



federated

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2022 Annual Report
and
Congregational Meeting
February 26, 2023

Agenda

Annual Meeting of The Federated Church United Church of Christ

Sunday, February 26, 2023 at 11:15 AM

Meeting held in the Sanctuary and via Zoom

<https://us02web.zoom.us/j/81072298560?pwd=YWN5MC9wL2dCaEJGNFdndUFBOTltdz09>

or if you do not have the internet, join by phone: **1.301.715.8592**,

Meeting ID: 810 7229 8560, 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. Betsy Wooster

Call to Order

Approval: Minutes for Meetings

2022 Annual Meeting (February 27, 2022)

Special Meeting (June 26, 2022)

Year in Review – Rick Bryan, 2022 Moderator

Vision for the Future – Adam Graves, 2023 Moderator

Recognition of 2022 Lay Leadership

Approval: Election of Lay Leadership for 2023

Financial Annual Report – Brady Hively

Approval: 2023 Budget

Legacy Committee Report – Robin Harbage

Mission and Service: Affirmation of Federated Creation Justice Covenant

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 has been my honor to serve as the Federated Church Council Moderator for the past year. It has been a hard-working Council with faithful and passionate members focused on the strategic issues of the church. They have represented your interests and concerns on many occasions.

We have been blessed with the leadership of Past Moderator Brendan Buescher and upcoming Moderator Adam Graves. As a congregation we are fortunate to have the talent and dedication of Clerk Peggie Jo Shinagawa. Her organization and knowledge have been central to our good work.

The Church Council designated three major goals for the year. The first was to support the work of the Associate Minister Search Committee, headed by Dawn Dole. We have all been the beneficiary of their recommendation that has brought Betsy Wooster to our church. She has been a wonderful presence in our worship life, a significant leader in the Spiritual Formation Commission, and the guiding spirit that has expanded our Sunday School and confirmation classes.

Secondly, we sought to take a leadership role in the implementation of the Visionary Action Plan (VAP). The Commissions and Committees under the Council each focused on action steps suggested in the VAP document to focus on: energized participation, community engagement, spiritual deepening, congregational care, and financial sustainability. Our meeting agendas over the past year emphasized examples of how the action steps were discussed, implemented, or explored. We will illustrate our progress at the Annual Meeting.

Finally, throughout the year we had an eye towards realigning the lay leadership structure at Federated. Last year, at the Annual Meeting, the Council asked the congregation to suspend for two years changes to the Church Constitution on governance, as we explore different ideas. We will update you with our progress at the Annual Meeting.

There is good news abound. Attendance is growing in worship; Sunday School classes have increased from one to three classes; giving remains strong; so does volunteer activity in several new ministries. In the budget passed in February 2022, we were able to fully fund Mission activities at 10% of the revenue. On any given Sunday, our “Generosity Moments,” created by Marty Culbertson, highlight the many ways we are reaching into the community through our generosity, talents, or time.

Rick Bryan, 2022 Moderator



A Message from the Senior Pastor

Looking back at the year 2022 is a gratifying joy. Federated Church had a remarkable and wonderful year, and I am immensely grateful to all of you for your conveying of grace and care within the church and outside it to a world starving for warmth and love. Together we have manifested Christ's love in a myriad of ways. You will find details of Federated's countless forms of ministry elsewhere in this report.

For my report, I thought I might give you a glimpse into my life and work. Some of you may wonder how my ministry is lived out on a day-to-day basis.

First and foremost, my work is focused on conveying the love of God to a world and a church that I perceive to be starved for a holy manna that restores and makes new. The most obvious way I live out my calling is by leading worship and preaching. Each week I spend significant amounts of time reading and studying and praying over scripture as I seek a Word for this congregation. I live with a biblical text all week. I study it and dream about it and question it and wonder how God is moving through its words and stories. After I have grappled with the passage on my own, I study what others—ministers and theologians, primarily—have written about the passage. And then I read as widely as possible in many other areas—news sources, journals, newsletters, memoirs, novels—to see what light they might shed on the biblical passage we're hearing. I'm convinced that the preaching task is vital for the church. Worship is the only time we are all gathered together. And it is the time we are listening together for the rich and graced presence of God. Preaching is, for me, a high privilege and a deep joy.

When our former associate pastor, the Rev. Susi Kawolics, retired several years ago, just before the pandemic struck, I took over one of her primary tasks, the preparation of worship, and I have continued to lead that endeavor. That means I keep a bird's eye view over the whole service, ensuring that we have worship leaders, that our hymns complement the theme of the day, that the flow of the service is faithful and seamless, and that the bulletin itself accurately reflects what we are seeking to do. I take time to plan worship series that have a thematic unity. I talk throughout the week with my colleagues, the Rev. Betsy Wooster and Joshua Konow, about how we might best fill out the service in a coherent and vital way. I connect with Laura Taylor and Marty Culbertson about our Generosity Impact Moments. Kristin LeFeber, too, has been a vital part of that process, as she prepares liturgy appropriate to the day, as is Brooke Strong, who prepares our weekly bulletins. Not to mention the marvelous musical roles played by Marcia Snavelly and Pat Haynish. My role is to ensure, as much as possible, that our worship is faithful and spirited.

Beyond worship, my days take me in a thousand directions. I write articles for the *Spire* and annual reports, as well as other pieces. I attend regular meetings of the staff, Church Council, and the Spiritual Formation Commission. I work closely with Betsy Wooster and Melissa Owen to provide pastoral care. We call or visit or write to church members and friends to convey God's love to them, and to let them know we are holding them in God's light.

Staff support and connection is a significant part of my role, as I process with my colleagues the challenges we face together and that they face in their own positions, and I work with them to carry out regular and special events and ways of being that convey God's love in their work and in our work together. Melissa and I, too, spend considerable time together in discernment—in imagining what could be, and in ensuring that the work of the church is as faithful and directed and comprehensive as we can make it. My work with the staff, including also Janis Stefanich and Jake Magalski, is among the fulfilling dimensions of my vocation.



A significant part of my work is to be present with people at the time of death, and to lead weddings and funerals. I generally spend considerable time with families and couples to shape worship that reflects the spirit of the one they've lost or the marriage that will come to be. As with all my work, it, too, is a high privilege.

Unpredictable endeavors come to me with some regularity. Just this week, I talked with a former member who now serves as a leader of a church out of the area, and who wanted to reflect on how her church could best understand what a minister's vocation is. I may work with a church member who has been asked to lead a family memorial service or wedding. I connect with clergy from other churches, and from faith traditions different from ours. In December, I spent half a day filming a public service announcement that witnessed against hatred and intolerance, and that ran on WKYC, Channel 3, in Cleveland.

One of the many joys of my ministry is spending time with people who face what are sometimes tough challenges, challenges that may seem insurmountable. In these conversations, I attempt, with God's help, to hear people into speech as they seek light and truth. Such conversations fill me with a sense of grace and peace, even, and maybe especially, when they are painful and difficult.

