Koepf, Secretary; Ed Weston and Kim Kidd-Collins.*

## Highlights from Youth & Family Ministries

As February 2020 came to an end, I still thought of the word Zoom as an accent word for comic book action scenes or something my grandsons say when they are imitating their favorite Superhero. Zoom was a “throw off” kind of word and rarely used. Now it seems as if much of my life and youth ministry centers on a different kind of Zoom. One which, I am sure, you know of well.

Simply put, 2020 was my most difficult year in youth work in my whole 42 years career. Meetings were canceled. Open, outdoor venues had to be sought for highly regulated, safely distanced and masked get togethers. We had to cancel our work camp. So many changes and challenges.

Marty Culbertson, our Junior High program leader, said much the same. Here is Marty’s report:

“What a year” is an understatement that we all have running through our heads. Unfortunately, that phrase carries some disappointments and then eventually some glad tidings in 2020. JOY shut down with everything else in March 2020 and it was hard to gain a vision for the possible. The hope was it was a short-term thing, and as we all know, it was not. The Colorado trip was canceled for the first time in 27 years, understanding and yet great disappointment filled our hearts. So, what to do... look outward, look to the needs around us as we count our blessings for our health and good fortune to be able to survive a pandemic. Step one, find the needs, step two, engage the congregation and the youth to be the good for our neighbors, step three, REPEAT! So we went through the summer and the Fall engaged in Missions and on occasion we gathered offsite in Parks and Park Pavilions to address the issues of the world and how our Faith guides our way through. We have hope for 2021 as we continue to be faithful servants to Christ’s Call.

Yet, and this is by the grace of God, with all of the challenges and changes, both JOY and GROUP had pretty great participation this fall and early winter. We joined forces for a number of meetings and missions. Our extraordinary advisors remained committed and helpful. Mission continued and the Word of God was shared in our meetings. We discussed very serious issues like white privilege, stress management, challenging times and loss. We also continued to play what we lovingly refer to as Stupid Games. In spite of many drawbacks, our youth continued to be nurtured and challenged in their spiritual growth and service.

And for that, Marty, our advisors and I are deeply thankful. May God be central in all that we do.

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

## Highlights from Children’s Faith Formation

Despite the challenges of this year, Children’s Faith Formation has remained an integral part of the mission of Federated Church.

Before the building closure in March, six students received their first communion on Youth Sunday after attending two communion classes. We were also able to host two larger family events, one in January at the LeFeber home and another in February at Chagrin Valley Roller Rink.

In early spring, Sunday School moved to Zoom where weekly lessons have occurred since. Attendance averages around 8-10 students. At this time, Ms. Kristin also introduced a video series on the Federated YouTube page to make more content available to the children and the young at heart. These video lessons (nearly 40 at this time) have included thoughts on Jesus’ I am statements, the Fruit of the Spirit, the Sermon on the Mount and summaries of many of the weekly Sunday School lessons.

Over the summer, a new Sunday School curriculum was introduced called, *A Joyful Path*. This behavior-over-belief approach emphasizes the children's ability to rely on their inner wisdom, a gift of the Holy Spirit. The curriculum offers a story, discussion and related games and activities that Ms. Kristin adapts for online learning.

And finally, this winter, Search for the Christ Child went virtual in order to keep this beloved tradition alive. A series of video scenes that led viewers through the story of the birth of Jesus was made available on YouTube and drew over 220 views.

It still takes a village to nurture the spiritual lives of our children. Thank you for all the ways you support our youngest congregants.

*- Kristin LeFeber, Director of Children's Faith Formation*

## Highlights from Music Ministries

2020 forced the Federated music program to adapt in unprecedented ways. A year ago, the Federated Choir was preparing Arvo Pärt's incredibly beautiful "Stabat Mater" for a Maundy Thursday performance with string orchestra. As the pandemic began to wreak its havoc, Federated needed to close its facilities and to this day the choir has not been able to rehearse as a full group. What all of us initially expected to be a small pause in our rehearsals, evolved into a yearlong reworking and reimagining of our entire music program.

Federated turned to livestreaming our services. More behind the scenes production was needed, new equipment needed to be ordered and installed, and how and when we performed music changed. Initially, we continued to perform live on Sunday mornings with rehearsals through the week. This was accompanied by gradually increasing safety measures like mask wearing except when singing at proper distances. More recently, we have turned to pre-recording our music during the week to avoid greater numbers of people in the sanctuary on Sunday mornings. The RISE Band continues to play at services at the end of each month, rehearsing regularly with greater spacing and fewer overall musicians. Marcia Snavelly, our wonderful organist, has been resilient and supportive and continues to offer incredible music as a soloist and with the various singers and instrumentalists that have shared their talents with us.

This past fall, the choir resumed rehearsals in a new format, rehearsing with quartets in-person and the remaining group following along on Zoom. This unique format has preserved the sense of community we so dearly miss while singing together. The choir successfully recorded two virtual choir events for All Saints Day and Christmas Eve. What a joy it was to finally hear the full choir again after many months.

Last fall also saw the departure of Thaddeus Quintin as Bell Choir Director. I thank Thaddeus for his many years of dedication to the group. It's unfortunately challenging currently to rehearse the Bell Choir safely, but rest assured the group will make a magnificent return when it's safe to do so! The Children's Choir had to make adaptations to rehearse with smaller groups of kids but presented a wonderful array of pieces through the Fall and were able to perform in October, November, and December, including special music, readers, and piano soloists for the Family Christmas Eve Service. Currently 17 children have participated in the group since last fall and we are looking forward to our 2021 performances.

Thank you is order to director Pat Haynish! The passion to find solutions from the bells and children is inspiring. We would all much rather be together normally right now.

