



federated

live your faith

2021 Annual Report

and

Congregational Meeting

February 27, 2022

Agenda

Annual Meeting of The Federated Church United Church of Christ

Sunday, February 27, 2022 at 11:15 AM

Meeting held in the Sanctuary and via Zoom

<https://us02web.zoom.us/j/88417718195?pwd=WEVFN2RrbUFtbndaVHkxaC9ZdldGQT09>

**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 – Rev. Judy Bagley-Bonner

Call to Order

Approval: Minutes for Meetings

2020 Annual Meeting (February 28, 2021)

Special Meeting June 25, 2021

Special Meeting September 26, 2021

Year in Review – Brendan Buescher, 2021 Moderator

Vision for the Future – Rick Bryan, 2022 Moderator

Recognition of 2021 Lay Leadership

Approval: Quorum Formula Change

Approval: Constitutional Suspension

Approval: Election of Lay Leaders

Financial Annual Report

Approval: 2022 Budget

Legacy Committee Report

Mission and Service Commission Report

People and Operations Report – Melissa Owen, Sr. Director of People and Operations

Closing Remarks and Prayer – Rev. Hamilton Throckmorton

Adjournment

A Message from the Church Moderator



It is hard to believe that we're now in the upswing of 2022 with hints of spring around the corner (a bird is chirping outside as I type!) and *seemingly*, a light at the end of the tunnel on the COVID-19 pandemic. And when we lift our heads and 'get into the balcony' and reflect a bit, our collective human resilience over now two years is impressive and admirable. This has been a rough two years in many ways for everyone and our community. For many of us, there has been a slow but bumpy 'return to normal' where we are seeing family and friends, moving more freely and in hopefully most cases more safely thanks to the vaccine, and worshipping and singing together at 76 Bell. Not everyone feels this way, of course, and we need to remember that, and hold close those who are not quite there yet.

Throughout the year though, we have grown tremendously, we have re-anchored ourselves more in what matters most, and we have continued to show our generosity for our church and with those all around us. I will say a short thank you for the gifts of Hamilton Throckmorton, Mark Simone, and Judy Bagley-Bonner as they have provided us nourishment for our hearts and souls when we needed it most and uplifted our collective ministry. One of my kids said to me recently, "How can Hamilton always speak directly to me during his sermon?"

I see 2021 as a great year of change and renewal for our congregation. We are stronger together and have wonderful opportunities ahead of us.

The Church Council started the year during our 2020 Annual Meeting held on Zoom and noting that our slate would be full with: reimagining a return to worship, launching our partnership with the Community Life Collaborative (CLC), and engaging in our Visionary Action Plan (VAP). It also turned out that we said "until we meet again" to Mark Simone and launched a new Associate Pastor search and began to see the impact of our newly launched Generosity Commission.

A brief update on each:

1. Over the spring of last year and into the summer the Visionary Action Plan began to take shape and garner real excitement. We held a couple of Zoom sessions to get feedback and shape the direction and even in-person listening sessions. The thematic focus is: energize participation, community engagement, spiritual deepening, congregational care, and financial sustainability. The plan was approved by Church Council, and we are now mobilizing to action by working through the Commissions and Committees to embrace the parts of the plan relevant to them and in so doing also provide greater purpose, direction, and support for us to live our mission. I want to thank all members and leadership for engaging in and shaping this vital work for our church. Now onward and upward to see it through!
2. Hybrid Worship began June 13, 2021. We made significant enhancements which are still in progress including the move to 'omni-channel' service and these remind us that while our church is a vital *place* for us, God is everywhere, and we can be too! The adaptations we made to go virtual continue, and this has kept us connected with those who cannot be here in person and helped us reach others who have not experienced our Federated community in the past. This is very meaningful for lots of people and aligned with our VAP as well. Thank you to Tech Team for bringing worship into our homes every Sunday or on demand and thank you to staff for all they do to prepare for a seamless Sunday worship: spiritually, technically, and musically.

3. Speaking of Music, wow what a year! It's been amazing to hear our Choir, the Bell Choir, the Children's Choir, and concerts filling the Sanctuary – it's such an integral part of who we are. I cannot recall as many moments of applause in past years as we've had recently. We also brought back and re-launched the Performing Arts Series which was very well attended thanks in part to our new piano! The Piano Team's discernment in selecting this piece of art that will be a bedrock of our church for decades, was a wonderful lesson and education for all of us. Thank you, Piano Team, for your diligence and effort and thank you all for your support and generosity.
4. With the approval at least year's Annual Meeting of the new Generosity Commission we have witnessed the importance and relevance of this new Commission. Our new piano is a great example and helps us embrace new ways of thinking about generosity as ongoing practice that is often specifically purposeful and therefore very meaningful and at the same time broad and general to support and nourish our church. While it's early yet and we have further to go, we have experienced an increase in pledges for the first time in years. Thank you.
5. In September we celebrated Mark Simone's retirement with a weekend of events starting with an outdoor buffet at the Family Life Center and culminating in Mark's last and perhaps most memorable sermon as our Associate Pastor. It is online and we can all listen to it (again). What struck me most beyond Mark's gifts of humor, nonchalance, and comfort with oneself was how much Mark actually did for us and how he supported all of us in ways I had not known. He was everywhere helping everyone, and I doubt any one of us really understood how ubiquitous he was in our lives. Well, all except for perhaps Hamilton as the same is true of him, and I vow not to take that for granted. Again, thank you to Mark for enhancing our lives and our community. With Mark's retirement came the launch of a search committee whom I thank for their significant efforts. A new position for "Pastor of Transformational Ministry" has been posted and we are all eager to fill that position this year.
6. The CLC is now fully underway with programming and service anchored on promoting positive collective social and environmental impact. We are all prayerful that this partnership will continue to grow and enhance impact in our community.

While we have collectively been through much, I hope you also share the strong sense of renewal and opportunity ahead for the Federated and our family. Many blessings for a wonderful 2022!

Brendan Buescher, 2021 Moderator

A Message from the Senior Pastor

Even with the startling realization that we are now nearly two years into a global pandemic, it delights me to realize that Federated continues to adapt to the challenges which have presented themselves to us. A can-do spirit fills the place. Resilience characterizes the congregation and staff. God's love seems richly present.

We would be remiss if we didn't acknowledge the struggle of these past two years. An aching loneliness is never far from the surface. So many of us have not been able to be present in-person. We have had to build community in a somewhat disembodied way. Some possible initiatives have certainly had to be put on hold. An underlying frustration and grief accompany this protracted pandemic.

That said, though, blessings abound here at Federated. Our lay leadership has exhibited passion and imagination in cultivating a community of faith centered on God and lived out in care and justice advocacy. At every turn, compassion, support, and concern reveal their faces through the members and friends of Federated. God transforms and creates a holy space.

Our staff, too, has pivoted with the times, adapting and finding new avenues through which to exercise their ministries. Not one of our staff has not had to find new ways to shine their light. They do this with a rare devotion, and a deep and abiding care for this church. And all of it is done under the undaunted leadership and commitment and energy of Senior Director of People and Operations, Melissa Owen. That sort of reinvention is not easy in times such as these. I hope church members will make a point of extending their thanks to the staff, because the staff has been remarkable. All of them have continued their committed work throughout the pandemic.

No Annual Report would be complete without mention of how fortunate we were to have had the ministry of the Rev. Mark Simone for 31 years. His retirement in the fall gave us all a chance to celebrate Mark's ministry and to wish him well in his retirement.

I want to extend my gratitude, as well, for the presence of the Rev. Judy Bagley-Bonner in her interim role of Associate Pastor. She has been a hopeful, delightful manifestation of grace, both to the staff and to the congregation. As she prepares to leave us right after Easter, I can't help but thank her not only for this stint on our staff, but also for her numerous previous stints that have lifted us and brought us closer to God. She has been a godsend.

As we look to the future of our staff, two changes loom large. The first is the upcoming retirement of Melinda Smith. She has been a deeply faithful and committed gift to Federated, organizing countless dimensions of church life and acting, in many ways, as a sort of institutional memory for many of us. We will miss her deeply.

As our pastoral search committee continues its work, we also have the excitement of looking forward to the arrival of a new Associate Pastor. Filling a position called "Pastor of Transformational Ministry," this new person will have the opportunity to shape Federated in new and grace-filled ways. Building on the work done for our Visionary Action Plan, this person will have the chance to implement some exciting and life-giving new initiatives. After a busy fall and winter season, the search committee is now receiving profiles from possible candidates. We're looking forward to a rich and promising future.

I am extraordinarily appreciative of our moderator team, led so ably this year by Brendan Buescher, as it guides us with such hope and grace and imagination. And I am immensely grateful for all of you. You have sustained your commitment to the work of the church and have expanded your support in ways large and small. As a congregation, even during this



pandemic, we have responded and reached out beyond ourselves. Gratitude and generosity have overflowed here. And so we say a hearty “Thanks be to God!”

Rev. Hamilton Throckmorton, Senior Pastor

A Message from Operations

What a year! Thank you to our members for your help, participation and patience! Thank you to our staff for your help, participation and patience! Thank you to our collaborators for your help, participation and patience! As I write this report, I am realizing just how much we accomplished in 2021:

In January, we created a lease and found a renter for 102 Bell and lucky us, our renter will be there for at least two years. In the spring, we replaced the roof (aka deck) – in preparing the house, I learned the deck is one of the best spots in town to view the sunset. We completed repairs and maintenance at the Family Life Center (FAMILY LIFE CENTER), solidified our relationship with the CLC and signed a four-year agreement on April 1. Since then, the CLC has been hard at work turning the beautiful FAMILY LIFE CENTER property into what it is now (see the CLC report – I’ll not steal their thunder). The Bainbridge Zoning Board renewed our Conditional Use Permit and I am happy to report the transition is now complete – the CLC Board and Interim Executive Director, Lauri Pierce have been delightful to work with and we are forging ahead as planned.

Here at the Church, we have also been busy. In addition to the usual maintenance and minor repairs, we replaced a faulty compressor, after which we all felt much cooler. We continued replacing light fixtures with LED fixtures and making other changes, moving toward a more sustainable property. We made upgrades to the technology in our Sanctuary adding several tech upgrades, including a digital mixer for quality Livestreaming. Our Tech Team transitioned us in June from online-only worship to simultaneous in-person and online workshop. They have been stalwart in their continued mission and continue to refine and develop our worship options. A new cross was commissioned. A new Baptismal Font was commissioned. We replaced our piano with the beautiful instrument – through this campaign we learned how important beautiful music is to our Congregation – thank you for your generosity!

We updated our lobby and Fellowship Hall – with greenery and some ‘new’ furniture and wonderful signage. Our Art Gallery is back in full swing – thank you, Katie and Marty! We continue to make improvements. Provisions are in place for COVID and everyone should feel safe: sanitized spaces, masks, available hand sanitizer, plenty of room to distance, packaged communion elements, etc. Those things are there, but hopefully unobtrusive at this point and you are able to enjoy the full rich church experience, connecting spiritually and personally.

As groups came back to meet in-person, we transitioned to appropriate rooms, giving the knitters a space of their own, creating a space for our yoga and exercise offerings and ensuring our support and study groups have the quiet and privacy they need. We also gave the Sunday School a dedicated set of rooms on the second floor (no longer using the pre-school room), this allows for a more cohesive feel and more time with Ms. Kristin. Our renaissance man painted the pre-school walls with fun animal prints, creating a cheery, welcoming space.