As often as possible, I try to teach. I lead book studies for church members and friends, as I will this coming Lent. With Kristin, I lead a class for 5th-graders that reflects on the sacrament of communion. With Betsy, I lead our Inquirers Classes for prospective new members. All of these are marvelous opportunities for me to be in conversation with others about the substance of our shared faith, and for us to grow together.

I love sharing in the life of the church and frequently support its many endeavors. I regularly attend men's breakfasts, Advent by Candlelight, concerts in our Performing Arts Series, family ministry events, Wondrous Wednesdays, and others.

One of the great joys of being a minister of the gospel of Jesus Christ is its immense variety. And I have the privilege of doing that with and among all of you. Here is embodied a deep care for each other, a profound commitment to making this world a more just place, and an openness to the movement and presence of God. Our moderator team, under the leadership of Rick Bryan, has been a joy to work with. I have a deep sense of God's abundant grace in this special place, and I am surpassingly grateful for the privilege of serving God here at Federated Church, which, in Melissa Owen's delightful turn of phrase, is a Federrific place to be!

A Message from Operations

2022 was quite a year. Much was accomplished and much re-building was done.

Q1 began with our Pastoral search, first for an interim, then our settled position; plans to execute the Visionary Action Plan (VAP); much work was done by Moderator, Rick Bryan, including Leadership Training and exploring possibilities and setting attainable goals for the Commissions and Committees. Council worked hard, looking closely at each group, helping to re-assess and determine how best to align our governance with the VAP. This important work continued throughout 2022.

Q2 brought more staff changes: Melinda Smith retired in April and Trisha Holland rotated off in June; Melinda's position evolved to suit the gifts of Brooke Strong who joined our staff in May; Brooke also took on marketing, boosting our online presence and reach within Federated and out into the community. Brooke is patient, kind, loving and spiritual – she brings so much to Federated and helps us all to be, well, better. We transitioned from working with Rev. Judy (thank you Judy!) to working with Pastor Betsy as our Interim Associate Pastor. Hamilton (HCT) was unflappable as he welcomed, onboarded and shepherded Pastor Betsy. Throughout it all, HCT led a New Members class and continued to support our Family Ministries, Performing Arts and the many other daily and event happenings at Federated. Also significant in Q2 was the triumphant return of Trinkets n' Treasures, volunteers working together under the leadership of Mimi (and Bob) – what an event!

Q3 and Summer and the alleged slow period at Federated...certainly not for Staff. Pastor Betsy began working full time, fully engaged in her new role. Staff meetings evolved to include weekly Worship Planning, Pastoral Care and Admin, thus ensuring we were all fully apprised and able to contribute and we began to really gel as a team. Throughout the church, projects continued: conversion of lights to LEDs, landscaping, preparation for the parking lot redo and of course all the work that goes into our programs; Ms. Kristin continued to keep families engaged throughout the Summer, Pastoral Care kicked into high gear and we expanded our Missions scope. We kicked off our program year with Rally Day – there was food, fun and music: the marvelous AJ and the Wood – thank you, Zach Lefeber! The dirt around the vents in the Sanctuary had gotten worse over the summer and after much exploration, it was determined in Q4 that the cause was our compressor; we believe the issue is resolved and we are confident no further damage will occur, however, since the A/C is off, we will have to wait to test until Summer. Pending testing, the ceiling will be repainted and other aesthetic issues will be fixed in the Sanctuary. During Q3 the ‘pond’ at the FLC was dredged, all work was completed by the wonderful South Russell Township who much to my gratitude did a fabulous job and split the cost.

Q4 was also busy, beginning with our parking lot project: paving, new lines painted, steps built and then the installation of the heating element on the steps – now working beautifully. Our program offerings grew throughout the quarter; Congregational Care kicked off the holiday season with Advent by Candlelight; then Apollo’s Fire filled every seat in the Sanctuary; Staff worked together to bring you the first of our quarterly all church events: a Family Fun Festival, with food, activities and a very special musical program. We brought back the Blue Christmas Service, a special and reverent worship opportunity. Next came Christmas – our team worked together to bring you three services on Christmas Eve, all different and all very very special. Then came the subzero weather and a pipe burst in the pre-school and all the work that goes along with an occurrence of this magnitude. We relocated the preschool to the second floor, Shawn showed extreme grace and her wonderful positive can-do attitude, they were up and running the next week, not missing a single day. Jake came in over the holiday week to ensure a solid return and Larry was there, offering support and connecting us with what was in that moment a needle in a haystack: a plumber who could come right away to fix the pipe and keep our boilers running.

There were many other challenges and even more triumphs and Federated continues to grow and evolve, all the while keeping what is intrinsically Federated at the forefront: The Love.

Submitted by Melissa Owen, Senior Director of People and Operations

Highlights from the Congregational Care Commission

I submit this report with a grateful heart for all of the wonderful women with whom I serve. We have been committed to assisting other groups when asked. For example, helping with the Family Fun Festival in December, Rally Day in September. We host the Breakfast for New Members.

We host Fellowship Hour after church every Sunday – a big commitment in itself. We also staff the Greeters on Sunday morning and fill in when necessary. We helped with distribution of the new name tags, had a potluck at Frohring Meadows with about 25 members in attendance. The use of ceramic mugs at Fellowship Hour has generated many positive comments. Our thanks to Mort and Caroline McClennan for the donation of those mugs to Trinkets n’ Treasures.

Advent by Candlelight was truly a fabulous evening with food, fellowship and a beautiful musical program presented by Laura Riemenschneider Pat Haynish and Brian Moore. We had about 115 attendees for this event. Men were invited for the first time and I must say they were very well behaved!

Under the umbrella of Congregational Care are the Angel Ministries, Memorial Greeters and Bakers, Wedding Greeters, Angel Meals and Rides; the Angel Flower Ministries with over 200 flower deliveries in 2022; Communion to the Confined and the Weekly Prayer and Praise Ministry.

Karen Zoltowicz (Chair), Judy Riemenschneider, Karen Johns, Heidi Asplin, Carole Halberg, Carolyn Shaul, Jodi Elioff, Diane Tuuri, Leah Hassett

Highlights from the Mission & Service Commission

Mission and Service Commission (M&SC) acts as a “clearing house” for many of our church’s missions. We offer financial support and/or volunteer opportunities for many mission partners. We assess prospects at local, national, and international levels, and propose action for giving and/or service. Special consideration is given to the programs of the United Church of Christ. We educate the Congregation concerning social and political issues morally relevant to Christians.

Primetime Ministry continued to hold monthly Forums, luncheons, and trips. All activities are open to the entire Chagrin Valley community. More details of their programs are in the Primetime section of the Annual Report.

Social Justice Advocacy Ministry (SJAM) is dedicated to raising the awareness of many timely social causes and acting on them. More details of their programs are in SJAM’s section of the Annual Report.

St. Paul’s Community Church and **Chagrin Falls Park** are long-time mission partners. Throughout the year we organize drives for clothing, school supplies, food, and other timely items for them.