While largely limited or separated currently, the music program is doing all we can to bring high quality music to our services and to plan for a better future. I taught a class on music theory last fall and I'm excited about my upcoming course on performance anxiety. Music classes will be a regular feature moving forward at Federated! The Performing Arts Series will make its comeback when audiences can safely attend. The Choir and all music groups will return. Stay the course, stay safe, and thank you for your ongoing support!

*- Looking Forward, Joshua Konow, Director of Music Ministries*

## Highlights from Pastoral Care Ministries

Looking back over 2020, Pastoral Care has taken on a different look. Phone calls and snail mail were on the rise, while person to person visits came to a standstill, but the core of connecting and caring for one another through Pastoral Care has held strong all year.

During the months of January and February before the building shut down there were 43 pastor and staff visits. For the whole year we had a total of 313 pastoral contacts, 553 staff contacts, and 166 staff notes were sent out. Every member on the Pastoral Care Team has been hard at work continuing to reach out and stay in touch with members during the pandemic. We thank them for their continued diligent care.

Revs. Mark Simone and Hamilton Throckmorton held 4 outdoor prayer services over the summer months. These moments of coming together through scripture, song and prayer gave many of us a touch point of personal interaction through worship. Communion was also enjoyed at all prayer services as a collective whole.

In order to address the need of a sacred space, where members could come, and pray and meditate safely, the Pastoral Care Team invited, John Biel, to create the Outdoor Prayer Cross. This beautiful six-foot cross stands in the alcove facing Bell Street and provides a place for members to come and pray outside and even slip an anonymous prayer into the slats of the wooden cross. A dedication ceremony was performed on September 30 to mark this blessed symbol of our faith. Again we thank John Biel for creating this special place for us to come to, while the buildings have been closed.

And finally, this winter, Search for the Christ Child went virtual in order to keep this beloved tradition alive. A series of video scenes that leads viewers through the story of the birth of Jesus was made available on YouTube and drew over 220 views.

Our Pastoral Care Team is here for Federated and wants to help. If you have a pastoral care need or prayer request, please contact Kiersti Critchfield, Pastoral Care Administrator at [kcritchfield@fedchurch.org](mailto:kcritchfield@fedchurch.org). We look forward to continuing to serve the members of Federated this coming new year.

## Highlights from the Office of Fund Development

### Rejoice & Renew Capital Campaign

- Monitored projects' progress with the Capital Campaign Projects Committee.
- Several projects were active in 2020:
  - Completed Deferred Major Maintenance funding,
  - Completed rollout of Rebranding logo and messaging with OrgStory,  
For details see Telling Our Story Commission highlights
  - Initiated Visionary Action Plan with Convergence consultant,
  - Leftover a/v equipment budget was transferred to the livestream music ministry budget,
  - Initiated conversion of restroom fixtures to hands-free systems, and
  - More LED light fixtures were installed.
- 61 pledges were fulfilled during 2020, representing \$600,000+ in total pledges.  
At this time, only 1.8% of pledges are not able to be fulfilled.
- Remaining campaign payments total less than \$50,000.

### Federated Fund Development

- Worked with Finance Committee to apply for the Paycheck Protection Program loan, resulted in \$165,900 expect-to-be grant.
- Memorial Gardens & Labyrinth project coordination
  - After completion, contacted families whose cracked memorial stones were replaced, resulted in additional \$900 for the Friends of the Labyrinth Fund.
- Worship & Music Commission livestream music ministry funding
  - Wrote grant letter, received \$10,000 charitable trust grant.
  - Received \$879 donor-advised fund grant.
  - Coordinated with church staff the year-end Poinsettia Fund fundraiser, resulted in additional \$640 for the livestream music ministry.
- Initiated redesign of Generosity and Giving webpage, more to come in 2021!
  - Created online Intention to Give form used by 60+ households to submit Generosity 2021 Intentions to Give.
- Wrote quarterly Giving Statement letters (new this year!) and thank you letters informing members about ministries' events/impact during 2020.
- Coordinated new weekly Generosity Impact Moments during Sunday services. Many thanks to Eric Reed, Diana Weber-Gardner, Trisha Holland, and Marty Culbertson for their video work!

The following services, items, and equipment were donated as gifts-in-kind to Federated throughout 2020. *Please* let me know if you contributed in-kind donations in 2020 that are not listed. *Warm thanks* go to the Federated faith family and community members who provided:

Handmade Prayer Cross; video services/expertise; stewardship materials printing; office supplies; office furniture and cabinets, electronics, and whiteboards; free rental/use of professional stanchion lights and camera for initial livestreaming ministry

It's been a busy year working from home! And much to celebrate because, as a spiritual practice, your generosity is a source of and resource for grace and love.

- In Gratitude, Laura Piper Taylor, Capital Campaign and Fund Development Associate



## Ministry Teams & Programs

### Federated's Touchpoints

Here is the full list of ministries that were active at Federated Church in 2019. Each of these ministries and any new ones that are formed fall under a commission or standing committee. Those in **bold text** are new or continued in 2020, in some fashion, despite the challenges of COVID-19 restrictions. We hope to see all ministries fully engaged when in-person gatherings can resume.

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

*"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 2020 LayLeadership

## Church Council

Position	Lay Leader	Representative to
Moderator	Beth Rutkowski	Nominating & Leadership
Vice Moderator	Brendan Buescher	Membership
Past Moderator	Maren Koepf	
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	Open	Spiritual Formation
Councilor 5	Ken Horner	Telling Our Story
Councilor 6	Shawn Rockhold	Worship & Music

## COMMISSIONS

### Congregational Care Commission

Judy Riemenschneider, Carole Halberg, Diane Tuuri, Karen Zoltowicz (chair), Ruth Eberlein- Kershner, Karen Johns, Leah Hassett\*, (2) openings

### Mission & Service Commission

Don Hoke, Lynne Kessell, David Telfer (co-chair), Karen Anderson, Gay Quintin, Bill Shaul, Leslie Fincun, Linda Zelazny (co-chair), (1) opening