Staffing. Realizing once we back in person, much of what was being done by custodians can be done by other staff and volunteers; we added a once-weekly cleaning service to augment the work we do ourselves. In May, our Pastoral Care Administrator, Kiersti Critchfield, moved on and Primetime Coordinator, Dolly Herschel, retired. Our staff Pastoral Team has expanded to include myself (calls, visits, memorials, ad-hoc coordination for Pastors), Melinda on the administrative side and Marty as our care conduit. We also have many volunteers helping out (see Pastoral Care Highlights for more details). As for Primetime, the magnificent Leadership team has really blossomed and other than a few minor admin tasks and lots of love, they coordinate their own events, lunches and outings, prayers and other touchpoints. I backfill by keeping in touch with members and various groups within the group.

Pastors. In October of 2021, the effervescent Rev. Mark Simone retired and our super special summer/Interim Rev. Judy Bagley-Bonner answered the call to serve. Judy has been a steady presence in various roles at Federated, she has a wonderful way of holding space, creating peace and I am grateful every day for her presence. And Hamilton. In 2021, he postponed his sabbatical, rising to our need for a steady presence – first through the Pandemic and now again in 2022, through our pastoral transition and as we move forward with our Visionary Action Plan.

Our Leadership Team. I am so grateful to all of you – you who have stayed the additional year, helping me acclimate and grow comfortable with all the nuances of my role. Thank you! Incoming Leadership – 2022 is going to be fabulous – we have much to do AND we have the tools to do it! 2021 was a stellar year, in what was accomplished and what we learned. I look forward to putting it all to use and moving forward together.

Thank you to our members for your support, advice and for your honesty – I am always so very grateful for your candor – Federated is a family and as such, love is the impetus. Thank you for the opportunity to continue to serve. 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.

During this last year the Congregational Care Commission has kept plugging along!

We have assisted other commissions with events such as Mark's farewell potluck at the CLC, Rally Day and the relighting of the spire.

The Angel Telephone Ministry has 25 volunteers and has contacted over 150 member households. Over 250 touch base telephone conversations had taken place and over 400 sermons have been mailed. The Wedding Host Ministry helped with one wedding and the Memorial Host Ministry helped with six Services. In the Fall of 2021, the Flower Ministry resumed.

Advent By Candlelight was held in the Sanctuary this past year and about 50 ladies attended. We were grateful it could be an in-person event but continue to look forward to gathering around a table and enjoying the wonderful fellowship and goodies we “normally” have.

Karen Zoltowicz (chair), Judy Riemenschneider, Leah Hassett, Karen Johns, Jan Blank, Diane Tuuri and Ruth Kershner

Highlights from the Mission & Service Commission

Governance and Policy Definition: Responsible for Federated's impact on the community, greater Cleveland, and the wider world through monetary gifts and hands-on service.

1. Fosters and oversees a mission and benevolence program and budget, giving special consideration to the programs of the United Church of Christ.
2. Assesses opportunities for mission, partnership and service at local, national, and international levels and proposes action for giving and/or service.
3. Provides opportunities for individuals and Ministry Teams to serve the larger community.
4. Educates the Congregation concerning social and political issues morally relevant to Christians.

The Mission and Service Commission (MSC) has been joyously successful in fulfilling its mission this year. Even with a second year of COVID restrictions and a smaller budget, people were inspired to reach out and become engaged in many missions in the local and wider communities.

St. Paul's Community Church continues to have important outreach opportunities for our congregation. Chef Jim Scheuermann adapted The Loaves and Fishes ministry, distributing bag lunches during the height of the pandemic. Recently he resumed serving in-person lunches with the help of many volunteers who helped serve, cook, and bake. A grant from the Deaconess Foundation helped fund this program. The Parish Nurse Program at St. Paul's continued under the guidance of Kathy Kolcaba and Leslie Fincun. Many thanks to all the members who helped donate needed supplies. Donations to the St. Paul's Thrift Shop continued throughout 2021.

Partnership with Chagrin Falls Park is ongoing. Many collections of food, clothing, and household supplies have been made.

Social Justice Advocacy Ministry (SJAM) continued to be the embodiment of "Living Our Faith." In five short years they have developed a myriad of programs supporting racial justice, environmental justice, LGBT justice, health care, firearm causes, and immigration reform and fairness. A recent program is Racial Allyship, an eight week Zoom series that examines aspects of Black History, Interpersonal and Institutional Racism, and Actions to Take for Racial Justice. SJAM is also actively involved in Afghan Resettlement issues.

JustHope partnership trips to Nicaragua are still cancelled, but most of their programs have continued. The money used for microcredit loans, model farm, and support of students is well managed.

The Primetime ministry resumed most activities this year. Federated Forum, monthly lunches out and trips are back on the calendar.

Our congregation continues to support The UCC's Churches Wider Mission (OCWM). We conduct collections throughout the year that support local and national UCC ministries.

This year we asked that applicants for the Christmas Eve Offering have a Racial/Minority emphasis. "A Place 4 Me" was the recipient of over \$31,000. This worthy cause helps youth transitioning from foster care and homelessness. It helps participants with financial literacy, enables them to build small bank accounts by meeting requirements built into the program, and to obtain marketable skills.

Mission and Service Commission,
Karen Anderson, Leslie Fincun, Don Hoke, Kathy Kolcaba, Gay Quintin, Bill Shaul, Linda Zelazny, Marty Culbertson (Staff Liaison), Dan Kershner (Councilor)

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.

After serving on this Commission for seven years, six as Chair, I am stepping down. I am so thankful for the amazing people that worked with me over the years. Sibyl, Nancie, Laura, Susannah and Nancy had great ideas and were so much fun as we worked through the year. Kelly, in a moment of delirium came back to us as our Councilor, keeping us and Council posted on the goings on. I especially must thank my friend Nancy Isham, who was our Secretary for all of the years that we were together. She also is putting the text slides to the music that is being sung as well as occasionally posting pictures. I can't leave out Joshua as our Staff Liaison. His vision for expanding the music program is inspiring and I am looking forward to working with him in the future.

We were able to continue the Performing Arts Series with concerts featuring Apollo's Fire performing Handel's Messiah and the Burning River Brass performing their Christmas concert. We have a Piano Dedication Concert on March 5 featuring our own Marcia and Randy! This is a free-will offering concert that should not be missed! There will be a Hymn Festival with Tom Trenney on May 1 and the Cleveland Chamber Choir is coming on June 12.

Communion has been a bit of a challenge! Getting those little cups open is no easy task. It is tough to get the clear tab peeled back to get the little piece of bread out. The juice portion doesn't seem as difficult. Maybe a new video could be made. One without Your's Truly getting water thrown on him multiple times by Melissa (who had WAY too much fun doing that!).

As our livestreaming continues, a huge thank you goes out to Laura for supporting Eric Reed and to Eric Reed for his faithful service as well as to all those who are providing tech support!! This is a huge undertaking, and it is again a testament to the talents that people of this congregation possess and are willing to share.

While most of the Commission members are moving on, there will continue to be an ongoing need for volunteers to greet, take attendance, take care of the offering, help with communion prep (especially when we return to communion by intinction), and clean up after services. Please reach out to either Melissa or me if you are interested in helping in these areas and if you are considering working on this Commission.

Thank you for all of your support over the years.

Gary Dole

Worship and Music Commission Chair

Nancy Isham, Kelly Kimball (Councilor), 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.

At this time last year, we were just beginning the rollout of the new Federated brand identity materials that were developed in 2020. 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

Since then, as part of the rollout, we have engaged in activities including:

- Branding education for staff, church leaders, and congregation.
- Creation and distribution of Brand Identity Guides to all interested parties.
- Assisting Commissions and Ministries with adopting appropriate sub-branding.
- Re-branding of Federated's website, social media, printed materials, signage, etc.

More information can be found at www.fedchurch.org/branding.

Telling Our Story also participated in the Lighting of the Spire project and event, which was spearheaded by Bob Munson (TOS Emeritus). Using funds graciously provided through the Trinkets and Treasures proceeds, new energy-efficient lights to illuminate the exterior of the church were purchased and installed. In October, after several years of being dark, the Spire was re-illuminated in a public ceremony featuring remarks by President of Village Council Erinn Grube and Mayor Bill Tomko.

There are still funds remaining in the Rebranding budget that was part of the Rejoice and Renew Capital Campaign and plans for new graphics and signage are in the works for 2022.

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), Ken Horner (Councilor), Jim Scheuermann, Carolyn Shaul, Dawn Herdman, Diana Gardner, Jennie Krutilla, 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.

Although the COVID Pandemic remained a challenge, Spiritual Enrichment activities at Federated continued to thrive. A wide variety of programs were presented either in person, or via technology.

Weekly Spiritual message: We began a weekly offering in Featured at Federated, which offered a spiritual quote to ponder, along with a more light-hearted suggestion for ways to brighten the day and bring a smile during the pandemic. This continued until we were able to attend church in person.

Children's /Family ministries, Youth ministries: Spiritual Formation continued to support staff members working with our children, youth and their families. See separate staff reports for more detail.

Bible Studies:

- The Bethel Bible Series facilitated by Peggie Jo Shinagawa
- The book of James led by Mark Simone
- The book of Philippians also led by Mark Simone

Spiritual Enrichment Programs:

- Understanding communion, a class requested by adults, led by Hamilton Throckmorton and Kiersti Critchfield.
- Spirituality and the Christian Life, a four- week continuation of Spirituality 101, offered opportunities to engage in a variety of spiritual practices. It was led by Mary Senechal.
- Racial Allyship classes continued and were led by various church members in collaboration with the Social Justice Advocacy Ministry team.
- In partnership with Mt. Zion UCC Church, an equal-sized group of Federated and Mt. Zion members engaged monthly in the UCC program "Sacred Conversation to End Racism". This is led by Barry Stees and Rev. Paul Sadler.
- A new study developed by Barry Stees "Centering God, Decentering Whiteness" is currently being piloted by Barry and a group of churches in New Hampshire and is being considered for use by the UCC denomination.
- Tributaries continued to offer programs connecting mind, body, and spirit.

Ministry Teams: Listed below are the ministry teams which are affiliated with the Spiritual Formation Commission. All have been active during this year either in person or on Zoom

- Contemplative Prayer: contacts, Leslie Fincun and Susi Kawolics
- Monday Morning Miracles: contact, Sally Ramsey
- Women's Bible/Discussion Group: contact, Harriett Rogers
- Men's Third Tuesday: contact, Barry Biggin
- Daughters of Abraham: contact, Darlene Nichols

Book Studies: An in-person discussion of Love is the Way, by Bishop Michael Curry, led by Rev. Judy Bagley-Bonner was held during the summer.

Advent Devotional Guide: Once again, with gratitude from the Spiritual Formation Commission, Rev. Susi Kawolics created an Advent devotional booklet. It was also offered online.

The Spiritual Formation Commission extends our gratitude to Rev. Mark Simone for his many years of exceptional spiritual leadership and ministry devoted not only to the youth, but the entire Federated congregation. We wish him well in his retirement.