We continue to support the **Parish Nurse program** at St. Paul’s. The staff at St. Paul’s has taken on the task of managing the weekly office hours. The monthly **Loaves and Fishes** meal is prepared by Jim Scheuermann and his volunteers. A grant from the Deaconess Foundation has helped fund the program.

The Thea Bowman Center in Cleveland’s Mount Pleasant neighborhood was the recipient of this year’s **Christmas Eve Offering**. \$22,000 was donated to help with their mission of correcting the “digital divide” that exists in their community. The funds will help buy computer equipment and fund computer literacy teachers’ salaries.

Trinkets and Treasures returned to the Family Life Center in April. Led by Mimi and Bob Bathgate, many volunteers worked hard to make it a successful event. Almost \$25,000 was raised and donated to the church. In addition, many congregants’ closets had some expanded breathing room!

The **JustHope** Ministry in Nicaragua came to a crossroad. The political climate was too dangerous to allow volunteers to travel there. The Board of Directors made the difficult decision to end its current operations in Nicaragua. The economic situation is worse than it has been since the 1990’s and the need remains great. We will be exploring sustainable ways to support essential projects.

We made a financial contribution to the **Community Life Collaborative** this year. In addition, many members volunteered for their programs.

Our congregation continued to support the **UCC’s Churches Wider Mission (OCWM)**. Collections were made throughout the year that support local and national UCC ministries.

M&SC continued to manage the **Good Samaritan Fund** (formerly Blue Envelope Fund).

Mission and Service Commission,
Don Hoke, Lee Johns, Gay Quintin, Kathy Kolcaba, Linda Zelazny, Marty Culbertson (Staff Liaison), Dan Kershner (Councilor)

Highlights from the Primetime (Active Seniors) Ministry

2022 was a jam-packed year for Primetime! Our Primetime Board planned monthly lunches, monthly trips and our speaker series (Federated Forum) and twice monthly Bridge. We also participated in Federated activities as a group and as individuals. Our 2022 Annual picnic was a huge success, highlighted by delicious picnic food, fun and, of course, Bingo.

It was also a year of loss with the death of Marjorie Fow and our fearless leader, Don Hoke moving out of state. Both

are very dearly missed. We do remain connected to Don and presented him with a retirement gift: a quilt with a look at Primetime through the years.

Our Primetime Board remains strong, with Marilee Biel, Kathie Biggin, Linnea Rostek, Mary Lou Riegel, Linda Zelazny and our 2022 retired members, Bill Mason and Don Hoke. Thank you for having faith in our mission to enrich the lives of our wonderful active seniors.

Submitted by Melissa Owen, Primetime Liaison

Highlights from Social Justice Advocacy Ministry (SJAM)

The mission of Social Justice Advocacy Ministry (SJAM) is to be a voice and witness to God's love for all people and creation. We advocate for justice for those who are marginalized, discriminated against and denied their inherent rights as children of God and citizens of our nation and world. We strive to become well informed, provide opportunities to educate ourselves, balanced with opportunities to take action. Live our Faith!

SJAM is involved in a wide variety of social justice issues such as gun violence, criminal justice, LGBTQ+ rights, creation justice, voter registration, immigration and other areas of concern. Entering our seventh year, we have over 140 folks who receive our communications and generally 25-50 attendees at our events. Each month a general meeting and a movie/speaker night occur with in person and ZOOM options.

We partner with established organizations whose missions align with ours such as: Northeast Ohio Coalition for Homeless (NEOCH), Northeast Ohio Friends of Immigrants, HOLA, Ohio Voter Advocates (NOVA), The Community Life Collaborative (CLC), Moms Demand Action, Chagrin Arts, The Ohio Innocence Project, Honesty in Education Ohio, 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.

A sampling of our 2022 activities includes:

- Racial Justice-Prepared and conducted racial justice awareness courses; Racial Allyship and Centering God, De-Centering Whiteness. Currently these classes are offered in three different formats, all on ZOOM. The groups provide a secular option and a biblically based option for study. We've reached over 150 participants across the United States and Canada along with many Federated members.
- Sacred Conversations to End Racism: In 2022 we completed a class with 10 members from Federated and 10 members from Mt. Zion in Cleveland. We continue to meet periodically socially and for worship.
- LGBTQ+ Rights-Participated with other churches and organizations in the Anti-Hate Rallies held in May and September at the Bainbridge United Church of Christ. Participated in Geauga SOGI Pride event in June in Burton. Offered Tolling of the Bells to remember victims of the Pulse nightclub shooting in Orlando in 2016.
- Creation Justice: In April and May many activities celebrated our sacred relationship with God's creation including family activities at the FLC, two environmentally focused book studies, Speaker nights featuring local sustainability focused organizations, electronic recycling and more.
- Voting Rights: Offered a viewing of the UCC film Our Faith, Our Vote and collaborated with NOVA to train over 20 Federated Members to do Voter Registration. Registered voters at several different sites.
- Immigration Rights: Participated with the Community Life Collaborative in The Welcome Kettle Project geared toward supporting Afghan immigrants. Stayed engaged through HOLA, Americans Making Immigrants Safe (AMIS), US Committee for Refugees and Immigrants and Northeast Ohio Friends of Immigrants with various issues and actions to advance the rights of immigrants (USCRI). Hosted speakers from AMIS and USCRI in November.

One does not need to be a Federated member to become involved.

Submitted by Kathy Franz, kfranz1711@gmail.com

Highlights from the Worship & Music Commission

Each and every Sunday and for all special services, Music and Worship is present, making sure all goes smoothly inside the Sanctuary. We record an accurate count of all those in attendance for worship; we collect the attendance reports; and ensure the safety and security of the Offering. On Communion Sundays, we set up Communion and ensure everyone has Communion, whether they choose to go up to the chancel or remain in their pews. In addition to these activities, we have a presence on Council, meeting once monthly to ensure Music and Worship needs are considered.

Of particular importance in 2022 was the evolution of Communion – we continue to navigate a delicate balance of safety, inclusion and ‘what we used to do’.

The other duties of Music and Worship are constantly evolving – past members continue to assist the slides, cataloging music and have formed an ad hoc group to support the Performing Arts Series.

Submitted by Kelly Kimball, Worship & Music Commission Councilor

Highlights from the Generosity Commission

Throughout 2022, the Generosity Commission continued mobilizing a fundamental cultural commitment to cultivate and celebrate Federated’s generous spirit. In collaboration with groups and leaders of the church, the Commission implemented several initiatives for embracing generosity as a spiritual practice:

- Continuing Generosity Impact Moments(GIM) during Sunday Worship
 - The GIM videos and announcements spotlight dynamic ways Federated impacts lives of individuals and organizations through generous outreach and ministry beyond our walls.
 - We welcome recommendations from the congregation for future highlights.
- Supporting mission and ministries with timely opportunities to give to urgent needs via collections, drives, and initiatives throughout the year, including raising funds for Ukraine and also for our Nicaraguan mission partners Just Hope to buy an essential truck. Such opportunities allow us to pay forward out of God’s abundance in our lives.
- Designing various classes supporting financial decision-making customized for distinct ages and stages of life so that talks about money are grounded in faith and personal values
 - Sunday School inspiring children & youth to portion gifts in thirds: saving-spending-giving
 - Inquirer’s Classes illustrating Federated’s invitation to generosity as a spiritual practice
 - Estate Planning inviting folks to consider the legacy they hope to leave
- Producing an early “Pacesetter” letter inviting each church leader to ignite the momentum for Federated’s 2023 Generosity Campaign with their early commitment of an Intention to Give.
- Establishing the new tradition of “Gratitude Sunday” as a worship celebration giving space for expressing abundant gratitude for the people, community, ministries and mission partners of Federated and anchoring our Intentions to Give in a deep sea of Grace.