### Spiritual Formation Commission

Sunny Doxey, Mary Senechal (chair), Eric Goodman, Alexandra Ziots, Richard Falkenberg, Pete Bednar (3) openings

### Telling Our Story Commission

Laura Taylor, Dawn Herdman, Jim Scheuermann, Carolyn Shaul, Todd Smith (chair), Diana Gardner, (3) openings

### Worship & Music Commission

Nancy Isham, Dave Strauch, Laura Reed, Gary Dole (chair), Sibyl McBride, Susannah Rutkowski, (3) openings

*There are a number of people who have 'retired' from their 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: Stacy Cianciolo (CC-SFC); Cathy Digel (SFC); Phil Fogarty (N&L); Ron Goble (FC); Eric Goodman, (SFC), Becky Gruss (FC); Dawn Hall-Andresen (Mem); Carole Halberg (CCC) Brady Hively (FC); Lynne Kessell (M&S); Maren Koepf (CC-PM); Ann Lentz (MC); Steve Patton (FC); Paul Neidhardt (LF); Don Rice (FC); Shawn Rockhold (CC W&M); Mary Senechal (SFC); Martine Scheuermann (N&L); Dave Strauch (W&M); Laura Taylor (TOS); Dave Telfer (M&S); Elaine Witmer (CC CCC)*

*\*New appointment/position since Annual Meeting held February 2020*

## ELECTED COMMITTEES

### Finance Committee

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

### Human Resources Committee

Chris Bednar, Bill Franz (chair), Phil Fogarty, Dave Watterson

### Legacy Committee

Peter Franz (chair), Alex Taylor, Robin Harbage\*, Paul Neidhardt\*

### Membership Committee

Ann Lentz (chair), (2) openings

### Nominating & Leadership Committee

Peggie Jo Shinagawa (chair), (2) openings

### Properties Committee

Keith Mast (chair), Bill Lentz, John Giles

## APPOINTED COMMITTEE

### Stewardship Committee

Led by Ken Horner, Maren Koepf, Ann Lentz, Martine Scheuermann

## APPOINTED DELEGATES

### Living Water Association Delegates

Susan Lampson, Jim Ogle, Kate Walsh

### Heartland Conference Delegates

Susan Lampson, Kate Walsh

## Lay Leaders – Slate for 2021

### Church Council

Position	Candidate	Term
Vice Moderator	Rick Bryan*	2024
Moderator	Brendan Buescher*	2023
Past Moderator	Beth Rutkowski*	2022
Clerk	Peggie Jo Shinagawa*	2024
Treasurer	Jim Cunningham	2022

### Church Council Councilors

Mission & Service	Dan Kershner*	2024
Telling Our Story	Ken Horner	2022
Administrative	Doug Harlan*	2024
Spiritual Formation	OPEN	2023
Congregational Care	Diane Tuuri*	2024
Worship & Music	OPEN	2023

## COMMISSIONS

### Congregational Care Commission

Position	Candidate	Term
Commissioner	Ruth Eberlein-Kershner	2022
Chair	Karen Zoltowicz	2022
Commissioner	OPEN	2022
Commissioner	Karen Johns	2023
Commissioner	Leah Hassett	2023
Commissioner	OPEN	2023
Commissioner	Judy Riemenschneider*	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2024

### Spiritual Formation Commission

Position	Candidate	Term
Commissioner	Alexandra Ziots	2022
Commissioner	OPEN	2022
Commissioner	OPEN	2022
Commissioner	Richard Falkenberg	2023
Commissioner	Pete Bednar	2023
Commissioner	OPEN	2023
Chair	Sunny Doxey*	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2024

### Worship & Music Commission

Position	Candidate	Term
Commissioner	Nancy Isham*	2022
Chair	Gary Dole	2022
Commissioner	Laura Reed*	2022
Commissioner	Susannah Rutkowski	2023
Commissioner	Sibyl McBride	2023
Commissioner	OPEN	2023
Commissioner	OPEN	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2024

### Mission & Service Commission

Position	Candidate	Term
Commissioner	Karen Anderson	2022
Commissioner	Gay Quintin	2022
Commissioner	Bill Shaul	2022
Commissioner	Don Hoke*	2023
Commissioner	Leslie Fincun	2023
Chair	Linda Zelazny	2023
Commissioner	Kathy Kolcaba*	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2024

### Telling Our Story Commission

Position	Candidate	Term
Commissioner	Dawn Herdman	2022
Commissioner	Carolyn Shaul	2022
Commissioner	Jim Scheuermann	2022
Commissioner	Diana Weber-Gardner	2023
Chair	Todd Smith	2023
Commissioner	OPEN	2023
Commissioner	OPEN	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2024

### Generosity Commission

Position	Candidate	Term
Commissioner	OPEN	2022
Commissioner	OPEN	2022
Commissioner	OPEN	2022
Commissioner	OPEN	2023
Commissioner	OPEN	2023
Commissioner	OPEN	2023
Commissioner	Maren Koepf*	2024
Commissioner	Martine Scheuermann*	2024
Commissioner	OPEN	2024

## ELECTED COMMITTEES

### Legacy Committee

Position	Candidate	Term
Member	Alex Taylor*	2022
Chair	Peter Franz	2023
Member	Robin Harbage	2023
Member	OPEN	2023
Member	Tracia Baumgartner*	2024

### Nominating & Leadership Committee

Position	Candidate	Term
Member	OPEN	2022
Member	Peggie Jo Shinagawa	2023
Member	OPEN	2024

### Finance Committee

Position	Candidate	Term
Member	OPEN	2022
Member	OPEN	2023
Chair	Brady Hively	2024

### Membership Committee

Position	Candidate	Term
Member	OPEN	2022
Member	OPEN	2023
Member	Annie Yergin*	2024

### Properties Committee

Position	Candidate	Term
Convener	John Giles	2022
Member	Bill Lentz*	2022
Member	Keith Mast*	2022
Member	OPEN	2023

### Human Resources Committee

Position	Candidate	Term
Member	Chris Bednar	2022
Member	Dave Watterson	2023
Chair	Bill Franz*	2024
Member	Phil Fogarty*	2024

## APPOINTED DELEGATES

"Term" Year indicates last year of service for this term.