Spiritual Formation Commission,

Sunny Doxey (Chair), Silvia Kenneweg, Bill Kenneweg, Pete Bednar, Richard Falkenberg, Alexandra Ziots (Councilor)

Highlights from the Finance Committee

The Finance Committee is please to share with you its thoughts regarding the “state of the finances”:

- 2021 was budgeted to have a flat net income, with no deficit or surplus. We ended 2021 with a surplus of \$86,281, which is proposed to be added to the Deferred Major Maintenance Fund. This surplus was primarily due to higher-than-expected pledge receipts and reduced compensation and maintenance expenses related to the Family Life Center (FAMILY LIFE CENTER).
- 2021 pledges collected were 105% of the budgeted 2021 pledges. We thank all members for continuing to support the financial needs of the church during this difficult time. Pledges for 2022 are up 1.6% from 2021, reversing a trend seen in the past several years. This is a significant development for Federated and one that should be celebrated. We are extremely grateful for the generosity of the congregation.
- The church continued to provide current staff members with full salaries and made no reductions to benefits throughout 2021. However, there was significant saving experienced by the reduced staffing related to the FAMILY LIFE CENTER. The 2021 budget included FAMILY LIFE CENTER expenses through June 2021 and the 2022 budget does not include any FAMILY LIFE CENTER expenses.
- The 2021 budget season was exciting and full of optimism. With the first increase in pledges in quite some time and a net surplus from the prior year, Federated was able to significantly increase our percentage of giving to our Missions to 10% of our expected pledges. We were also able to ensure our staffing is correctly aligned going forward and provide cost of living increases to staff.
- Our 2022 budget is balanced with no surplus or deficit and with an emphasis on supporting our missions, growing the church and taking care of our staff.
- While we are pleased with the budget and the flexibility that it provides the church going forward, we are cognizant that expenses have been depressed over the past two years due to COVID-19 and the reduced operations that have been in place. The budget aims to be realistic about the potential expense increases that may occur as the world, hopefully, begins to open up.

Submitted by Brady Hively, Finance Committee Chair

Highlights from the Primetime Committee

Once again, Primetime activities were significantly impacted by the "roller coaster changes in the pandemic". Even though there were no in-person meetings, the Primetime Committee continued to meet and plan virtually. We stayed connected to members by Zoom, phone calls, e-mails, notes, and our newsletter for the first half of 2021.

In May, Dolly Herschel, our talented Primetime Coordinator, retired and we welcomed Melissa Owen, Senior Director of People and Operations as our Liaison.

Activities began with our annual picnic in July, a lively performance from the Great Lakes Theatre group, a non-boat trip and other adventures. Slowly and with challenges, monthly trips, Federated Forum, Bridge and "lunch-out" are resuming.

A special thank you to our dedicated Primetime Committee, Don Hoke (chair), Marilee Biel, Kathie Biggin, Majorie Fow, Bill Mason, Mary Lou Riegel, Linnea Rostek, and Linda Zelazny for having the faith in our mission to enrich and support the life of our senior members.

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.

This 3-5 member standing committee of the church began 2021 with one new member, Annie Yergin, and two open seats. The liaison to Church Council was Beth Rutkowski and the liaison to staff was Melinda Smith. Annie had to step down early in year due to a move out of the area.

In 2021 we offered neither Inquirers (new member) Classes nor Confirmation Classes because of COVID concerns and restrictions. We did however see renewed engagement from some members who had moved out of the area. The continuation of livestreamed worship allowed them to resume attending worship regularly. On any Sunday morning we might have members in NC, SC, FL, WA and AL worshipping with us! Some have even renewed their financial support of Federated by pledging for 2022. In other good news, we have received multiple inquiries from families and individuals interested in learning about membership at Federated, so Inquirers Classes have been scheduled for Spring of 2022.

The cleansing of membership rolls based on non-participation has been temporarily suspended in 2020 and 2021 due to early restrictions on in-person worship and the challenges of identifying who is attending worship virtually. Some deactivation of members did take place warranted by such things as requests, moves and routine cleanup of youth members no longer living at home.

The table below includes statistics from the past four years which were reported to the UCC as part of an annual reporting requirement:

	2018	2019	2020	2021
Baptisms	3	3	2	1
Confirmations	2	8	6	0
New Adult Members	13	22	2	0
Re-engaged Members			9	11
Member Deaths	18	17	19	24
Member Transfers Out	0	4	2	0
Other Removals	72	128	19	66
Total Membership	1030	911	888	798

Submitted by Membership Committee: Beth Rutkowski, Church Council Liaison, Melinda Smith, Staff Liaison

Highlights from the Generosity Commission

In early Spring of 2021, Maren Koepf and Laura Taylor found fresh ideas for the Generosity Commission in an online interactive seminar entitled “*Cultivating Generous Congregations*” presented by the Lake Institute of Faith & Giving and the United Church of Christ Office of Philanthropy. The Commission pursued some of those inspiring ideas during 2021:

- Creating a ‘Growing a Generous Spirit’ pew rack card and Spire articles, sharing words of wisdom that help us frame the life-giving force of a generous life,
- Continuing the Generosity Impact Moment (GIM) videos during Sunday services,
 - The GIM videos celebrate all the touchpoints of Federated and their impact on individuals in our faith family and the community beyond our walls. The videos are planned out in advance, in collaboration with the Fund Development Office, various Commissions and church staff. We welcome ideas from the congregation for future highlights.
- Producing an early ‘Pacesetter’ letter for Federated’s 2022 Invitation to Generosity, giving church leaders the opportunity to live into their leadership role with an early response. The response from lay leadership was enthusiastic, setting a great example.
- Aligning with the learnings and experiences of the Commission members, we intentionally introduced Gratitude Sunday in place of our traditional reference to Commitment Sunday. This enables the congregation to express their gratitude for people, ministries, or mission partners of Federated,
 - Gratitude shields you from negativity, makes you happier, rewires your brain, eliminates stress, heals, improves sleep, boosts self-esteem and performance, and improves relationships.
- Supporting the expansion of initiatives/collections/drives throughout the year, allowing each member and friend the opportunity to be generous whenever their heart was touched by God,
- Designing Generosity Classes with different Commissions and Committees,
 - The Money Matters as Faith Matters class held online in January,
 - Collaborating with the Spiritual Formation leaders to present a Sunday School curriculum about generosity, giving, and gratitude, and
 - The upcoming Generosity at Federated discussion during the next Inquirers class in March.

Throughout 2021, the Commission continued guiding Federated’s faith family towards integrating generosity as part of a year-round invitation. Generosity is a spiritual practice that has an impact on the collective body of God’s Spirit at Federated - for it is the sheer act of giving to the church that makes money sacred! Thank you for joining us and for recognizing that Federated is a valuable partner in your faith journey. We look forward to an energizing 2022!

Yours in Christ,

Eric Goodman, Ken Horner, Maren Koepf, Michael Quintin, Martine Scheuermann, Dawn Thatcher, Laura Taylor (Staff Liaison)

Highlights from the Properties Committee

With the church closed during the first half of 2021 there was not a lot of properties activity. Two meetings were held during the year, one in March and one in September. Work completed included the following,

102 Bell – The house was signed to a two-year lease in February 2021. The garage roof was replaced and drainage around the house improved to minimize basement water intrusion.

76 Bell – Bids were received for construction of the heated pavement for the parking lot entrance as well as the sidewalk in front of the church. Permits were acquired and the project was set to begin, but was postponed to July 2022 because of permit negotiations and supply chain issues in acquiring key system components. New blinds were installed on the Sanctuary south windows. The transition to LED lighting continued. The recarpeting project was put on hold pending identifying a supplier for environmentally friendly floor coverings.

Several issues were identified for future projects.

- Moving the eastern heated stairs from the school parking lot, a portion of the walkway associated with the stairs and the electrical control box off Larry Trace property.
- Moving the electrical service for the heated stairs from 102 Bell into 76 Bell.
- Rehabilitating the western heated stairs from the school property to the parking lot.
- Repairing the retaining wall on the south edge of the parking lot.
- Determining the cause and repainting areas of peeling paint in the Sanctuary.

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 – Tricia Baumgartner, Alex Taylor, Robin Harbage and Rob Goble.

We started the year with \$750,375 and ended with \$794,844 (a 9.2% return) - while also distributing \$54,700 throughout the year.

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 plan - 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 its sixth 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.

Social Justice Advocacy Ministry (SJAM) continues to be very active. Entering our sixth year, we have over 100 folks who receive our communications and generally 20-30 attendees at our events. We offer both education and opportunities to take action! Each month a general meeting and a movie/speaker night occur. Currently meeting on Zoom, we look forward to resuming in-person gatherings with COVID protocols and a continuing Zoom option.

We partner with established organizations whose missions align with ours such as: Northeast Ohio Coalition for Homeless (NEOCH), Heights Friends of Immigrants, HOLA, Ohio Voter Advocates (NOVA), The Community Life Collaborative (CLC), Moms Demand Action, Chagrin Arts, The Ohio Innocence Project, WomenSafe, Chagrin Falls Park Community Center and many others. Our members have long histories as volunteers with many of these organizations and we want to build on their expertise and strategies.

As sampling of our 2021 activities includes:

- **Racial Justice**- Prepared and conducted multiple racial justice awareness discussion groups. Conducted over eight weeks, the groups are either secular or biblically based, depending upon participant interest. We've reached over 100 participants across the United States and Canada.
 - Sacred Conversations to End Racism, is a study and relationship building group of 10 members of Mt. Zion UCC and 10 Federated members. The group meets monthly on Zoom, shares readings, speakers, podcasts and tough conversations. Smaller groups have enjoyed in-person gatherings.
 - Created a self-guided study resource with the help of an undergraduate intern from the College of Wooster. This online resource can be found at www.racialallyship.org. It is a free guide targeted to young adults, but available to anyone. The objective of these study groups is to provide a historical and current understanding of Black history and racial bias, with an exploration of what each of us can do to become proactive racial allies. Contact any member of SJAM for more information or to join a future group.
- **LGBTQ+ Rights**- Co Sponsored a film "Building a Bridge" at the Chagrin Documentary Film Festival. Participated with other churches and organizations in the Trans-Rights Rally held in October at the Bainbridge United Church of Christ. Participated in the Cleveland Pride Parade in June.
- **Creation Justice**- Sponsored a tree planting at the Community Life Collaborative. Organized an electronic recycling day. Hosted seminar on alternatives to electricity and natural gas.
- **Voting Rights**- Participated in the Fair Districts Rally at Bainbridge UCC Church in September. This involved speakers and a letter writing opportunity. About 60 people attended including about 20 from SJAM.
- **Immigration Rights** – Participated with the Community Life Collaborative in The Welcome Kettle Project. Stayed engaged through HOLA, AMIS and Heights Friends of Immigrants with various issues and actions to advance the rights of immigrants.
- **Peace and Healing**- SJAM leaders have been instrumental in organizing several Interfaith Prayer Vigils in 2021.

For more information about SJAM, contact Kathy Franz at kfranz17114@gmail.com or 440-821-7795. One does not need to be a Federated member to become involved.

Highlights from the Community Life Collaborative (CLC)

OUR MISSION: *To engage communities in social and environmental justice by empowering untapped relationships, collaborations, and understandings across boundaries*

The CLC had a monumental year in 2021. In April, a management agreement was signed between the Federated Church and the CLC. Then the CLC took on the day-to-day operations and expenses of the Family Life Center (FLC) in addition to developing collaborations for advocacy and action.