The Federated Church continues to shine as a vibrant and generous community of faith: extravagantly volunteering time, eagerly offering talent and expertise toward initiatives, and contributing money to invest in impact again and again out of God’s boundless Grace. Thank you for choosing Federated as your charity of choice and for walking faithfully and generously in the light of Christ’s example!

We bring nothing into this world and we take nothing out of it.

In Christ: Martine Scheuermann, Dawn Thatcher, Ken Horner, Maren Koepf, Michael Quintin, Laura Taylor (Staff Liaison)

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 serves as a resource for Federated staff members who create and distribute hundreds of communications a year of numerous types to our various constituencies.

The year began with a church-wide focus on the Visionary Action Plan (VAP) released by Church Council, with a distribution of strategic action items to the various commission, and the primary action item assigned to TOS was creation of an overall communications plan for the church.

Mid-year changes in staff required a realignment, as Trisha Holland, the Marketing and Communications Specialist and TOS staff liaison resigned. Brooke Strong came on board and took up many of Trisha's communications duties, and Melissa Owen stepped into the TOS staff liaison role. Brooke has significantly increased Federated's social media presence – in quantity, in participation, and in reach. The staff is also working together to improve our publications – making content more meaningful and easier to access.

Further staffing changes to expand communications and outreach to the community are planned with the creation of the Director of Generosity position. This position will include Laura Taylor's responsibilities as Fund Development Associate, who is retiring, and new community outreach initiatives. TOS will be a resource to the new staff member in constructing church communication and outreach plan, as requested in the VAP, and a partner in implementing the plan.

Telling Our Story continues to the church rebranding project that was begun last year, and it is gratifying to see how widely the new brand has been spread and adopted by the many missions and groups of the church. It is working! TOS has some projects underway, funded by the rebranding budget, that will bring new branding representations that will be highly visible, and we hope to have those completed in 2023.

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 and tell your story about Federated!

Telling Our Story Commission: Todd Smith (Chair), Jim Scheuermann, Diana Gardner, Jennie Krutilla, Bob Munson, Melissa Owen (Staff Liaison)

Highlights from the Spiritual Formation Commission

This year has been a year of gratitude for the Spiritual Formation Commission.

We are especially grateful for:

- being able to have in-person opportunities for spiritual growth and sharing.
- the incredible talents and love of Rev. Judy Bagley-Bonner
- the gifts of Kristin LeFeber, our Director of Children's Ministries
- the vitality and skills of Rev. Betsy Wooster, our Pastor of Spiritual Formation
- the wisdom of Marty Culbertson who has shared so willingly with our staff team

Children's ministries have tripled in size this year under the leadership of Kristin LeFeber and her devoted staff. Music has been added to the program for the Nursery to 5th grade classes, thanks to Betsy Mast. Please see Kristin's report for more information.

Youth programs were both sustained and created thanks to Marty Culbertson and the arrival of Rev. Betsy Wooster. A leadership team has been created for Confirmation and has given wonderful support to Rev. Betsy. Please see her report for more information.

Family ministries included monthly fun family events and special events. Please see Kristin's report for more details.

Special events for families included:

- Communion Class: Pastor Hamilton and Kristin led a two-session class in March for fifth grade and older children and their parents
- Christmas Festival: a multigenerational event including food, activities, and music.

Adult Spiritual Enrichment opportunities began offered opportunities both on Zoom and in person:

- An inspiring Women's Retreat was held in February at the FLC. thanks to the leadership of Mary Senechal, Judy Bagley-Bonner, Susi Kawolics, Jean Kenneweg-Welch, and Kristin LeFeber.
- Men's Ministries included a summer picnic at Frohring Meadows and a breakfast in November with John Telich, retired sportscaster, as speaker. Barry Biggin led these efforts and Chef Todd Smith led the food crew for the November event.

Book studies:

- The Great Divorce, by C.S. Lewis-This was a four- week study led by: Bill Kenneweg and Rev. Judy Bagley-Bonner.
- Lenten study: 50 Ways to Pray- by Teresa Blythe. Included both inward and outward spiritual activities. Four groups were held: 1 on Zoom, 3 in-person. The Devotional and study guide was prepared by Rev. Susi Kawolics. Action steps for mission/service were prepared by Maren Koepf, and Marty Culbertson. The Culminating event was a Zoom gathering with the author, Teresa Blythe.

Bible Studies:

- Book of Mark led by: Rev. Betsy Wooster and Pete Bednar in June
- Advent devotional prepared by Susi Kawolics and offered as a personal booklet as well as online

The Spiritual Formation Commission is looking forward to another exciting year of ministries for the Federated Family as we reflect with gratitude on the gifts that 2022 brought.

Submitted by: Betsy Mast (Chair), Pete Bednar, Richard Falkenberg, Bill Kenneweg, Silvia Kenneweg, Zach LeFeber, Sandra Meyer, Sunny Doxey (Councilor)

Highlights from the Finance Committee

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

- 2022 was budgeted to have a flat net income, with no deficit or surplus. We ended 2022 with a surplus of \$63,560, which is proposed to be split between staff and clergy bonuses (60%) and additions to designated funds for music, faith formation and the chapel (40%). This surplus was primarily due to lower-than-expected payroll costs associated with the timing of employee start/end dates and lower than expected utility expenses at 76 Bell.
- 2022 pledges collected were 101% of the budgeted 2022 pledges. We thank all members for continuing to support the financial needs of the church.
- Pledges for 2023 are down 5.1% from 2022. We are very aware of the general economic environment, where there is a high level of uncertainty and volatility, as well the general trends of declining membership and giving for churches across the country. Our intention while creating the 2023 budget was to be realistic, strategic and charitable.
- The church continued to provide current staff members with full salaries and made no reductions to benefits throughout 2022. However, flat salaries mean decreased purchasing power due to the inflation that we are all experiencing. We want to be fair and generous to our staff. For 2023, we are hoping to do that via bonuses, but it is not lost on us that our operating budget for 2023 does not include salary increases that would be ideal.
- Though the 2022 budget season had challenges and included difficult choices, we still move into 2023 with optimism. We truly believe that we have turned a corner on the decreasing pledges that we have seen over the past 10 years. That said, change and growth are not typically experienced via a straight line. We are still able to provide Missions with 10% of our expected pledges and we believe staffing is correctly aligned going forward.
- Our 2023 budget is balanced with no surplus or deficit and with an emphasis on supporting our missions, growing Federated and having the right staff to meet our needs.