\* Newly elected appointment/position/term

### Living Waters Association

Position	Candidate
Delegate	Kate Walsh
Delegate	Susan Lampson
Delegate	Jim Ogle

### Heartland Conference

Position	Candidate
Delegate	Kate Walsh
Delegate	Susan Lampson

## 2021 Pledges

We are grateful to those who have made a 2021 financial commitment  
to God's Work being done within and through Federated Church.

"God loves it when the giver delights in the giving."

Bob Abley & Deborah Parker	Mike & Jill Carroll	Nelson & Nancy Fenner	Mari Hageman
Marnie Albers	Jim & Carole Carter	Leslie Fincun	Jackie Hallack
Tom & Heidi Asplin	Matthew Carty & Kiersti	John & Cathy Fitzgerald	Marlene Hallack
Jane Badal	Critchfield	Phil & Sally Fogarty	LeeAnn Halley
Jack & Nancy Baker	Bill & Judie Caster	Carol Foley	Scott & Jody Halley
John & Debbie Baker	Doug & Barb Church	Casey Forbes & Signe	Robin Harbage & Katie
Mary Lou Baker	George & Ruth Clemens	Wrolstad-Forbes	Swanson-Harbage
Ken & Sharen Bakke	John & Elizabeth Click	Lou & Marjorie Fow	Doug Harlan
Bob & Cindy Barclay	Joie Cody	Kathy Franco-Bronson	Bob & Toni Harris
Bruce & Becky Bartter	Marilyn Collier	Bill & Kathy Franz	Mike & Mary Hasman
Audrey Bashian	Rita Coney	Pete & Molly Franz	Chuck & Sandy Hauser
Carol Basler	Mark Corrado	Dave & Chris Frazier	Allison Hawkes
James Bates & Kimberly	Keith & Irene Cowan	John & LeeAnn Frederick	Pat Haynish
Stewart	Walt & Janet Crate	Alan & Lori Frey	Ted & Betsy Hellmuth
Bob & Mimi Bathgate	Adele Cunningham	Peggy Fullmer	Bob & Dawn Herdman
William & Gayle Bauer	Jim & Carolyn Cunningham	Randall Fusco	Dolly & Tom Herschel
Eric & Tricia Baumgartner	Nicole Dauria & Tracie	John Gadd	Steve & Laura Hervert
Pete & Chris Bednar	Longpre	Tim & Diana Gardner	Skip & Ann-Marie Heston
Joanie Belair	Greg & Laura Davis	Bill & Ann Gaskin	Lily Hill
Janet Berlincourt	Mark & Kathleen Davis	Chuck & Barbara Gates	Brady & Ali Hively
John & Marilee Biel	Tom Davis	John & Sue Giles	Jack & Mary Hobbs
Bill & Jane Biggar	Gail Dekker	Steve & Cindy Girouard	Kristin & Tim Hofer
Barry & Kathie Biggin	Jon Denney	Rob Goble	Alan & Lee Hoffman
Jan Blank	Dave & Judy Devore	Pete & Karen Godenschwager	Julie Hoffman
Mary Ann Boysen	Dan & Jan DeWeese	Peter & Emily	Don Hoke
Bill & Lauren Brandon	Tina DiFranco	Godenschwager	Jane Hoover-Plow
Lisa Braun	Leigh & Cathy Digel	Richard & Pam Goetsch	Ken & Kristi Horner
Jim & Barbie Breitenbach	Mary Dixon	Eric & Jill Goodman	Janey Horth
Sue Brooks	Gary & Dawn Dole	Scott & Julie Gordon	Jerry & Patty Hridel
Don Brown	Mike & Cheryl Dolohanty	Joyce Gorretta	Joe & Barbara Hudson
Peter & Rose Brown	Bob & Sunny Doxey	Emilie Gottsegen	Nancy Ishaam
Richard & Judith Bryan	Ruth Eberlein-Kershner	Mary Griffith	Joan Jenkins
Bob & Lindy Bryson	Marty & Jane Eble	Anne Griffiths	Bill & Regina Johannisson
Ray & Kathy Bryson	Roger & Brenda Ehle	Dan Groth	Lee & Karen Johns
Brendan & Lisa Buescher	Jodi Elioff	Carol Grubb	Bob Jones & Anita Gage
Ann Bullen	Joan Elliott	Curtis & Erinn Grube	Rich & Susi Kawolics
Anne Burr	Barb Erdelack	Tom & Claudia Gruen	Bill & Silvia Kenneweg
Joan Butler	Jay & K-Leigh Ericson	Burr & Carrie Grunden	Jane Kenneweg-Welch
Connie Caldwell	Herk & Kris Exline	Bill & Becky Gruss	Dan Kershner
Keith & Megan Campbell	Richard & Lisa Falkenberg	Dave & Marcy Gurd	Lynne Kessell
Mark & Suzanne Carle		Leon & Joy Haddix	

## 2021 Pledges

We are grateful to those who have made a 2021 financial commitment  
to God's Work being done within and through Federated Church.

"God loves it when the giver delights in the giving."