CLC PROGRAM – 2021 YEAR IN REVIEW

- Hired the CLC’s first part-time interim executive director, Lauri Pierce, who began shortly after the management agreement was signed in April 2021.
- Filled part-time FLC Facilities Manager and Volunteer Coordinator positions
- Continued our part-time Office Manager staff
- Expanded our Board of Directors to seven, welcoming Martine Scheuermann and Rev. Cheryl Lindsay
- Brought back Meals-on-Wheels to the FAMILY LIFE CENTER kitchen to serve our community
- Placed beehives on property by beekeeper Gene McCune
- Gene McCune presented a program on importance of honeybees to our ecosystems
- Collaborated with Federated Church SJAM, United Methodist Church of Chagrin Falls and Western Reserve Land Conservancy to plant trees and care for trees; this same group cared for and watered the trees all summer long
- Cultivated collaborations at the Community Life Collaborative Open House
- Pastor Larry Macon presented a Diversity in the Workplace workshop
- Freedom Speaker Series -- Ohio Innocence Project (OIP) – Pierce Reed & exonerees
- Collaborated with SJAM and UCC’s Living Water Association to launch the Welcome Kettle Project to coordinate support to Afghan refugee resettlement in NE Ohio
- Completed a species survey of the property with the expertise of Phil Kinson of the Western Reserve Land Conservancy
- Hosted a Garden Guardians volunteer appreciation event on the labyrinth
- Created a collaboration with students from CEVEC Vocational Schools
- Created a volunteer collaboration with Metzenbaum Sheltered Industries

2021 HIGHLIGHTS FOR MANAGING THE FAMILY LIFE CENTER:

- The CLC worked throughout 2021 to refresh the FAMILY LIFE CENTER after being mostly shuttered for 3 years. We made the garden and grounds more manageable and sustainable and repaired the property as necessary. Those activities included:
 - Painting and cleaning FAMILY LIFE CENTER rooms
 - Deep cleaning carpets throughout the building
 - Painting the street sign
 - Transitioning to eco-friendly products
 - Downsizing the Norling Prayer and Memorial Gardens to be more manageable and sustainable using a generous grant from the Tecovas Foundation in honor of Paul Neidhardt’s retirement; replacing all the garden pathway borders and broken stones using designated church funds for memorial gardens
 - Engaging volunteer teams for the care and maintenance of the gardens and grounds
 - Removing an unsafe bridge on the lawn between the parking lot and the large playground and building a new one in a nearby location
 - Repairing roof leaks over the Chapel and Hearth Room
 - Repairing HVAC (both heating and cooling)
 - Engaging an energy audit through Energility & The Ohio Interfaith Power and Light; improvements made from the assessment recommendations
 - Repairing the kitchen walk-in freezer, ice machine, and dryer

- Contracting snow removal
- Hosted 11 memorial services, one wedding and 32 other related and recurring programs with use contracts
- Federated Church was unanimously approved for another 5 years for a conditional use permit (CUP). CLC provided legal counsel to the church in preparation for and during the Bainbridge Board of Zoning Appeals meeting in October.

We could not have accomplished all this impact and work without our dedicated staff, volunteers, and donors! We are grateful to have a beautiful place to care for and to advance the missions of the CLC and Federated Church. And we look forward to furthering collaborations with Federated Church and other organizations focused on social and environmental justice in 2022 and beyond.

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

Highlights from Youth & Family Ministries

2021 seemed to be a bit of a repeat of 2020 in the world of Youth Ministry at Federated, with a few bright exceptions!

Much of the year was spent outdoors or in locations away from the church building. We had mission events in the parking lot and had gatherings in park pavilions. Junior High and Senior High worked together on several projects, such as the building of bluebird houses for the grounds of the Family Life Center. Our Youth Sunday Worship Service was prerecorded and streamed for our church family. There were many mission collections for the Homeless, Food Pantries and others. The St. Paul's Closet Donations were loaded on the Mission and Service trailer and sent to the St. Paul's Thrift Store.

And then the doors of the church opened for worship and gatherings!

A Group of High School and Junior High Colorado Kids ventured West to the Rockies on our "renewed" 28th annual Faith Journey.

In September our dear Rev. Mark "Sabelo" Simone retired, and things got a little quiet ☺. We miss Mark but wish him well in this next chapter of his journey.

Ingathering at Thanksgiving and a Bake Sale for the St. Paul's Christmas Store Toy shopping trip were highlights in the Fall.

It has been a good year overall.

Prayers for all on this next trip around the sun!

Submitted by Marty Culbertson, Director of Youth Faith Formation

Highlights from Children's Faith Formation

This past year required Children's Ministries to keep much of its programming on hold or online, but the fall brought some welcome changes.

In the winter and spring, Sunday School classes were held on Zoom after the livestreamed worship service. Attendance remained steady at 8-10 students per week. Each lesson included an activity, a story and a discussion following *The Joyful Path* curriculum that was put in place in the summer of 2020. In addition, Ms. Kristin continued to create weekly YouTube videos summarizing the lesson.

For Earth Day, around 50 people (kiddos and their families) joined together for an outdoor program at the Family Life Center. The activities, which were organized by both SJAM and Children's Ministries, focused on cleaning up the grounds and celebrating God's creation.

Over the summer, Sunday School met monthly, outside, as a family event. It was time to take a break from Zoom and enable the kiddos to interact with each other in person, but still in a safe manner. Each gathering included a spiritual exercise, some play and some snacks.

Beginning in September, alongside the reopening of the building, Sunday School returned to in-person. While attendance remains low, averaging 4-8 students per week, it is wonderful to be back in the classroom and Ms. Kristin is hopeful to see more and more kiddos back at church in 2022.

As always thank you for all you do to support our youngest congregants.

Grace & Peace,
Kristin LeFeber, Director of Children's Faith Formation

Highlights from Music Ministries

2021 was a year of incredible growth and renewal for our Music Ministry. While COVID continually made us retool how we safely made music, our various groups proved resilient. Throughout the pandemic, we have found ways to continue to fill our services with a wide variety of music, grow our programs, and open the doors to our community in ways never seen before. I am immeasurably grateful to the many musicians and volunteers who join together to create music every week.

In March of 2021, we were confronted with the unfortunate end of our previous Sanctuary piano. Because of our congregation's incredible generosity, we were able to raise the needed funding to purchase our new Mason & Hamlin concert grand piano. With the help of an amazing team of musicians and advisors, we found what is perhaps the greatest sounding piano I've ever had the joy to play. It is simply stunning and never in my wildest dreams did I think a piano of this caliber could be at our church! To be able to glorify God with such an incredible instrument, alongside our amazing organ, in our acoustically marvelous, renovated Sanctuary: I am spiritually moved beyond words. Thank you!

We are all evolving to cope with COVID and our music groups have been no exception. For the first five months of the year, we were limited to vocal quartets, sometimes eight singers, or even soloists. I was delighted to see the full Choir back in May and then even fuller in September! The group is as connected as ever, still rehearsing in the Sanctuary to better space apart, and humming with creative vitality. Our Bell Choir returned in September after an 18-month hiatus, playing at three services last fall with more planned in the Spring (we would love to have more ringers, by the way!). The Children's Choir showed strong throughout the year and were able to present their annual Christmas pageant and Christmas Eve performances. To see our youth engaged in the arts is always a sight to behold and so important to our future. The RISE Band is now a regular monthly feature at our services and the camaraderie and joy within the group is remarkable. I love working with all these groups and experiencing everyone's involvement come to life.

Our Performing Arts Series is growing tremendously! Randy and Marcia presented a wonderful piano/organ concert in March 2021 which greatly motivated our search for a new piano. They returned for the "Our Piano Future" program in July and I can't wait to join them for our upcoming Piano Dedication Concert. A special, special highlight of last year was the sold-out performance of Handel's "Messiah" presented by Apollo's Fire. The performance was breathtaking and to see Federated full to the last row was very moving. We saw the return of the Burning River Brass in a mesmerizing Christmas concert as well! As Federated favorites, I hope to rekindle lasting relationships with both groups. Our ability to reach our community through our music ministry and Sanctuary venue has incredible potential. Your support for these programs is delightfully appreciated!

As exciting as 2021 was, I have rekindled hope for 2022 and beyond. I believe our music ministry has been built to thrive far into the future. New members to any of our groups are always welcomed. Our music ministry blossoms due to your support and your involvement. Thank you and may God bless you.

Submitted by Joshua Konow, Director of Music Ministries

Highlights from Pastoral Care Ministries

Pastoral Care comes in so many forms from Pastor visits, counseling and phone calls to staff and volunteers checking in, visiting, note writing, keeping our members informed about life events, all serving as support during difficult times, ushering families through transitions, offering kindness, compassion and promoting a sense of belonging. We thank our Pastoral Care team: Pastors, Staff members and our dedicated Volunteers, Prayers and Angels for their thoughtful care of our members and community.

We also thank all of Federated for keeping us informed as we inch out of the pandemic. Our biggest challenge during this time has been 'keeping in the know'. We realize how much we had counted on the flow of information coming through organically – 2021 showed us we have to expand our network and find creative ways to keep the information flowing so our Pastors remain informed and we can all properly serve our members. Look for new touchpoints and avenues of communication in 2022 as we take action on lessons learned.

Do you know about our Prayer and Praise Ministry? It is something happening quietly, behind the scenes: Every week our dedicated group of Prayers hold us up, praying for those who request prayer for themselves and others, praying for peace in our community and beyond, honoring the requests of those preferring anonymous prayer. Our Prayer and Praise Ministry is a dedicated group, working quietly and diligently, uplifting and supporting us with prayer.

Our Pastoral staff team changed this year as Kiersti Critchfield moved on pursue her one of her passions and, of course, Mark Simone retired (you are dearly missed). Rev. Judy Bagley-Bonner has been hard at work in Mark's stead, helping us to better manage our reach; Melinda Smith has stepped up to support the administrative piece, keeping us organized and informed as well as documenting touchpoints and often reaching out herself to check in or let people know we are thinking of them. Peggie Jo has been my tutor and sage, ensuring nothing and no one is missed. PJS, along with the other Angels ensures memorials and weddings run smoothly and flowers are delivered every week. Then there is Rev. Hamilton Throckmorton. He is attuned to our needs even when we are unaware – very recently what was a mistaken phone call turned into a late-night visit and HCT created a loving space for a peaceful transition. We are so blessed.

Our Pastoral Care Team is here to serve Federated and our community. We are always looking for new ways to reach you. Please pass along any pastoral care needs, suggestions, thoughts and prayer requests to Melissa Owen, mowen@fedchurch.org. We are here for you!