Submitted by Brady Hively, Finance Committee Chair

Highlights from the Human Resources Committee

Members are: Chris Bednar, Dave Watterson, Eric Baumgartner, Doug Harlan (Council Liaison), Bill Franz (Chair)

Accomplishments in 2022

Over the course of '22, our commission met via Zoom, e-mail and text. Post Covid, we were also able to meet in person. A collegial spirit allowed for healthy, candid discussions which benefited both our staff and the congregation.

- 1) we acted as a sounding board to Melissa and Hamilton over the year as thought partners on several issues.
- 2) "thinking out loud"
- 3) we weighed in on several dimensions of staff compensation questions.
- 4) we were facilitators on the criteria/job description and hiring of two positions, and we provided recommendations for setting up job expectations and onboarding.
- 5) we executed two 360* reviews, including all applicable steps:
 - Mutually agreed upon agenda development
 - Interviews based on selected individuals
 - In depth debrief with each person
 - A wrap up meeting to develop take aways and next steps - priorities

Both reviews were extremely positive proving again the invaluable use of the 360 Review Process. Its value and particularly the process is very important to healthy communications amongst the congregation, Senior Minister and Senior Director of People and Operations

It's a pleasure and honor to work with my HR colleagues at Federated Church.

Respectfully, Bill Franz

Highlights from the Membership Committee

After a covid hiatus, the membership committee was revived in March of 2022 with Rose Brown and Dawn Herdman as members.

In April, Inquirer's Classes were held for 17 people interested in joining the church. The committee welcomed participants and helped facilitate the classes led by the ministers. They provided hospitality including snacks, beverages, and welcome gifts. The Sunday in May that new members joined began with a breakfast provided by the Congregational Care Committee. During the service as Rev. Throckmorton introduced each new member to the congregation, and the membership committee presented each with a symbolic loaf of bread representing hearth and home to welcome them to our church family. Given with each loaf was a welcome card indicating the meaning of the bread. See the bulletin board in fellowship hall for photos and bios of those new members.

Top reasons members give for joining Federated: welcoming atmosphere, open and affirming, meaningful and relatable sermons, music quality and variety, social justice programs, aligns with beliefs.

A new layer of welcome has been added with the addition of New Member Partners. These volunteers will be paired with new members to provide a personal welcome of emails, phone calls, connections and continued support. We thank those who have volunteered and hope the partnership is rewarding for all! (Note: this is a return of this program from many years ago.)

The Membership Committee continues to grow and looks forward to not only welcoming new members, but also to encouraging attendance, participation, and growth in the church.

Submitted by Membership Committee

Highlights from the Legacy Committee

The Legacy Fund Committee worked on its major objectives of expanding the Legacy Fund through encouraging additional endowments from church members and providing stewardship of the invested funds. Thanks to the 2022 members of the Committee, Peter Franz, Tricia Baumgartner, Jeff Miller and Rob Goble.

During 2022, the balance of the Legacy Fund declined from \$794,844 to \$637,767, after investment changes, contributions, and distributions. This represents an investment return of -15.3% compared to -18.1% for the S&P 500. The Fund balance on 1/31/2023 was \$663,447, and \$37,000 was distributed to the church to support operations during 2022. Every year we target giving 5% of our trailing two-year balance to support the operations/mission of the church.

The Committee hosted a gathering for Federated members in collaboration with Laura Taylor and Rev. Hamilton Throckmorton to explain the Legacy Fund purpose of providing sustainable annual support for the work of the church, and to encourage making a gift. We also worked with Marty Culbertson and Rev. Throckmorton to film a Moment for Mission recording to educate the congregation about this mission opportunity.

We encourage you to consider a contribution to the Legacy Fund either as a current gift or in your estate planning. Please reach out to me or any member of the Legacy Fund Committee for more information.

Submitted by Robin Harbage, Legacy Committee Chair

Highlights from the Properties Committee

2022 was a big year for our three properties:

76 Bell Street (Federated Church)

- Continued to replace LED lights
- Continued painting refresh throughout the church
- Parking Lot Project: Repaved parking lot, poured new stairs in location fully on our property, installed full length railings, light fixtures, moved electrical box, installed heat mechanism for stairs, rebuilt retaining wall, adjusted landscaping to accentuate upgrades and accommodate plans for the following year
- Ascertained source of and resolution for ceiling issue in Sanctuary
- Created Yoga Room, knitting/sewing room
- Preschool Flood: Coordinated plumbing, insurance claim, relocation of Preschool
- Performances, recordings and new requests from performers to use our Sanctuary provided further proof that we truly have something special aesthetically and acoustically

102 Bell Street (Residential House)

- Replaced A/C
- Resolved rodent issue
- Worked with tenant to minimize inconvenience during parking lot project

Family Life Center (aka the FLC)

- Coordinated dredging project with South Russell Township leadership
- Added seven new stones to Memorial Garden
- See Community Life Collaborative Highlights on the next page for additional information about the FLC property

Our properties provide us with a forum to thrive and it is with gratitude that we work to ensure preservation, upkeep and enhancement.

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 has had a transformative and progressive year in 2022. Program offerings are building along with increased collaborations and expansion of our regional exposure. We are grateful for our dedicated staff, volunteers and donors who have made this possible.

2022 Organizational Growth

- Peter Bode was hired as full time Executive Director on April 11, 2022
- First annual fundraiser, the **Garden Gala** was attended by 180 guests on June 11
- Contracted a public relations firm to handle all email, website, social media, and marketing
- Welcomed Federated member Pete Bednar to the Board of Directors
- Contracted (with grant funding) a development firm to help diversify fundraising
- Conducted a Board of Directors Strategic Planning Retreat
- Garden Guardians continued to care for the memorial gardens and property
- Database has grown to more than 800 individuals

CLC Programming—Year in Review

The framework of our monthly **Forums** has been formalized to include a more comprehensive multi-platform structure for online, in person, and live streamed programs

Our Nature Series: (environmental justice and stewardship) hosted community conversations in partnership with several organizations including UCC Living Waters Association

- *Environmental Racism, Urban Ecology & Building Resilient Communities*, Speaker Mike Johnson, Summit Metropark's Chief Conservationist @ Summit Lake Nature Center
- *Democracy, Spirituality & the Built Environment*, Speaker David Orr, @ First Church in Oberlin
- *Stop, Look & Listen: Build a Better Backyard*, Speaker Jeff Riebe, Naturalist, North Chagrin Nature Center
- Bestselling author, Doug Tallamy, *Nature's Best Hope*, @ FLC, dinner and local vendor fair
- Book release and signing of *Sweet in Tooth and Claw*, by bestselling author Kristin Ohlson
- *Wings and Voices Over the Cuyahoga*, traveling photography exhibit by Jim Roetzel @FLC

Partnerships: CLC became primary partner in the Summit of Sustainability Alliance, Area of Concern Program, CLEVLOT vacant lot tool, and many more regional efforts. With generous support by the Sauerland Foundation, Ohio Environmental Education Fund, and Living Waters Association.