Dennis & Kathy Kieta	Mike & Lynn Miller	Shawn & Brooke Rockhold	Amanda Taylor
Pat King	Patty Mills	Carol Rogers	Derek & Stacey Taylor
Maren Koepf	Larry & Joyce Moore	Harriett Rogers	Laura Taylor
Dana Korosi & Gylene Pelton	Marty Moore	Linnea Rostek	David Telfer & Ilona
Tony Kotnik & Maureen Corrigan	Mike & Ruth Moore	Bob & Beth Rutkowski	Chambre-Telfer
Susan Krajewski	Tom & Marilyn Morrow	Louise Rutkowski	George & Kris Tesar
Judy Kramer	Bob & Tami Munson	Tim & Heather Ryan	Brian & Dawn Thatcher
Don & Charlene Krejci	Sharon Munson	Bill & B.J. Schatz	Hamilton Throckmorton & Mary Senechal
Jennie Krutilla	Anne Murphy	Paul & Valerie Schefft	Brian & Julie Tutkovics
Mary Kudasick	Steve & Hope Murphy	Jim Scheuermann	Jim VanCleaf
Carol Laird	Lynne & Kathy Muzik	Martine Scheuermann & Marty Culbertson	David & Anne VanWagoner
Scott & Lydia Lax	Jack & Lorna Nafziger	Gus Schrader	Bob & Liz Vargo
Tim & Elise Litzel	Darlene Nichols	Matt & Kelly Schron	Laura Vargo
Bill & Ann Lentz	John & Linda Nichols	Cindy Scott & Miriam Huebscher-Scott	Joe & Sue Ellen Vayda
Mary Ann Leonard	Rita Nichols	Sandy See	Dean & Sue Vecchio
Bill Lineweaver	George & Kim Oliver	Jeri Shaffer	Arturo & Mary Ann Viveros
Cal & Kim Lockert	Mackenzie Oliver	Bill & Carolyn Shaul	Heather Wagley
Jim & Marilyn Lucas	Madison Oliver	Gary & Lee Sherck	Don & Carole Wakeman
Bill & Sue Lundstrom	Rita Owen	Alan & Peggine Jo Shinagawa	Kristen Walenga
Byron & Elsie Lutman	Michael & Wendy Pierce	Mark & Kathy Simone	Mike & Kate Walsh
Patti Lyden	Marilyn Pierson	Nancie Skonezny	Dave & Cathy Watterson
Dave & Elaine Maine	Ward Pierson & Diane Tuuri	Barb Smith	Doug Welling
Judy Majcen	Chuck & Cheryl Pitcock	Jim & Sally Smith	Kay Wellman
Judy Maloni	Don & Carol Poe	Terry Smith	Jim & Claudette Whitelaw
Liz Manchester	Greg Polyak & Marcia Snively	Todd & Melinda Smith	John & Shauna Widman
Jon & Polly Manke	Gerry & Marie Powers	Joe & Jill Snyder	Larry & Lee Wiley
Mark & Sue Mansour	Dave & Betty Pugh	Dan & Sandi Sommers	Ollie & Anne Wingfield
Bill & Carole Mason	Michael & Gabrielle Quintin	Don & Connie Sperry	Elaine Witmer
Dave & Betsy Mast	Thaddeus & Dorothy Quintin	Jim & Linda Squire	Al & Rebecca Woehrle
Keith & Jan Mast	Betsy Rader & Dave Watson	Lucille Squire	Laura Woodworth
Anne Masters	Anne Randall	Barry & Melinda Stees	Christy Wynveen
Dick Masters	Laura Reed	Myia Sterling	Bill & Annie Yergin
Dick & Sibyl McBride	Harry Rees & Karen Anderson	Janet Strain	Jim & Kathie Young
Mort & Caroline McClennan	Carolyn Richardson	Dave & Holly Strauch	Jack & Barb Youshak
Jim & Melody McClurg	Skip & Mary Lou Riegel	Susan Sulcs	Bill & Linda Zelazny
John & Laura McMullen	Judy Riemenschneider	Jim & Dona Sutherin	James & Alexandra Ziots
Debbie Medlar	Joyce Ritchie	Anne Swegan	Kathy Zmich
Scott & Mindy Meneely	Joy Robertson	Alex & Alice Taylor	Karen Zoltowicz
Carol Messerly	Linda Robertson		
Tom & Sandra Meyer			
Jeff & Lauren Miller			

Please note this list includes everyone who has pledged as of February 5, 2021.



# Minutes from the 2019 Annual Congregational Meeting of the Federated Church

## Sunday February 23, 2020

The Colorado Kids, led by Marty Culbertson, provided a delicious lunch as a fundraiser prior to the 2019 Annual Meeting.

**Opening Prayer** – Rev. Mark Simone, Associate Pastor, led the congregation in opening prayer at 12:50pm

**Call to Order** – Beth Rutkowski, Moderator of Church Council, called the meeting to order. A quorum was declared present.

### Approval of Minutes

The minutes of 2018 Annual Meeting on February 10, 2019 were presented from the 2019 Annual Report on pages 22 and 23.

- Motion to accept the minutes by Ken Horner
- Seconded by Laura Reed
- Discussion: None
- Vote: Unanimous voice vote
- Result: The motion passed; the minutes were approved as published

The minutes of The Special Meeting of the Congregation on June 23, 2019 were presented from the 2019 Annual Report on pages 24 through 27.

- Motion to accept the minutes by Louise Rutkowski
- Seconded by Ken Horner
- Discussion: None
- Vote: Unanimous voice vote
- Result: The motion passed; the minutes were approved as published

### Year in Review

Beth Rutkowski, Moderator of Church Council, reviewed the events leading up to the 2019 Annual Meeting's decision for Federated Church to engage in a partnership with the Community Life Collaborative (CLC).

- Report from Properties Feasibility Task Force 2 in April
- Held special listening sessions and a called congregational meeting in May
- Took a close look at financial and membership trends and determined that status quo was no longer acceptable
- Formed two new Task Forces to continue researching options for our facilities in June
- Continued Capital Campaign projects

Beth continued by stressing that 2019 was not just a year of hard questions. By reading the reports in the 2019 Annual Report, congregants would see that 2019 was also a year of celebration, joy and part of something special.