Submitted by Melissa Owen, Senior Director of People and Operations

Highlights from the Office of Fund Development

As a staff liaison to the Generosity Commission and The Legacy Fund Committee, I have loved working with:

Generosity Commission

Eric Goodman
Ken Horner
Maren Koepf
Michael Quintin
Martine Scheuermann
Dawn Thatcher

Legacy Fund Committee

Tricia Baumgartner
Pete Franz
Rob Goble
Robin Harbage
Alex Taylor

During 2021 I coordinated or supported many initiatives, including:

- Generosity Impact Moments (GIM) during worship services
 - "Keeper of the Calendar" celebrating the impact of your generosity, strategized with Marty Culbertson

- Worked with Trisha Holland to make all GIM videos viewable on the Church's YouTube Channel with their own GIM Playlist
- Fundraising Initiatives and Invitations
 - Generosity 2021 Invitation
 - An additional ~\$50,000 in pledges was received after 2021 budgeting
 - Performing Arts Series Spring'21 Benefit Concert
 - Easter Lily Fund
 - Spring into Generosity (directed by Mission & Service Commission and Generosity Commission)
 - Sanctuary Piano Initiative (\$126,700+)
 - Wrote proposal and received family foundation grant
 - Generosity 2022 Invitation
 - Initiated early Pacesetter letter to 105 leadership households
 - Coordinated mailing Invitation packets to 632 members and friends
- Wrote Thank You letters for Legacy/General Fund and Special Initiative support, as well as Quarterly Giving Statement letters
- Wrote proposals and received grants
 - for Loaves & Fishes Ministry
 - for Parish Nurse Ministry
- Updated Generosity & Giving webpage format
- Rejoice & Renew Capital Campaign
 - Reviewed project budgets and bills paid through Summer 2021 with Janis Stefanchik, Melissa Owen, Brady Hively, and Keith Mast.
 - Closed out my capital campaign responsibilities with a raised-to-date totaling \$2.956M and a 2.39% unfulfilled pledge percentage rate.
- Reviewed all 2021 pledge payments and non-pledge gifts
 - Federated receives approximately \$45,000 annually from regularly recurring non-pledge gifts to our general fund
 - 23% of all gifts and pledge payments were received via online giving in 2021
 - Regular support from members and friends includes households in
 - Alabama, Arizona, California, Florida, Georgia, North Carolina, New York, Pennsylvania, South Carolina, Texas, and Washington
 - We are thankful for gifts-in-kind throughout the year encompassing video work, printed materials, and office supplies, as well as gifts and grants received from:
 - The Progressive Insurance Foundation
 - Abbvie Inc
 - United Way of Greater Cleveland
 - Tecovas Foundation
 - Deaconess Foundation
 - United Church of Christ Heartland Conference
 - And several financial institutions administering donor-advised funds

- Submitted in Gratitude by Laura Piper Taylor, Fund Development Associate

Ministry Teams & Programs

Federated's Touchpoints

Here is the full list of ministries that were active at Federated Church. Each of these ministries and any new ones that are formed fall under a commission or standing committee. Those in **bold text** were active in 2021, in some fashion, despite the challenges of COVID-19 restrictions and may continue in the future. We hope to see all ministries fully engaged at some point in 2022.

Advent by Candlelight

Angel Food

Angel Rides

Angel Flowers Delivery

Angel Telephone Ministry

Appreciating His Abundance (AHA) Ministry

Bethel Bible Study

Book & Bible Studies

Chagrin Falls Park Community

Center Collections

Children's Choir

Colorado Trip Faith Journey

Communion Classes

**Communion Ministry to
the Confined**

Contemplative Prayer

Daughters of Abraham

Family Ministries

Federated Bell Choir

Federated Choir

Fellowship of Prayer Note Writers

Friends of Nicaragua

Helping Hands Service Projects

Homeless Stand Down Collection

Hosting 12-Step Groups

Hosting BSA Troop & Pack 150

JustHope/Stitching Hope

Leap of Faith Liturgical Dancers

Lenten Book Study

Livestreaming Worship Ministry

Mahjong

Memorial Bakers

Memorial Hosts

Men's Ministry

Monday Morning Miracles Group

Music Classes

Ohio City Power

Performing Arts Series Concerts

Primetime Bridge

Primetime Federated Forum

Primetime Lunches, Walks & Trips

Prayer & Praise Ministry

RISE to Shine Band

Search for the Christ Child

Sit & Stitch Community

**SJAM (Social Justice Advocacy
Ministry)**

SJAM Electronics Recycling

SJAM Movie & Speaker Nights

SJAM Sacred Conversations to End Racism

St. Paul's Loaves & Fishes

Monthly Meal

St. Paul's Parish Nurse Ministry

St. Paul's Thrift Shop Collection

Spirituality & Christian Life Classes

Stairwell Art Gallery

Stephen Ministry

Sunday School (K-6th)

Tributaries - Yoga & Fitness Classes

Trinkets & Treasures Rummage Sale

Ushers and Worship Ambassadors

Virtual Coffee Fellowship

Wedding Hosts

Women's Bible Study

Women's Fellowship

Youth Ministry (7-12th)

“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 2021 Lay Leadership

Church Council

Position	Lay Leader	Representative to
Moderator	Brendan Buescher	
Vice Moderator	Rick Bryan	Nominating & Leadership
Past Moderator	Beth Rutkowski	Membership
Clerk	Peggie Jo Shinagawa	
Treasurer	Jim Cunningham	Finance, Legacy
Councilor 1	Doug Harlan	Administrative Councilor, Properties, HR
Councilor 2	Diane Tuuri	Congregational Care
Councilor 3	Open	Generosity
Councilor 4	Dan Kershner	Mission & Service
Councilor 5	Alexandra Ziots	Spiritual Formation
Councilor 6	Ken Horner	Telling Our Story
Councilor 7	Kelly Kimball	Worship & Music

COMMISSIONS

Congregational Care Commission

Jan Blank, Ruth Eberlein-Kershner, Leah Hassett,
Karen Johns, Judy Riemenschneider,
Karen Zoltowicz (chair),

Generosity Commission

Maren Koepf, Michael Quintin*, Martine Scheuermann
(chair), Dawn Thatcher

Mission & Service Commission

Don Hoke, Karen Anderson, Gay Quintin,
Bill Shaul, Leslie Fincun, Linda Zelazny (chair)

Spiritual Formation Commission

Sunny Doxey (chair), Richard Falkenberg, Bill Kenneweg,
Silvia Kenneweg, Pete Bednar

Telling Our Story Commission

Dawn Herdman, Jim Scheuermann, Carolyn Shaul, Todd
Smith (chair), Diana Gardner, Jennie Krutilla

Worship & Music Commission

Nancy Isham, Laura Reed, Gary Dole (chair),
Sibyl McBride, Susannah Rutkowski

ELECTED COMMITTEES

Finance Committee

Brady Hively (chair)

Human Resources Committee

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

Legacy Committee

Peter Franz (chair), Alex Taylor, Robin Harbage,
Tricia Baumgartner, Rob Goble

Membership Committee

Annie Yergin

Nominating & Leadership Committee

Peggie Jo Shinagawa (chair)

Properties Committee

Keith Mast (chair), Bill Lentz, John Giles

APPOINTED DELEGATES

Living Water Association Delegates

Susan Lampson, Jim Ogle, Kate Walsh

Heartland Conference Delegates

Susan Lampson, Kate Walsh

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: Annie Yergin (MC), Alex Taylor (LC), Bill Lentz (PC), Bill Shaul (M&S), Carolyn Shaul (TOS), Dawn Herdman (TOS), Gary Dole (W&M chr), Gay Quintin (M&S), Jan Blank (CCC), Jim Cunningham (CC Trsr), John Giles (PC), Karen Anderson (M&S), Karen Zoltowicz (CCC chr), Keith Mast (PC chr), Laura Reed (W&M), Leslie Fincun (M&S), Nancy Isham (W&M), Ruth Eberlein-Kershner (CCC)

Lay Leaders – Slate for 2022

Church Council

Position	Candidate	Term
Moderator	Rick Bryan*	2024
Vice Moderator	OPEN	2025
Past Moderator	Brendan Buescher*	2023
Clerk	Peggie Jo Shinagawa	2024
Treasurer	OPEN	2025

Church Council Councilors

Administrative	Candidate	Term
Doug Harlan*		2024
Congregational Care	Diane Tuuri*	2024
Generosity	OPEN	2025
Mission & Service	Dan Kershner	2024
Spiritual Formation	Alexandra Ziots	2023
Telling Our Story	OPEN	2023
Worship & Music	Kelly Kimball	2023

COMMISSIONS

Congregational Care Commission

Position	Candidate	Term
Commissioner	Karen Johns	2023
Commissioner	Leah Hassett	2023
Commissioner	OPEN	2023
Commissioner	Judy Riemenschneider	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2025
Commissioner	OPEN	2025
Commissioner	OPEN	2025

Spiritual Formation Commission

Position	Candidate	Term
Commissioner	Alexandra Ziots	2023
Commissioner	Richard Falkenberg	2023
Commissioner	Pete Bednar	2023
Commissioner	Sunny Doxey	2024
Commissioner	Bill Kenneweg	2024
Commissioner	Silvia Kenneweg	2024
Commissioner	OPEN	2025
Commissioner	OPEN	2025
Commissioner	OPEN	2025

Worship & Music Commission

Position	Candidate	Term
Commissioner	Susannah Rutkowski	2023
Commissioner	Sibyl McBride	2023
Commissioner	OPEN	2023
Commissioner	OPEN	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2025
Commissioner	OPEN	2025
Commissioner	OPEN	2025

Mission & Service Commission

Position	Candidate	Term
Commissioner	Don Hoke	2023
Chair	Linda Zelazny	2023
Commissioner	OPEN	2023
Commissioner	Kathy Kolcaba	2024
Commissioner	Lee Johns*	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2025
Commissioner	OPEN	2025
Commissioner	OPEN	2025

Telling Our Story Commission

Position	Candidate	Term
Commissioner	Diana Gardner	2023
Commissioner	Jennie Krutilla	2023
Chair	Todd Smith	2023
Commissioner	OPEN	2024
Commissioner	OPEN	2024
Commissioner	OPEN	2024
Commissioner	Jim Scheuermann*	2025
Commissioner	OPEN	2025
Commissioner	OPEN	2025

Generosity Commission

Position	Candidate	Term
Commissioner	OPEN	2023
Commissioner	OPEN	2023
Commissioner	Dawn Thatcher	2023
Commissioner	Maren Koepf	2024
Commissioner	Michael Quintin	2024
Commissioner	Martine Scheuermann	2024
Commissioner	Ken Horner*	2025
Commissioner	OPEN	2025
Commissioner	OPEN	2025

ELECTED COMMITTEES

Legacy Committee

Position	Candidate	Term
Chair	Peter Franz	2023
Member	Robin Harbage	2023
Member	Rob Goble	2024
Member	Tricia Baumgartner	2024
Member	OPEN	2025

Nominating & Leadership Committee

Position	Candidate	Term
Member	OPEN	2023
Member	OPEN	2024
Member	OPEN	2025

Finance Committee

Position	Candidate	Term
Member	OPEN	2023
Chair	Brady Hively	2024
Member	Beth Rutkowski*	2025

Membership Committee

Position	Candidate	Term
Member	OPEN	2023
Member	OPEN	2024
Member	OPEN	2025

Properties Committee

Position	Candidate	Term
Member	Bill Lentz	2024
Member	OPEN	2024
Member	OPEN	2025

Human Resources Committee

Position	Candidate	Term
Member	Chris Bednar	2023
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