Prism Series: Disability Inclusion is a sector of social justice being addressed by the CLC.

- Fall 2022, hosted a 5k and all-inclusive walk called the "Oak-y Dokie 5k and Able Acorn Walk"
- **Leaf Party** Sensory Festival October 30, drew over 250 attendees. Collaborative partners ranged from the Cuyahoga Board of Developmental Disabilities to Behavioral Analysts and Occupational Therapists.

2022 HIGHLIGHTS FOR MANAGING THE FAMILY LIFE CENTER

The CLC hosted numerous weddings, cultural celebrations, and workshops. Maintenance and upgrading of the building is ongoing. The CLC is diligently working to ensure long-term operational sustainability.

- LED lighting conversion is in process
- Garbage disposal has been replaced
- The Youth Room has been restructured into a formal gallery space, the Garden View Gallery
- Gene McCune continues to maintain bee hives on site
- Federated Women's Retreat took place at FLC in February
- Provided the building for Federated's Trinkets and Treasures Sale for 10 days in April

Submitted by the CLC Board: Ann Lentz, President; Anne Burr, Vice President & Treasurer; Maren Koepf, Secretary; Martine Scheuermann, Rev. Cheryl Lindsay, and Pete Bednar

Highlights from the Office of Spiritual Formation

My ministry at Federated Church began in mid-April 2022 when I was called as the designated Pastor of Spiritual Formation. On June 26, 2022, I was called by vote of the congregation, to serve as the settled Pastor in this role. I have found that, together, as we pray for wisdom and light, we take our role as disciples of Christ to heart, and we trust that God's Spirit is at work among us.

Worship

I regularly co-led Sunday worship services and on average preached more than once per month.

- Developed and preached a "Profiles in Faith" summer 2022 sermon series.
- Created Commissioning Service in worship for Confirmation class students in October.
- Planned the Blue Christmas Worship Service.
- Co-led 6:30 & 8:30 Christmas Eve Worship Services.

Pastoral Care and Spiritual Formation

- Actively shared in pastoral care visits, calls and responsibilities.
- Officiated two funerals, three graveside services, and one wedding.
- Attended events with our Prime-Time group and presented at a Prime-Time forum.
- Co-led weekly Bible Study on the Gospel of Mark with Pete Bednar in June 2022.
- Took part in our 2022 Advent by Candlelight service.

Youth Development

1. Confirmation Class 2022-23

I developed the curriculum and plans for the first Confirmation class since the early stages of the Covid 19 Pandemic. We have had a successful class this year, with 10 students actively participating in regular class meetings and service projects. Church members Gary Dole and Zach LeFeber have generously dedicated their time to serve with me in teaching our Confirmands.

2. High School Youth Group

This has been a rebuilding year. I have begun working with the high school students in the Confirmation class to plan high school youth group events. I am in the search for church members who feel called to lead and work with this age group.

3. Middle School Youth Group

I've strategized to support Church efforts to re-build our middle school youth group for the coming year.

Submitted by Rev. Betsy Wooster, Pastor of Spiritual Formation

Highlights from Children's Faith Formation

In 2022 Children's Faith Formation embarked on a new normal as programming remained in-person and began to return and expand. For example, in February, Communion Classes resumed. Reverend Throckmorton and Ms. Kristin taught 11 middle school students about the importance of the Lord's Supper to the Christian faith.

Elementary and Preschool Sunday School continued with attendance increasing slightly over the winter and spring.

In the summer, as weekly Sunday School took a break, monthly family ministry events returned to Ms. Kristin's home including a "messy church" lesson involving finger paint and balloons.

The fall brought lots of wonderful blessings. The Preschool Sunday School began reading *The Rhyme Bible*, the Elementary Sunday school embarked on year two of the behavior-over-belief curriculum *A Joyful Path*, and Middle School Sunday school was offered again with lessons following the lectionary.

Attendance increased to around 15-20 students across all three classrooms.

Monthly Family Ministry events continued, culminating in a Christmas Festival which was attended by more than 50 people. This event, which was a collaborative effort between several commissions and ministries, included dinner, activities for kiddos and their families, and concluded with carol singing in the sanctuary.

Ms. Kristin is looking forward to hosting similar events in the future and growing even more each year.

As always, thank you for all you do to love and serve our youngest congregants.

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

Highlights from Music Ministries

2022 was a year of galvanization and rejuvenation for our Music Ministry. I believe we all felt a sense of returning to "normal" after a few years of rapid adaptation. The fact that, at this time, all of our musical groups are active, growing, and thriving is an exciting prospect for our future! 2022 was a time to take leaps forward and dream big. I believe last year provided an exciting springboard for our music program into the future.

First and foremost, our music ministries thrive due to active engagement from our congregation. This year, we saw growth in membership in every ensemble! Multiple new ringers in our Bell Choir have breathed new life into a passionate group eager to return to repertoire that was previously difficult with a smaller ensemble (and we would love to grow more!). The Children's Choir, under Pat Haynish's charismatic leadership, has grown with new families engaged and multiple returning. The 2022 Children's Christmas Pageant was a sincere joy to see come to life again! The Federated Choir, with the help of our phenomenal organist Marcia Snavely, has tackled many difficult pieces throughout the church year and our schedule is bigger than ever! The RISE Band has been very consistent, and we love bringing a different flavor of music each month to our church. Your support of every ensemble is so appreciated!

The area I am perpetually excited about is our Performing Arts Series and our church's use as a premier musical venue. The word is getting out about how phenomenal our instruments and sanctuary acoustics are! Federated, please realize the gem of resources we have for musicians right here! Rental use for recordings of Cleveland Orchestra members, piano student concerts with local teachers, concert use by CityMusic Cleveland and the Cleveland Repertory Orchestra, and our growing partnership with Apollo's Fire are bringing people to Federated in never-before-seen ways! Family events like our Christmas Festival connect our youth ministry to our music. Combined with our extravagant welcome as a church, we are actively developing our Performing Arts Series to be a key link to our community.

Mostly, I am grateful for the many actively participating musicians and families in our various ensembles. Whether you're singing in the choir or singing from the pews, you bring value and life to a pillar for our church. I have incredible colleagues in Pat and Marcia that make every part of our music program more enriching. Everyone is invited to be a part of our music program or to attend one of the ever-growing number of performance offerings here at Federated.

Get excited! This is a new day for God's love to shine through our music ministry!