- Federated Centennial
- Missions and Ministries: Angel Ministries, Mission trip to Puerto Rico, Support of St. Paul's
- Worship: RISE to Shine Service, Lenten Sketches in Maundy Thursday service, special 5<sup>th</sup> Sunday Services
- Spiritual Formation: One Book, One Community, Sunday School
- SJAM continuing to involve more people in racial and environmental justice activities

### Membership and Activity

Beth cautioned that while it may be natural to measure our values by "the numbers", we need to remind ourselves not to be anxious or alarmed, but to be informed as we move forward.

- 547 households represent
- 907 active members
- An average of 300 events monthly

Average Pledges continue to increase.

Brendan Buescher, Vice Moderator, continued by addressing the continued decline in **membership**, but celebrated that the 30 new members in 2019 was an increase over those who joined Federated in 2017 and 2018. The decline in **pledges** continued. Since its peak in 2007, dollars pledged has decreased 41%. The pledges for 2020 budget decreased \$42,000 or are 4% less than 2019, which are now at 1998 levels. Since its peak in 2005, **the number of pledges** has decreased annually (except in 2012) from 675 to 345 in 2018. The number of pledges for 2020 budget decreased to 333 (down 22 or 4%). Income from pledges since 2003 has decreased approximately 29%, losing another 4% in 2019. And finally, **the average pledge amount** has continued to increase to \$3,080 in 2019.

Year	Total Pledged for Next Year	Participation Stewardship	Average Pledge
2013	\$1,372,490	64%	\$2,789
2014	\$1,340,245	63%	\$2,840
2015	\$1,276,737	62%	\$2,862
2016	\$1,265,455	63%	\$2,889
2017	\$1,129,773	55%	\$3,005
2018	\$1,068,167	55%	\$3,078
2019	\$1,025,817	53%	\$3,080

### Strategic Actions & Intentions

Beth next discussed a three-pronged approach to dealing with declining trends:

- 1) Use of the FLC in Partnership with the CLC
  - Relieves some resources
  - Reaches out to a wider community through missions
- 2) Visioning and Strategic Planning for our future as a Church
  - Determine 3 or 4 actionable ideas that address needs
  - Align our resources based on how we want to move into the future
- 3) Review and understand our stewardship and giving trends
  - Educate people on the need and importance of year-round giving
  - Understand giving behaviors and provide other options for giving

In closing, Beth acknowledged all the wonderful things happening at Federated because of its vibrant, active, and deeply caring members. She thanked everyone on Church Council for their dedication and commitment to Federated, and announced that all those who could have retired from Church Council this year have agreed to stay on one more year.

### Nominating and Leadership Committee Report

Martine Scheuermann gave the Nominating and Leadership Committee report referencing pages 18 and 19 of 2019 Annual Report. She thanked the retiring lay leaders and those that came on during the year. She commented that 78% of those who could have retired chose to continue to serve. She presented the slate of officers for 2023. Martine presented a motion to approve the individuals who are presented with an Asterisk (\*) in the 2019 Annual Report "Lay Leader – Slate for 2019."

- Motion to accept the minutes by Ken Horner
- Seconded by Bill Franz
- Discussion: None
- Vote: Unanimous voice vote
- Result: The motion passed; the slate of officers was approved as published

### 2019 Financial Report & 2020 Proposed Annual Budget

*(It is worth noting that the Statement of Revenue and Expenses was included in a letter mailed to members and emailed to the entire congregation dated February 13, 2020.)*

Jim Cunningham, Treasurer, began by thanking Becky Gruss, Janis Stefanchik, Rob Goble and Steve Patton, all of whom serve on the Finance Committee and assured the congregation that Federated was in good financial hands.

Referencing Balance Sheet on page 3 of the 2019 Annual Financial Report, Jim highlighted that at the end of 2019 Federated's finances were healthy and sound with over \$2M in cash and only \$66K in debt. The surplus in 2019 is largely due to vacancies on the staff.



Referencing the Statement of Revenue and Expenses, Jim highlighted that for 2020

- \$30,427 of the 2019 surplus was needed to balance the budget
- Mission and Service is down 12%
- Budget does not include provision for hiring of an Associate Pastor or part-time custodian in 2020
- Restructure of debt by retiring structured loan by transferring balance to revolving credit line

Questions:

1. Why are 2020 Taxes and Benefits greater in 2020 than 2019?
  - Bookkeeper moved to a salary position in 2020 (instead of a contract position)
  - Modest increase in staff compensation, since they have not received a raise in recent history
  - Also two positions, Fund Development and Additional Clergy for Pastoral Care are now being paid out of the operating budget instead of designated funds, as they were last year.
2. What is the debt restructuring?
  - Federated has a \$500K line of credit which has a zero balance
  - Federated only has \$66K in debt
  - Changed from a structured loan, where Federated needs to pay on the lender's schedule (every month) to an unstructured loan where payment can be made at Federated's convenience.
3. Clarified that only the "Fund part of 2020" of the "2019 Surplus Applied" is reflected in the 2020 Budget; the "Fund Sabbatical Coverage Fund", "Fund Def Major Maint Fund" and "Mission & Service" are not reflected in the 2020 Budget.

Jim presented the motion to accept the 2020 Budget as proposed.

- Motion to accept the minutes by Byron Lutman
- Seconded by John Bourisseau
- Vote: Unanimous voice vote
- Result: The motion passed; the 2020 Budget was approved as published

### Capital Campaign

Keith Mast, chairperson of the Properties Committee, provided an update on the upcoming 2020 Capital Campaign projects:

- New maintenance equipment for Bell and FLC
- New AV equipment for the sanctuary
- Seated choral risers
- West side stairs were repaired for safe use
- Key card security system installation started
- Interior painting completed
- Walk off mats installed at entrances to protect new carpet
- Conference room and sanctuary chairs refurbished
- Continued transition to LED lighting
- Completed final work on roof and HVAC equipment

Keith explained that the parking lot at 76 Bell will likely be done in 2021.