2022 Pledges

We are grateful to those who have made a 2022 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	Keith & Megan Campbell	Leslie Fincun	Robin Harbage & Katie Swanson-Harbage
Marnie Albers	Mark & Suzanne Carle	John & Cathy Fitzgerald	Doug Harlan
Tom & Heidi Asplin	Nancy Carpenter	Phil & Sally Fogarty	Bob Harris
Jane Badal	Becky Carter	Casey Forbes & Signe Wrolstad-Forbes	Judy Harvey
Jack & Nancy Baker	Jim & Carole Carter	Lou & Marjorie Fow	Mike & Mary Hasman
John & Debbie Baker	Bill & Judie Caster	Dave Bronson & Kathy Franco-Bronson	Leah Hassett
Mary Lou Baker	Doug & Barb Church	Bill & Kathy Franz	Chuck & Sandy Hauser
Ken & Sharen Bakke	George & Ruth Clemens	Pete & Molly Franz	Allison Hawkes
Bob & Cindy Barclay	John & Elizabeth Click	Dave & Chris Frazier	Pat Haynish
Bruce & Becky Bartter	Joie Cody	John & LeeAnn Frederick	Ted & Betsy Hellmuth
Audrey Bashian	Rita Coney	Alan & Lori Frey	Bob & Dawn Herdman
Carol Basler	Kevin & Robin Cooper	Peggy Fullmer	Steve & Laura Hervert
James Bates & Kimberly Stewart	Mark Corrado	Randall Fusco	Skip & Ann-Marie Heston
Bob & Mimi Bathgate	Keith & Irene Cowan	John Gadd	Lily Hill
Gayle Bauer	Walt & Janet Crate	Tim & Diana Gardner	Brady & Ali Hively
Eric & Tricia Baumgartner	Adele Cunningham	John & Sue Giles	Jack & Mary Hobbs
Pete & Chris Bednar	Jim & Carolyn Cunningham	Steve & Cindy Girouard	Kristin & Tim Hofer
Joanie Belair	Tom Dantimo	Pete & Karen Godenschwager	Alan & Lee Hoffman
Janet Berlincourt	Mark & Kathleen Davis	Peter & Emily Godenschwager	Julie Hoffman
John & Marilee Biel	Tom Davis	Richard & Pam Goetsch	Don Hoke
Bill & Jane Biggar	John & Sylvia Debick	Eric & Jill Goodman	Gary & Jean Hood
Barry & Kathie Biggin	Jon Denney	Scott & Julie Gordon	Jane Hoover-Plow
Mary Ann Boysen	Dave & Judy Devore	Mary Griffith	Ken & Kristi Horner
Bill & Lauren Brandon	Dan & Jan DeWeese	Darlene Griffiths	Janey Horth
Lisa Braun	Tina DiFranco	Dan Groth	Jerry & Patty Hridel
Jim & Barbie Breitenbach	Leigh & Cathy Digel	Curtis & Erinn Grube	Joe & Barbara Hudson
Sue Brooks	Mary Dixon	Tom & Claudia Gruen	Anthony & Rebecca Hughes
Don Brown	Gary & Dawn Dole	Burr & Carrie Grunden	Nancy Isha m
Peter & Rose Brown	Mike & Cheryl Dolohanty	Bill & Becky Gruss	Joan Jenkins
Will & Kristin Brown	Terry & Shirley Donley	Dave & Marcy Gurd	Bill & Regina Johannisson
Steve & Sharon Broz	Bob & Sunny Doxey	Leon & Joy Haddix	Lee & Karen Johns
Richard & Judith Bryan	Ruth Eberlein-Kershner	Mari Hageman	Bob Jones & Anita Gage
Bob & Lindy Bryson	Marty & Jane Eble	Jackie Hallack	Rick Jones
Ray & Kathy Bryson	Roger & Brenda Ehle	Marlene Hallack	Padi Joseph
Brendan & Lisa Buescher	Joan Elliott	LeeAnn Halley	Rich & Susi Kawolics
Ann Bullen	Barb Erdelack	Scott & Jody Halley	Bill & Silvia Kenneweg
Anne Burr	Jay & K-Leigh Ericson		Jane Kenneweg-Welch
Norma Burrows	Herk & Kris Exline		Dan Kershner
Joan Butler	Richard & Lisa Falkenberg		Lynne Kessell

2022 Pledges

We are grateful to those who have made a 2022 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	Jeff & Lauren Miller	Linda Robertson	Amanda Taylor
Eric & Kelly Kimball	Mike & Lynn Miller	Shawn & Brooke Rockhold	Derek & Stacey Taylor
Pat King	Patty Mills	Carol Rogers	Laura Taylor
Paul & Maren Koepf	Larry & Joyce Moore	Harriett Rogers	David Telfer & Ilona
Dana Korosi & Gylene Pelton	Marty Moore	Joseph Rose & Kristina Morgan	Chambre-Telfer
Tony Kotnik & Maureen Corrigan	Mike & Ruth Moore	Linnea Rostek	George & Kris Tesar
Bill & Cherly Koza	Tom & Marilyn Morrow	Terrence & Carole Rounds	Brian & Dawn Thatcher
Susan Krajewski	Bob & Tami Munson	Bob & Beth Rutkowski	Hamilton Throckmorton & Mary Senechal
Judy Kramer	Sharon Munson	Louise Rutkowski	Brian & Julie Tutkovics
Don & Charlene Krejci	Anne Murphy	Tim & Heather Ryan	Diane Tuuri & Ward Pierson
Mary Kudasick	Steve & Hope Murphy	Bill & B.J. Schatz	David & Anne VanWagoner
Carol Laird	Lynne & Kathy Muzik	Paul & Valerie Schefft	Bob & Liz Vargo
Betsy Lancaster	Jack & Lorna Nafziger	Jim Scheuermann	Laura Vargo
Gloria Lapsansky	Paul Neidhardt	Martine Scheuermann & Marty Culbertson	Joe & Sue Ellen Vayda
Jamey & Kelly Lawrence	Darlene Nichols	Gus Schrader	Dean & Sue Vecchio
Scott & Lydia Lax	John & Linda Nichols	Cindy Scott & Miriam Huebscher-Scott	Arturo & Mary Ann Viveros
Bill & Ann Lentz	Rita Nichols	Sandy See	Heather Wagley
Bill Lineweaver	George & Kim Oliver	Jeri Shaffer	Don & Carole Wakeman
Cal & Kim Lockert	Jim & Sue Ollinger	Bill & Carolyn Shaul	Kristen Walenga
Bill & Sue Lundstrom	Rita Owen	Gail & Jack Shelley	Mike & Kate Walsh
Byron & Elsie Lutman	Janet Peters	Alan & Peggie Jo Shinagawa	Rannigan Walsh
Patti Lyden	Michael & Wendy Pierce	Nancie Skonezny	Dave & Cathy Watterson
Sally Lyle	Marilyn Pierson	Barb Smith	Doug Welling
Dave & Elaine Maine	Chuck & Cheryl Pitcock	Jim Smith	Kay Wellman
Judy Majcen	Don & Carol Poe	Terry Smith	Ed & Judy Weston
Liz Manchester	Greg Polyak & Marcia Snively	Todd & Melinda Smith	Jim & Claudette Whitelaw
Jon & Polly Manke	Gerry & Marie Powers	Dan & Sandi Sommers	John & Shauna Widman
Mark & Sue Mansour	Dave & Betty Pugh	Carol Sparker	Larry & Lee Wiley
Bill & Carole Mason	Michael & Gabrielle Quintin	Don & Connie Sperry	Ollie & Anne Wingfield
Dave & Betsy Mast	Thaddeus & Dorothy Quintin	Jim & Linda Squire	Elaine Witmer
Keith & Jan Mast	Anne Randall	Barry & Melinda Stees	Al & Rebecca Woehrle
Dick Masters	Dick & Kathy Rayer	Myia Sterling	Curt Woodworth
Dick & Sibyl McBride	Laura Reed	Janet Strain	Christy Wynveen
Mort & Caroline McClennan	Harry Rees & Karen Anderson	Dave & Holly Strauch	Jim & Kathie Young
Jim & Melody McClurg	Don Rice	Susan Sulcs	Jack & Barb Youshak
Joyce McFarland	Carolyn Richardson	Anne Swegan	Bill & Linda Zelazny
John & Laura McMullen	Mary Lou Riegel	Alex & Alice Taylor	James & Alexandra Ziots
Debbie Medlar	Judy Riemenschneider		Kathy Zmich
Scott & Mindy Meneely	Joyce Ritchie		Karen Zoltowicz
Carol Messerly	Joy Robertson		
Tom & Sandra Meyer			

Please note this list includes everyone who pledged as of February 14, 2022.

Proposed Changes to the Constitution – Quorum

Church Council recommends to the Congregation at the 2021 Annual Meeting to change the Constitutional criteria for a quorum for Annual Meetings and any other special meetings of the Congregation to be 10% of the Members of the Church

ARTICLE XI—CONGREGATIONAL MEETINGS

SECTION 1 - ANNUAL MEETING

C. Quorum:

Quorum for the Annual Meeting shall be at least ~~100~~ 10% of the Members of the Church. (page 15)

SECTION 2 - OTHER MEETINGS

C. Quorum:

Quorum for a special meeting shall be at least ~~100~~ 10% of the Members of the Church (Page 16)

Proposed Changes to the Constitution – Suspension

Church Council recommends to the Congregation at the 2021 Annual Meeting to suspend up to March 1, 2024 specified articles of the Constitution as they relate to the Governance Model as articulated below:

ARTICLE VIII – GOVERNANCE STRUCTURE

SECTION 1 - CHURCH COUNCIL

A. Church Council Organization (beginning Page 4)

During the course of the suspension of the Constitution up to March 1, 2024, the members of Church Council and/or the liaison relationships could change to reflect the changes in the Governance Model. For example, if a Commission or Committee is suspended, changed or added then the corresponding Councilor representation may change as well.

Note: The terms of office for Church Council members remain the same. (Page 5)

B. Church Council duties and responsibilities

3. Church Council individual duties and responsibilities (beginning on page 5)

During the course of the suspension of the Constitution up to March 1, 2024 the duties and responsibilities of a Church Council member could change to reflect the changes in the Governance Model. For example, if a Commission's or Committee's duties and responsibilities change then the corresponding Church Council member's duties and responsibilities could change.

SECTION 2 - STANDING CHURCH COUNCIL COMMITTEES (Beginning on page 7)

During the course of the suspension of the Constitution up to March 1, 2024 the duties and responsibilities of a Standing Church Council Committee could change; they may be suspended, moved to another committee or commission or new duties and responsibilities assigned. Depending upon the changes a Standing Church Council Committee may be added or suspended.

SECTION 4 - COMMISSIONS (Beginning on page 10)

During the course of the suspension of the Constitution up to March 1, 2024 the duties and responsibilities of a Commission could change; they may be suspended, moved to another committee or commission or new duties and responsibilities assigned. Depending upon the changes a Commission may be added or suspended.

Each of the ~~six~~ Commissions is responsible for a crucial facet of church life, and for the Programs and Ministry Teams that serve that facet. Each Commission consists, ~~subject to the amendments above~~, of no fewer than six (6) and no more than nine (9) members, one Councilor who serves on Church Council, and at least one staff representative.

During the course of the suspension of the Constitution up to March 1, 2024 terms of office for all lay Commissioners are ~~three (3) two (2) years with a maximum of two (2) consecutive terms~~. The terms should be staggered to ensure continuity of leadership.

Minutes from the 2020 Annual Congregational Meeting of the Federated Church

Sunday February 28, 2021

Due to COVID-19, the Annual Meeting was held via Zoom. Both the Annual Report and Annual Financial Report were mailed to each member-household three weeks prior to the meeting. Two opportunities for members to practice using Zoom were offered in advance of the meeting.

Opening Prayer – Rev. Mark Simone, Associate Pastor, led the congregation in opening prayer at 11:15 pm

Call to Order – Beth Rutkowski, Moderator of Church Council, called the meeting to order. A quorum was declared present with at least 114 “logged-in” with many households having more than one member present.

Protocols for Zoom Annual Meeting

Ken Horner provided some logistics and protocols for Zoom meetings, including voting. Ken announced that the meeting is being recorded.

Review of the Agenda

Beth reviewed the Annual Meeting’s Agenda and suggested attendees reference their copy of the 2020 Annual Report and 2020 Annual Financial Report throughout the meeting which were mailed in advanced.