Submitted by Joshua Konow, Director of Music Ministries

Highlights from the Office of Fund Development

During 2022 I coordinated or supported the following:

- Weekly Generosity Impact Moments (GIM) during the worship service and Gratitude Sunday held on November 13, 2022
- Fundraising Initiatives and Invitations
 - Generosity 2022 Invitation
 - An additional \$18,000+ in Intentions was received after 2022 budgeting
 - JustHope *Truck of Hope* campaign (\$15,850 contributed from members/friends)
 - Wrote proposal and received family foundation grant
 - Generosity 2023 Invitation
 - Mailed early Pacesetter letter to 142 leadership households near Rally Day
 - Created and mailed Invitation packets in October to 634 members and friends, including those who give non-pledge gifts regularly and those who haven't submitted intentions for a while or who are new to Federated
 - Special Giving Opportunities
 - Sponsored special giving opportunities that generated \$9,770+ in contributions for the UCC Ukraine Relief Emergency Appeal and Hurricane Emergency Relief for survivors of Hurricane's Fiona and Ian
- Wrote Thank You letters for Legacy/General Fund and Special Initiative support, as well as Quarterly Giving Statement letters
- Received 4 new Legacy Fund Notifications of Intent from members who are leaving a bequest to Federated
- Reviewed all 2022 pledge payments and non-pledge gifts
 - Worked with church bookkeeper weekly to ensure proper crediting
 - Federated received \$50,000+ in non-pledge gifts to our general fund
 - 21% of all gifts and pledge payments were received via online giving, including an additional \$1,200 to cover our processing costs
 - Regular support from members and friends includes households in Arizona, California, Florida, Georgia, Hawaii, Illinois, Maryland, North Carolina, Pennsylvania, South Carolina, Texas, Virginia, and Washington
 - We are thankful for gifts-in-kind throughout the year encompassing printed materials and office supplies, as well as gifts and grants, received from:
 - Amazon Inc. (from items ordered through Amazon Smile)
 - Hotcards, Inc.
 - Network for Good (gifts received through Facebook)
 - The Progressive Insurance Foundation
 - Tecovas Foundation
 - And several financial institutions administering donor-advised funds

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

Generosity Commission

Ken Horner
Maren Koepf
Michael Quintin
Martine Scheuermann
Dawn Thatcher

Legacy Fund Committee

Tricia Baumgartner
Pete Franz
Rob Goble
Robin Harbage
Jeff Miller

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

Highlights from Pastoral Care Ministries

2022 was a growing year for Pastoral Care:

- With Staff additions Brooke Strong and Rev. Betsy Wooster, we were able to expand our support and touchpoint offerings; all staff contribute weekly to Pastoral Care, offering information, making phone calls and ensuring our official Pastoral Care Team follows up in whatever capacity is needed. That team now includes: Rev. Hamilton Throckmorton, Rev. Betsy Wooster, Marty Culbertson, Brooke Strong, Peggie Jo Shinagawa, Harriett, Rogers, Melissa Owen; the addition of Lay Leaders Peggie Jo is and Harriett was crucial as PJS is the locus for the Angel Ministries and Harriett manages the Prayer and Praise Ministry. Both essential ministries for Federated.
- The Office Angels began to serve on a regular basis beginning in September and our team continues to build.
- Pastoral Care offerings include the following:
 - Pastor visits, phone calls, emails, notes, prayers
 - Staff visits, phone calls, emails, notes, prayers
 - Lay Leadership visits, phone calls, emails, notes, prayers, flower deliveries, meal deliveries, rides
 - Events, support groups, other groups and get-togethers

Submitted by Melissa Owen, Senior Director of People and Operations

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.

<i>Advent by Candlelight</i>	<i>Monday Morning Miracles Group</i>
<i>Angel Food</i>	<i>Music Classes</i>
<i>Angel Rides</i>	<i>Ohio City Power</i>
<i>Angel Flowers Delivery</i>	<i>Performing Arts Series Concerts</i>
<i>Angel Telephone Ministry</i>	<i>Primetime Bridge</i>
<i>Appreciating His Abundance (AHA) Ministry</i>	<i>Primetime Federated Forum</i>
<i>Book & Bible Studies</i>	<i>Primetime Lunches, Walks & Trips</i>
<i>Chagrin Falls Park Community</i>	<i>Prayer & Praise Ministry</i>
<i>Center Collections</i>	<i>RISE to Shine Band</i>
<i>Children's Choir</i>	<i>Sit & Stitch Community</i>
<i>Colorado Trip Faith Journey</i>	<i>SJAM (Social Justice Advocacy</i>
<i>Communion Classes</i>	<i>Ministry)</i>
<i>Communion Ministry to the Confined</i>	<i>SJAM Electronics Recycling</i>
<i>Contemplative Prayer</i>	<i>SJAM Movie & Speaker Nights</i>
<i>Daughters of Abraham</i>	<i>SJAM Sacred Conversations to End Racism</i>
<i>Family Ministries</i>	<i>St. Paul's Loaves & Fishes</i>
<i>Federated Bell Choir</i>	<i>Monthly Meal</i>
<i>Federated Choir</i>	<i>St. Paul's Parish Nurse Ministry</i>
<i>Fellowship of Prayer Note Writers</i>	<i>St. Paul's Thrift Shop Collection</i>
<i>Friends of Nicaragua</i>	<i>Spirituality & Christian Life Classes</i>
<i>Helping Hands Service Projects</i>	<i>Stairwell Art Gallery</i>
<i>Homeless Stand Down Collection</i>	<i>Stephen Ministry</i>
<i>Hosting 12-Step Groups</i>	<i>Sunday School (K-6th)</i>
<i>Hosting BSA Troop & Pack 150</i>	<i>Tributaries - Yoga & Fitness Classes</i>
<i>JustHope/Stitching Hope</i>	<i>Trinkets 'n Treasures Rummage Sale</i>
<i>Leap of Faith Liturgical Dancers</i>	<i>Ushers and Worship Ambassadors</i>
<i>Lenten Book Study</i>	<i>Virtual Coffee Fellowship</i>
<i>Livestreaming Worship Ministry</i>	<i>Wedding Hosts</i>
<i>Mahjong</i>	<i>Women's Bible Study</i>
<i>Memorial Bakers</i>	<i>Women's Fellowship</i>
<i>Memorial Hosts</i>	<i>Youth Ministry (7-12th)</i>
<i>Men's Ministry</i>	

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

...Let's be the church God meant for us to be:

a church of 2000 ministers, devoted to God, caring for each other and the world."