Questions:

1. How much has been spent so far?
  - Roughly \$2m, including the funds set aside for deferred major maintenance
2. How much is in the bank?
  - Approximately \$626K
3. How much is left to pledge?
  - Approximately \$220K, which will provide an unprecedented 1.6% unfilled percentage.
4. When will the chapel walls be painted?
  - Painting the Chapel walls is not on the list of Capital Campaign projects and not scheduled to be done

### The Federated Legacy Report

Pete Franz, chairperson of the Legacy Committee, noted that both investment earnings and gifts were up significantly in 2019. He then explained that the method for calculating the investment earnings in the past was reviewed and a new method had been adapted. Consequently, Pete called attention to the fact that the “Investment Earnings” on The Federated Church Legacy Fund on page 5 of the 2019 Annual Financial Report were incorrect and the figures on the slide were correct, as follows:

Invest Earnings	231,631	120,366	-37,384	92,792	59,343	-3,486
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Pete thanked Laura Taylor for her help with sponsoring the Endowment seminars which provides information about how estate gifts can provide financial stability for future generations at Federated and is a key component for the sustainability of Federated. In 2020 the committee will be looking into the traditional 5% giving to the operating budget and encouraged the congregation to attend an Endowment seminar in 2020.

### Mission and Service Commission Report

Dan Kershner, Mission and Service Councilor, acknowledge and thanked the members of the Mission and Service commission. Because of the 12% decrease in the M&S budget in 2020, the M&S commission will be hosting fundraising events this year in order to raise more money to be distributed to our mission partners. Referencing page 6 of the 2019 Annual Report, Dan highlighted the support given to Federated’s Mission partners. Referencing page 5 of the 2019 Annual Financial Report, Dan thanked the congregation for their generous support. As an interesting aside, Dan explained that a total of \$1.7M has been given to Federated’s Christmas Eve offering during the past 58 years. Of particular note, has been the number of activities by the Social Justice Advocacy Ministry (SJAM) as referenced on page 13 of the 2019 Annual Report.

### Vote on Federated Partnership with the Community Life Collaborative (CLC)

Stacy Cianciolo, Spiritual Formation Councilor and the Outdoor Program Director for the CLC Community Life Collaborative, provided a description of the type of work and programs to be offered, along with CLC’s mission and vision statements. Maren Koepf, Past Moderator and Secretary on the Board of the CLC, listed benefits of the partnership and the basic terms of the lease agreement.

Motion: Beth stated the motion Federated Church will enter into a partnership with the Community Life Collaborative to lease the Family Life Center, pending agreed upon terms of a lease.

- Motion accepted by Marty Culberson
- Seconded by Harriett Rogers
- Discussion/Questions were responded to by Stacy, Maren, and Brendan, and others as indicated
  1. Status of the 501c3
    - Everything has been done that can be done before obtaining approval from the congregation to move forward
  2. Who are the principals paying the CLC expenses?
    - Board of Directors
    - \$118K in commitments
    - All volunteers for the first year
  3. Concern about CLC funding having a negative impact on Federated
    - Citations on research showing that those who support the CLC are likely to support Federated
  4. Are there other prototypes like the CLC?
    - Duke Theological Seminary, St. Paul’s and Olmsted UCC
  5. Comments on
    - The lack of a detailed financial information
      - Referred to the web site with detailed business plan
    - Incomplete lease agreement
      - Some of the key parameters have been worked out by members of the Real Estate Task Force and CLC which were communicated in the letter to the congregation dated February 13, 2020

6. Would the CLC take on the tax liability if Bainbridge zoning decided not to renew Federated's conditional use permit?
  - CLC has had conversations with Bainbridge zoning to make sure the CLC could share this concept with the congregation
7. Who takes on the financial management for the FLC?
  - The CLC
8. What if the CLC fails to get funding, would the FLC be returned the FLC to the same state that it was when the CLC took it over?
  - There would be conversations between Federated and CLC to work out these details
9. Concern expressed that with the continued decline in membership and pledges if Federated will be here for the next generation. Talking about "the numbers" is not a faithless act, but it is an act of faith to ask these questions
  - Federated has cash and it is able to take out loans, but what Federated did not have was big ideas to help reverse these declining trends, and the hope is that CLC will help to reverse these.
10. Would the CLC take on any tax liability should Federated lose its non-profit status?
  - CLC researched the tax liability when talking with St. Paul's, and they did not lose their tax exempt status, and therefore the CLC does not feel that would happen.
  - If an additional expense would occur, like taxes, the CLC would absorb that expense.
11. How are capital major maintenance expenses going to be done?
  - Keith responded
    - \$140K from the Capital Campaign has been set aside for deferred major maintenance, and \$20K has been used.
    - The remaining the \$120K is set aside for repairs such as carpeting. There is a \$10K grant for a new dishwasher, if and when it is necessary.
    - Properties Committee has had an architect and contractor look at the FLC. There is no evidence of foundation movement; the heat and AC are functioning. The roof is OK, but is 20 years old.
    - The Properties Committee intends to repair the chimney.
12. With the mutually agreed upon details to still be worked out between Federated and the CLC, would Maren and Stacy recuse themselves since they hold leadership positions within both organizations? How would they handle the conflict of interest?
  - Maren and Stacy would look to Church Council to decide if they should recuse themselves.
  - Part of the CLC operating model would be to have a Mission Advisory Board on which would be members from Federated
  - Beth shared that Church Council is looking into the policy on Conflict of Interest
13. Would Federated be able to use the FLC?
  - A priority would be given to Federated for its programs which will be delineated in the agreement.
14. Suggested that the assessments to evaluate the success of the partnerships be as objective as possible

Beth reiterated the motion

- Federated Church will enter into a partnership with the Community Life Collaborative to lease the Family Life Center, pending agreed upon terms of a lease and the congregation is to write a "yes" or "no" on the blue ballot paper; names are not required.
- Vote: 179 total votes cast; 153 voting yes and 26 voting no.
- Result: Motion passed; the partnership between Federated Church and the Community Life Collaborative will proceed

### Closing Remarks

Hamilton shared photos of new staff members as well as staffing changes that took place in 2019; the congregation offered a round of applause to show its appreciation for the work that they do. He also announced the role formally known as Senior Director of Operations, is now Senior Director of People and Operations. We have received over 100 applications for this position and are now in the process of selecting the most qualified candidates to interview.