Approval of Minutes

Beth moved to approve the minutes of 2019 Annual Congregational Meeting for the Federated Church on February 23, 2020, as printed in 2020 Annual Report on pages 28-33.

- Motion by Beth Rutkowski to accept the minutes by Beth Rutkowski
- Seconded by Kelly Kimball
- 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 of 2020 which was an “unforgettable year” in our world and in our church. And while it was a year of losses (e.g. graduations festivities, wedding and funerals postponed, being together, the passing of friends and family) it has been a year of gains (e.g. new hobbies, new ways of gathering). Federated quickly moved from in-person worship to livestreaming worship where we were able to reconnect with former members across the country, which has been a real blessing. We have also started new ministries such as the Angel Telephone Tree, Angel Errands and Congregational Contact ministries, and organized interfaith services and many different kinds of Bible studies. What is exciting is that we can keep what we’ve learned after we’ve come together again.

On Rally Day in September, we kicked off a process to develop a Visionary Action Plan (VAP) led by the Convergence Organization. Nearly 250 individuals participated in an online survey, and the VAP team conducted both internal and community-based interviews as part of the initial assessment phase, and soon we will be moving into next phase of envisioning Federated’s future.

At last year’s Annual Meeting the congregation approved moving into a partnership arrangement with the Community Life Collaborative (CLC). Unfortunately, there have been delays in moving ahead with this partnership due to COVID and learning of zoning restrictions for the Family Life Center (FAMILY LIFE CENTER) property. Also, the CLC and Federated’s

leadership, along with legal counsel, have learned that a management agreement, rather than a lease agreement, is a better approach and both groups are now working collaboratively to finalize the details to move forward.

Vision for the Future

Brendan Buescher, Vice Moderator and incoming Moderator thanked Beth for serving as Moderator for two years, rather than the usual one-year term, and thanked retiring members of Church Council, Elaine Witmer, Shawn Rockhold and Maren Koepf for their service.

The top three priorities for 2021 are:

- Finalize the management agreement with the CLC and turn over the FAMILY LIFE CENTER's operations to the CLC
- Develop a reopen plan for Federated for in-person worship and gathering balancing our desire to be together against the risks associated with COVID
- Mobilizing the Visionary Action Plan

Questions and Comments from the Congregation for Beth and Brendan

- Will livestreaming continue when in-person worship resumes?
 - Yes. We have invested in equipment to ensure that the livestreaming worship can occur
- What are the differences between a lease agreement versus a management agreement with the CLC?
 - Both are legal binding documents with the same indemnity and assigned responsibilities language which was agreed to last year
 - With a management agreement, Federated will be hiring the CLC to manage the property and activities at the FAMILY LIFE CENTER which is viewed more favorably by the Bainbridge Zoning Authority (BZA)
- Does the BZA need to approve the management agreement?
 - No, but we are going to be very transparent with them about how Federated and CLC are moving forward
- Will the CLC still be financially responsible for the FAMILY LIFE CENTER?
 - Yes, and the financial responsibilities discussed last year are the same
- Why hasn't the reopening plan been finalized?
 - Brendan clarified that Hamilton and Melissa have been in discussion with the UCC, and it would be more accurate to state that we are finalizing our reopening plan
 - Beth reiterated that there have been many forms of communications to the congregation with respect to the plans for reopening, and the current reopening date is at the end of April.
- How much of a factor that our leadership and membership are aging has influenced our decision to remain closed?
 - Not at all. All of our conversations are focused on the safety of the entire congregation
 - With vaccinations just underway, many things are changing and being considered for reopening
- Opinions were shared to reopen as soon as possible.

Rebranding Initiative

Three leaders of the Rebranding Committee of the Telling Our Story Commission led a presentation of the Church's new branding as a result of a year-long initiative funded by the Capital Campaign.

- Bob Munson, described the significance of the Rebranding project for Federated Church as printed in 2020 Annual Report on pages 9 and the importance of consistent communication messaging.
- Diana Weber-Gardner, Chair of the Rebranding Committee, introduced the Branding Video that she produced which explained the new logo that Rev. Throckmorton believes is "theologically right" for Federated with its "emphasis on living our faith." She recognized the Core Committee who worked with the brand agency OrgStory for all of their brilliant effort during this pandemic: Trisha Holland, Bob Munson, Jim Scheuermann, Todd Smith, Laura Piper Taylor, as well as the other members who assisted with its rollout.
- Todd Smith, chairperson of Telling Our Story, described the "sub-branding" structure with its four messaging pillars, Support, Worship, Act and Grow, which enables each ministry team to have its own brand and roll out in 2021. Todd shared the upcoming training schedule for staff and lay leadership and extended an invitation for anyone to attend a

workshop in order to ensure consistent messaging across our various communication platforms both internally and externally.

Recognition of Retiring Lay Leaders

Peggie Jo Shinagawa, chair of Nominating and Leadership Committee, referenced page 24 of the 2020 Annual Report, thanking the retiring lay leaders and acknowledging those individuals who agreed to serve since last year's Annual meeting.

Formation of the Generosity Commission

Ken Horner, Councilor for Telling Our Story and member of the Stewardship Committee, shared the background leading to the formation of a new commission, the Generosity Commission. The desire is to move from a make-the-budget pledging mentality to a year-round, intentional, celebratory practice. Ken shared how this new approach will connect across the Commissions. By replacing the Stewardship Committee with the Generosity Commission, we are better able to fully recognize a) the existential nature of generosity at Federated Church and b) the idea that generosity becomes an integral part of our spiritual life at Federated Church

- Motion to approve the Constitutional Amendment to replace the Stewardship Committee with the Generosity Commission as it appears in the 2020 Annual Report on page 15 by Ken Horner
- Seconded by Harriett Rogers
- Discussion: None
- Vote: Recognizing some "no" votes were voiced, a Zoom poll was taken with 99% approved, and 1% disapproved
- Result: The motion passed

Election of Lay Leaders

Peggie Jo noted the following corrections to the page 25 of the 2020 Annual Report:

- Jennie Krutilla was a mid-term election serving on the Telling Our Story Commission, class of 2023
- Keith Mast is serving as the chair of the Properties Committee

Peggie Jo noted the following additional nominations since the printing of the Annual Report

- Rob Goble to serve on the Legacy Committee, class of 2024
- Bill and Silvia Kenneweg to serve on the Spiritual Formation Commission, class of 2024

Peggie Jo commented that 65% of those who could have retired chose to continue to serve.

- Motion by Peggie Jo Shinagawa to approve the individuals who are presented with an Asterisk (*) on page 25 in the 2020 Annual Report "Lay Leader – Slate for 2021" in addition to Rob Goble to serve on the Legacy Committee, class of 2024 and Bill and Silvia Kenneweg to serve on the Spiritual Formation Commission, class of 2024
- Seconded by Ken Horner
- Discussion: None
- Vote: Unanimous voice vote
- Result: The motion passed; the slate of officers was approved as amended

2020 Financial Report & 2021 Proposed Annual Budget

Jim Cunningham, Treasurer, commented that navigating during COVID offered some unique challenges and expressed his sincere appreciation and thanks to everyone serving on the Finance Committee and is pleased to report that Federated has emerged financially sound. Referencing page 2 of the 2020 Annual Financial Report Jim highlighted

- 95% of 2020 pledges were received
- \$30K of 2020 non-pledge/loose collected
- Budgeted FAMILY LIFE CENTER expenses thru June, but actuals reflect FAMILY LIFE CENTER expenses for the full year
- 2020 payroll had modest increases

Next Jim reviewed the Balance Sheet from page 3 and the 2021 Budget on page 2 of the 2020 Financial Annual Report, noting:

- 9.2% decrease in 2021 pledges continuing downward trend
- Outside rental income does not have any FAMILY LIFE CENTER rental income; includes 102 Bell Street rental income
- FAMILY LIFE CENTER utilities costs through June
- Building closed through June 30
- Mission and Service budget reduced by 9.2% due to decrease in pledges for 2021
- Debt restructuring requires no payments to line of credit vs a loan
- PPP loan is being carried as a liability. Forgiveness is expected

Jim thanked everyone who served on the Finance Committee, Janis Stefanchik, bookkeeper, and retiring Finance Committee Chair Becky Gruss for all of their hard work during this pandemic.

Questions and Comments:

- Question about the number of giving units and dollars per giving unit
 - Ken Horner commented that the number of giving units is down slightly due to normal attrition, but the per unit giving is up. Also the Generosity Commission will be researching why there are a substantial number of households who don't pledge
 - Laura Taylor shared that there are 27 new giving units
- Question asked about the disparity between the Church Council's position that buildings will open in June and budget assumption they will open in April.
 - Beth and Jim clarified that Church Council had to put a marker in place for budgeting purposes for reopening the buildings and that was June, knowing that Council will be reviewing if the buildings will open in April; at this time no one knows when the buildings can reopen.
 - Jim highlighted that on page 2 in the 2020 Financial Reports at far right is a column that estimates what the 2021 Operating expenses would be if the buildings were open for a full year, which results in a \$71K deficit
- Members from SJAM would like to discuss with the Finance Committee the social disparity - especially in low-income housing - within the banking industry and to learn which banks Federated is using to see how they line up with these social justice issues.
- Jim clarified that the new line of credit is just a standard line of credit

Motion to approve 2021 Budget:

- Motion by Jim Cunningham to accept the 2021 Budget as it appears on page 2 of the 2020 Financial Annual Report
- Seconded by Harriett Rogers
- Vote: Unanimous voice vote
- Result: The motion passed; the 2021 Budget was approved as published

Capital Campaign Update – 2020 Annual Report - Page 22

Laura Taylor shared the 2020 Capital Campaign Overview:

- 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, compared to the national campaign average of 4%
- Remaining campaign payments total less than \$50,000
- Quarterly review by Becky Gruss, Brady Hively, Keith Mast, Melissa Owen, Janis Stefanchik, Laura Taylor
- Total Raised-to-date: \$2,957,980 (Minimum goal was \$2.3 million; Challenge goal was \$3 million)
 - Received commitments from 316 households and foundations
 - Includes deferred gifts, matching gifts, and gifts-in-kind
 - Includes 7 funded Gift Opportunities
 - Church Council approved work on all projects under \$3M level

- 100+ volunteers devoted countless hours to make this campaign such a success!
- Total Spent-to-date: \$2,481,538 on 27 projects

Capital Campaign Update - 2020 Annual Report - Page 16

Keith Mast shared that while the properties were closed, the Properties Committee was very active with the day-to-day operations when we did not have an Operations Manager. The following is an update on the Capital Campaign projects:

- Deferred major maintenance account fully funded
- Equipment purchased for live streaming in the Sanctuary
- Key card security system installation completed
- Narthex electrical panel and new dimmer switches installed
- Bathroom fixtures being replaced with touchless technology
- New Sanctuary blinds installed
- Flooring project in 76 Bell Street ongoing
- Parking lot rehabilitation project engineering completed, construction in planning
- Continued transition to LED lighting

Remaining Capital Campaign projects are being worked on

- New Altar Cross
- Computer Server (complete Feb 2021)
- Finish new flooring
- New dishwasher
- Bell Street driveway/parking lot improvement
- Sanctuary Blinds (complete Feb 2021)
- Finish bathroom fixtures and LED conversion
- Fund new options to attract young families

Legacy Fund Update

Pete Franz acknowledged and thanked the members of the Legacy Committee and welcomed the new members. Referencing the 2020 Annual Financial Report on Page 7, Pete highlighted

- The increase in the “Contribution to the General Fund” category is catching up a bit on the funds given between 2016-2018 to the Operating Fund.
- Question was asked if the stocks Federated is invested in are socially responsible funds, to which Pete stated that some were and some may not be, and would be happy to discuss this topic in more detail.

Mission and Service Commission – Linda Zelazny

Linda acknowledged and thanked all the members of the commission and welcomed the new members. Linda reviewed the spending in 2020 by referencing the Mission and Service Commission report on page 7 of the Annual Report.

- Total Giving from 2020 M&S Budget - \$58,233; \$22,435 went for 5 for 5 UCC Offerings
- Mission Partners received \$39,732
- Christmas Eve Offering 2020 was \$49,605 which was divided up equally between our four mission partners: St. Paul’s Community Church, Chagrin Falls Community Center, Family Promise, Just Hope – Nicaragua
- Federated continued to support St. Paul’s through the pandemic and she thanked Jim Scheuermann for providing bagged lunches during the pandemic and Kathy Kolcaba for the parish nurse program.

Social Justice Advocacy Ministry – SJAM

Dan Kershner, Mission and Service Councilor, referencing Social Justice Advocacy Ministry on Annual Report Page 17, provided an update on the fourth year of the ministry team, SJAM, who works on Social and Environmental Justice issues through educational opportunities and experiential events.

2020 Highlights include:

- Partnership with Mt. Zion has been recognized by the UCC as model of inter-racial connection and understanding
- Received over \$10,000 in donations from individuals' first stimulus checks to provide emergency support to HOLA and NEOCH. Since Mission budget was reduced by 9% for 2020, W&M decided to offer another opportunity to donate the second stimulus check to the mission portion of its budget.

Constitutional Amendment for Active Membership Criteria

Maren Koepf thanked members for serving on the Membership Committee. Maren shared that a "membership" definition is necessary for governance and voting purposes. The Membership Committee recommends new wording as more fully described on page 12 of the 2020 Annual report that would

- Focus on what members do to qualify as "active"
- Formalize a "Friend of the Church" status
- Acknowledge participation on a Ministry Team as an indicator of being active
- Shorten the assessment period from 2 years to 1 year

Motion to approve amended Constitutional language for Active Membership

- Motion by Maren Koepf to approve the constitutional amendment for active membership criteria and "Friend of the Church" status as stated in the 2020 Annual Report on Page 13
- Seconded by Harriett Rogers
- Discussion: None
- Vote: Unanimous voice vote
- Result: The motion passed; the amendment was approved

Staff Update Melissa Owen, Senior Director of People & Operations,

- Melissa thanked staff, lay leaders and members for their help as she settled into her position
- No new staff have been added and the existing staff have taken on new tasks

Questions or Comments from the Congregation – Beth

- Jacob and Kin are no longer employed at Federated, and if more information is needed please contact Melissa
- We are tracking attendance based on You Tube statistics. We would benefit from knowing who is actually attending worship and ask that an email to fedchurch.org sharing your viewing would be helpful.
- In Zoom chat: "What a lot of faithful work is represented in this meeting. Thank you all"

Thanks to Beth – Brendan

Brendan thanked Beth on behalf of congregation for her amazing leadership, faithfulness, energy, commitment and guidance for her 2-year term. Brendan presented her with a gift certificate to Walden Spa and wine.

Closing Remarks and Prayer – Hamilton

Hamilton shared how much he misses being with the congregation in-person. He thanked the congregation for the many ways they have responded to this extraordinary, odd year and how they have given themselves to the work and presence of God in the many ways to connect, be involved in justice as well as financially. Hamilton also celebrates the resilience of the staff by adapting to the significant changes this past year and for their wonderful work. Hamilton is enormously grateful for having Melissa as a colleague and how she has involved herself in every dimension of church life. And finally, to Beth who has been a remarkable Moderator, who connects with people and is an excellent communicator.

As we move into the new year Hamilton really loves our new brand with the emphasis on living our faith in a variety of ways. We are blessed with the opportunity to touch each other and the community in unique ways. The new Generosity Commission offers us new ways to living to enhance the world.

Hamilton closed the meeting in prayer at 1:40 pm.

Motion to adjourn the meeting

- Motion accepted by Beth Rutkowski
- Seconded by Peggie Jo Shinagawa
- Discussion: None
- Vote: Unanimous voice vote
- Result: The meeting ended

Respectfully submitted by
Peggie Jo Shinagawa, Clerk

Minutes from the June 2021 Special Meeting of the Federated Church Sunday June 25, 2021

The purpose of the meeting, as stated in multiple bulletins and weekly emails to the congregation, is that Church Council is calling a hybrid In-person and Zoom Special Meeting of the Congregation for the purpose of authorizing the purchase of a new piano for the Sanctuary.

Beth Rutkowski, Former Moderator, called the meeting to order at 11:10am and announced:

- the meeting was being recorded
- a quorum is present via Zoom and in-person
- she would preside over the meeting because the Moderator, Brendan Buescher, was away

Rev. Judy Bagley-Bonner led the congregation in an opening prayer.

Beth stated that this Special Meeting was being called because the Federated's Constitution requires that all purchases over \$100,000 must be approved by the congregation. The selection of the Piano Initiative Committee had the unanimous support of Church Council, Rev. Hamilton Throckmorton, and the music staff.

Joshua Konow, Director of Music Ministries, shared:

- the need to replace the existing piano
- the committee members
- the process to research and ultimately the selection of the piano
- the six "finalists"

At the time of the meeting, over \$121,000 had been raised from individual donations and unrestricted designated funds and that no funds from the budget would be used to purchase the piano. Any donated funds in excess of the purchase price of the new piano would be placed in the Keyboard Fund.

- **Motion** made to approve the purchase of a piano for the Sanctuary not to exceed the funds raised for this purpose by Beth Rutkowski
- **Seconded** by Harriett Rogers
- **Discussion/Questions**
 1. Will those who contributed to the memorial and music ministry designated funds be contacted?
 - If any designated funds are needed, then yes, if known, those individuals who contributed will be contacted
 2. What is the life-time expectancy of the piano?
 - At least 40 – 50 years
 - With proper care a piano's life expectancy can be over 100 years
 - A humidity control system is contained within piano which will help greatly
 3. What is the price range being considered?
 - While a maximum of \$165,000 has been set, only the funds raised will be used to purchase the piano
 4. Please explain the process in more detail
 - Joshua briefly reiterated the process, reminded the congregation of the recent Spire article which described the process in more detail, and his willingness to share more details on a one-on-one basis
 5. Were designated funds in memory of Bill Foley used?
 - Yes, and Carol Foley was informed
 - In order to start the process, unrestricted memorial funds were used and Laura Taylor, Fund Development Associate, will contact individuals who had contributed to memorial funds, if these funds are needed
 6. What will happen to the current piano?
 - Its trade-in value will be part of the purchase price
 7. Does the piano have any electronics?
 - No, only a humidity control system has been added
 8. Does our current HVAC system support the piano?
 - Although many improvements have been made to the HVAC system, the committee thought it best to also have the humidity control system installed in the piano
 9. Offer to donate a baby grand Steinway to the church – maybe to FAMILY LIFE CENTER
 - The generous offer is very much appreciated
 10. Is the cost of the humidity control system part of the project and therefore, no cost to the church budget?
 - Yes, it is included as part of the project to purchase a new piano

A "call for the Question" was made and Beth reiterated

- **Motion** to approve a purchase of the piano for the Sanctuary not to exceed the funds raised for this purpose
- **Vote:** Unanimous voice vote both in-person and via Zoom
- **Result:** The motion passed

Meeting adjourned at 11:35am.

Respectfully submitted,
Peggie Jo Shinagawa, Clerk

Minutes from the September 2021 Special Meeting of the Federated Church

Sunday September 26, 2021

The purpose of the meeting, as stated in multiple bulletins and weekly emails to the congregation, is that Church Council is calling a hybrid In-person and Zoom Special Meeting of the Congregation to elect the following people to serve on the Associate Pastor Search Committee: Dawn Dole, chair, Curtis Grube, Brady Hively, Dan Kershner, Kelly Kimball, Susannah Rutkowski, Alexandra Ziots, and Rev. Hamilton Coe Throckmorton.

Rick Bryan, Vice Moderator, called the meeting to order at 11:15am and Rev. Hamilton Coe Throckmorton led the congregation in an Opening Prayer.

Rick announced:

- the meeting was being recorded
- a quorum is present via Zoom and in-person
- he would preside over the meeting

Rick stated that this Special Meeting was being called because Federated's Constitution requires that the Associate Pastor Search Committee be elected by the Congregation.

Rick shared his background. He then briefly described the process by which the search committee was formed and the selection process for the new Associate Pastor, including that congregation will have an opportunity to approve the candidate.

Rick stated that the Strategic Plan is nearly ready to be shared with the entire congregation and the actual job description for the Associate Pastor was being developed.

Motion to elect the following people to serve on the Associate Pastor Search Committee: Dawn Dole, chair, Curtis Grube, Brady Hively, Dan Kershner, Kelly Kimball, Susannah Rutkowski, Alexandra Ziots, and Rev. Hamilton Coe Throckmorton was made by Peggie Jo Shinagawa, Clerk

- **Seconded** by Bill Franz
- **Discussion/Questions**
 1. How many potential candidates do we expect will apply?
 - It's uncertain; it is true, there is a steady decline in individuals who wish to serve
 2. How will the positions be publicized?
 - Within the UCC locally, regionally and nationally
 - Within seminaries
 - Candidates from other protestant denominations may apply
 3. What was the scope for the selection of this search committee?
 - Church Council began in August to consider individuals to serve
 - Hamilton helped with the selection of the members
 - Wanted to have a balance representation on the committee with a youth, young family and Church Council
 - Wanted to wait to form the committee until we had celebrated Rev. Mark Simone's ministry at Federated
 4. What kind of training will the members of the search committee have to determine the skill set required for this position?
 - While there are people with experience in interviewing on the committee but there will need to be some training

- In addition to the job description, the Council will be defining in more detail the characteristics and duties for this new position
 - Committee will work with Melissa Owen, SDPO, and our Human Resources Committee to insure all the proper procedures and protocols are followed
5. To what degree has Council, as the governing body, defined how we want the church to grow?
- The Strategic Plan in conjunction with reviewing both Rev. Mark Simone and Rev. Susi Kawolics responsibilities are being used to develop the job description.
 - Federated has adapted a new lay leadership model for working with the youth which is in keeping with what other churches are doing so has not to be reliant upon having Youth Minister

Rick called for the vote on the

- **Motion** to elect the following people to serve on the Associate Pastor Search Committee: Dawn Dole, chair, Curtis Grube, Brady Hively, Dan Kershner, Kelly Kimball, Susannah Rutkowski, Alexandra Ziots, and Rev. Hamilton Coe Throckmorton
- **Vote:** Unanimous voice vote both in-person and via Zoom
- **Result:** The motion passed

Meeting adjourned at 11:37am.

Respectfully submitted,
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=WEVFN2RrbUFtbndaVHkxaC9ZdldGQT09>

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), 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), 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 video camera, 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 online for the February 27th 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 please contact us:
 - Melissa Owen 805.636.4256 or mowen@fedchurch.org
 - Peggie Jo Shinagawa 440.543.5974 or pjshinagawa@windstream.net



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