Hamilton wished to highlight that by not being able to fund the part-time Associate Pastor position, some things that were done before will not be able to be done now, and that other things will need to be taken over by congregants.

Hamilton clarified that he believes the finances of the church are important. We need to take care of our resources and do it responsibly - but the finances are not fundamental to Federated; they are not the heart of who we are. What is fundamental is that we are a people of God who have been given a special life. We have been blessed and we have been given this opportunity to return what we have been given in service and he is looking forward to living into this new vision.

And finally, Hamilton thanked Beth who has been a remarkable moderator this year. She is a woman of incredible faithfulness and communicates beautifully. It seemed important to Hamilton that given all that will be happening this year, it would be especially helpful if Beth would continue in her role as moderator for one more year, which she agreed to. The congregation gave Beth a round of applause.

Maren gave Beth a gift on behalf of the Church Council for a spa day and gift to a winery.

### **Closing Prayer**

Hamilton closed the meeting in prayer at 3pm.

### **Motion to adjourn the meeting**

- Motion accepted by Bill Franz
- Seconded by Gary Dole
- Discussion: None
- Vote: Unanimous voice vote
- Result: The meeting ended

Respectfully submitted by  
Peggie Jo Shinagawa, Clerk

## 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.

## 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.

## 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

## 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.

## Zoom Instructions

**GOOD NEWS....THIS WILL BE EASY, FOLKS!** You can join a Zoom meeting online from **ANY** device that has internet capability (desktop, laptop, tablet, smartphone). Here is what you do: Just Click Annual Meeting Zoom Link or type or copy/paste it into your internet browser:

<https://us02web.zoom.us/j/88417718195?pwd=WEVFN2RrbUFtbndaVHkxuC9ZdldGQTO9>

A window will appear asking if you would like run Zoom, say yes and voila! It really is that easy. AND if you do not have the internet, you can call! Just dial: 1.312.626.6799, Meeting ID: 884 1771 8195, Passcode is 44022 if prompted, otherwise, press # (no participant ID is needed).

Once you are signed in (or call in), the only must do is adjust your volume so you can hear! You should also make sure if you are talking, other than when participating in the meeting, that you are muted. You may opt for everyone to see you via video, but it is not mandatory to turn on your video. You will only really need to unmute to ask questions or to participate in voting.

Here are some tips:

- You do **NOT** need have a Zoom account to join a Zoom meeting
- You do **NOT** need to have the Zoom application on your device to join a Zoom meeting as a participant.
- **ALL YOU NEED TO DO TO GET CONNECTED IS EITHER:** (a) go to the email message in which the Church has sent you, OR (b) go to the Church website ([www.fedchurch.org](http://www.fedchurch.org)), and in either place **click on the link** for the Annual Meeting Zoom invitation.
- You will then see a box that asks you to “open zoom.us”. Click on this. It is safe to do so!
- You will then be connected to the Annual Meeting
- **SOUND/MUTING:** At the bottom left of your screen, you will see a Microphone icon. This controls the sound feed **FROM YOUR DEVICE SO OTHERS ATTENDING THE MEETING CAN HEAR YOU.** If there is red slash mark through the Microphone icon, you are **MUTED** – click or touch to unmute. **NOTE: The host of the meeting will have the ability to mute ALL participants,** so do not be alarmed if you find yourself muted! Just click/touch of the microphone to unmute yourself. **PLEASE MUTE WHILE LISTENING TO AVOID EXCESSIVE BACKGROUND NOISE** distracting our presenters. When it is time to vote, be sure to unmute so your voice is heard (for voice voting).
- **VIDEO/CAMERA:** At the bottom left edge of your screen, there is a “Start Video” icon (looks like a video camera). This controls the camera feed **FROM YOUR DEVICE SO OTHERS ATTENDING THE MEETING CAN SEE YOU.** If there is a red slash through the microphone, no one will be able to see you. If you prefer it this way, that’s fine. Your name should show up in the screen in place of your camera feed. A simple click on this icon will turn off your video feed, and a second click will turn it back on, any time you would like during the meeting.
- **CHAT Function.** At the bottom center of your Zoom screen, you will see the word CHAT. If you click CHAT, a window will appear where you can type a note to an individual or to everyone. There may be times during the meeting when the chat function is disabled. None of the changes on the Agenda require a majority vote, but should we need to count votes for any reason, voting would be done through the chat function. **IMPORTANT NOTE:** Our annual meeting will be **recorded**, do note, this includes the chat!
- That is **IT** folks. When the meeting ends, you do not even need to exit. The host will end the meeting for all of us.
- If you join us for the February 28<sup>th</sup> Worship Service, there will be a clickable link in the YouTube/Worship Service chat; click it to get right to the Annual Meeting on Zoom.
- If you would like some Zoom training: Our first Practice Session will be held on February 14, 2021 at 11:15AM; additional practice session will be announced or if you prefer some one-on-one training, please contact us:
  - Ken Horner 216.401.0872 or [kahorner1@yahoo.com](mailto:kahorner1@yahoo.com)
  - Melissa Owen 805.636.4256 or [mowen@fedchurch.org](mailto:mowen@fedchurch.org)
  - Peggie Jo Shinagawa 440.543.5974 or [pjshinagawa@windstream.net](mailto:pjshinagawa@windstream.net)



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