The Spire – October 2011, Rev. Hamilton Coe Throckmorton

Recognition of Federated Church's 2022 Lay Leadership

Church Council

Position	Lay Leader	Representative to
Moderator	Rick Bryan	
Vice Moderator	Adam Graves*	Nominating & Leadership
Past Moderator	Brendan Buescher	Membership
Clerk	Peggie Jo Shinagawa	
Treasurer	Brady Hively*	Finance, Legacy
Councilor 1	Doug Harlan	Properties, Human Resources
Councilor 2	Diane Tuuri	Congregational Care
Councilor 3	Open+	Generosity, Martine Scheuermann attended
Councilor 4	Dan Kershner	Mission & Service
Councilor 5	Sunny Doxey	Spiritual Formation
Councilor 6	Open+	Telling Our Story, Todd Smith Attended
Councilor 7	Kelly Kimball	Worship & Music
Staff	Rev. Hamilton Throckmorton, Melissa Owen	

COMMISSIONS

Congregational Care

Karen Zoltowicz (chair), Karen Johns, Leah Hassett, Judy Riemenschneider, Jodi Elioff*, Carole Halberg*, Heidi Asplin*, Carolyn Shaul*, (1) Opening

Mission & Service

Gay Quintin, Kathy Kolcaba, Lee Johns, Linda Zelazny (chair), (5) Openings

Spiritual Formation

Richard Falkenberg, Pete Bednar, Bill Kenneweg, Silvia Kenneweg, Betsy Mast*. Zach LeFerber*, Sandra Meyer*, (2) Openings

Generosity

Maren Koepf, Michael Quintin, Dawn Thatcher Martine Scheuermann, (chair), Ken Horner, (4) Openings

Telling Our Story

Jim Scheuermann, Todd Smith (chair), Diana Gardner, Jennie Krutilla, Bob Munson, (4) Openings

Worship & Music

Sibyl McBride, (8) Openings

ELECTED COMMITTEES

Finance

Brady Hively (chair), Beth Rutkowski, (1) Opening

Human Resources

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

Legacy

Peter Franz (chair), Robin Harbage, Tricia Baumgartner, Jeff Miller*, (1) Opening

Membership

Rose Brown (chair), Dawn Herdman*, (1) Opening

Nominating & Leadership

(3) Openings

Properties Committee

Bill Lentz, Phil Fogarty*, (1) Opening

APPOINTED DELEGATES

Living Water Association Delegates

Susan Lampson, Jim Ogle, Kate Walsh

Heartland Conference Delegates

Susan Lampson, Kate Walsh

*—New appointment/position since Annual Meeting held February 2022

+ -- As part of reimagining Governance, until a Councilor is elected, the Chair of Commission is considered a voting member of Church Council

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: Brendan Buescher and Alexandra Ziots, Church Council; Peter Franz and Rob Goble, Legacy; Lee Johns, Mission & Service; Richard Falkenberg, Spiritual Formation; Bill Lentz, Properties, Kelly Kimball and Sibyl McBride, Worship & Music.

Lay Leaders – Slate for 2023

Church Council

Position	Candidate	Term
Moderator	Adam Graves*	2024
Vice Moderator	Stephen Downey*	2025
Past Moderator	Rick Bryan*	2023
Clerk	Peggie Jo Shinagawa	2024
Treasurer	Brady Hively	2026
Staff	Rev. Hamilton Throckmorton, Melissa Owen	

Church Council Councilors

Councilor of Committees	Candidate	Term
Congregational Care	Doug Harlan	2024
Generosity	Diane Tuuri	2024
Mission & Service	Ken Horner*	2026
Spiritual Formation	Dan Kershner	2024
Telling Our Story	Sunny Doxey	2024
Worship & Music		

COMMISSIONS

Mission & Service

Position	Candidate	Term
Chair	Linda Zelazny*	2024
Commissioner	Gay Quintin*	2024
Commissioner	Dave Strauch*	2025
Commissioner	Kathy Kolcaba	2024
Commissioner	Patti Lyden*	2026
Commissioner	Emilie Gottsegen*	2026
Commissioner	Karen Godenschwager*	2026
Commissioner	OPEN	2025
Commissioner	OPEN	2025

Generosity

Position	Candidate	Term
Chair	Martine Scheuermann	2024
Commissioner	Dawn Thatcher*	2024
Commissioner	Maren Koepf	2024
Commissioner	Michael Quintin	2024
Commissioner	OPEN	2025
Commissioner	OPEN	2025
Commissioner	OPEN	2026
Commissioner	OPEN	2026
Commissioner	OPEN	2026

Spiritual Formation

Position	Candidate	Term
Chair	Betsy Mast	2025
Commissioner	Pete Bednar*	2024
Commissioner	Bill Kenneweg	2024
Commissioner	Silvia Kenneweg	2024
Commissioner	Zach Lefeber	2025
Commissioner	Sandra Meyer	2025
Commissioner	Katie Swanson-Harbage*	2026
Commissioner	OPEN	2024
Commissioner	OPEN	2026

Congregational Care

Position	Candidate	Term
Chair	Karen Zoltowicz*	2024
Commissioner	Leah Hassett*	2025
Commissioner	Karen Johns*	2026
Commissioner	Judy Riemenschneider	2024
Commissioner	Carole Halberg	2024
Commissioner	Heidi Asplin	2025
Commissioner	Carolyn Shaul	2025
Commissioner	Jodi Elioff*	2025
Commissioner	OPEN	2026

ELECTED COMMITTEES

Legacy

Position	Candidate	Term
Chair	Robin Harbage*	2026
Member	Tricia Baumgartner	2024
Member	Jeff Miller	2025
Member	Allison Graves*	2026
Member	OPEN	2026

Human Resources

Position	Candidate	Term
Chair	Bill Franz	2024
Member	Chris Bednar*	2024
Member	Eric Baumgartner	2025
Member	Phil Fogarty	2024
Member	Dave Watterson*	2025

Finance & Properties

Position	Candidate	Term
Chair	Brady Hively	2026
Member	Beth Rutkowski	2025
Member	Joe Rose*	2026
Member	Padi Joseph*	2026
Member	OPEN	2026

Membership & Nominating

Position	Candidate	Term
Chair	Rose Brown	2025
Member	Dawn Herdman	2025
Member	Jennie Krutilla*	2026
Member	OPEN	2024
Member	OPEN	2026

APPOINTED DELEGATES

Living Waters Association

Position	Candidate
Delegate	Susi Kawolics
Delegate	Judy Bagley-Bonner
Delegate	Jim Ogle

Heartland Conference

Position	Candidate
Delegate	Susi Kawolics
Delegate	Judy Bagley-Bonner

REIMAGINED

ELECTED COMMITTEES

Telling Our Story

Position	Candidate	Term
Chair	Todd Smith*	2024
Member	Bob Munson	2024
Member	Jim Scheuermann	2025
Member	Diana Gardner*	2025
Member	OPEN	2026

Worship & Music

Position	Candidate	Term
Chair	OPEN	2024
Member	OPEN	2024
Member	OPEN	2025
Member	OPEN	2026
Member	OPEN	2026

Nominating & Leadership

Responsibilities shared with Church Council for leadership development and with Membership Committee for nominating

Properties

Responsibilities shared with Finance Committee

'Term'—Last year of service for this term
*—Nomination for Lay Leader Slate
Italics— Reimagined Governance

2023 Pledges

We are grateful to those who have made a 2023 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	George & Ruth Clemens	Casey Forbes & Signe	Bob Harris
Marnie Albers	John & Elizabeth Click	Wrolstad-Forbes	Judy Harvey
Tom & Heidi Asplin	Joie Cody	Lou Fow	Mike & Mary Hasman
Jane Badal	Kevin & Robin Cooper	Dave Bronson & Kathy	Leah Hassett
Judy Bagley-Bonner	Mark Corrado	Franco-Bronson	Chuck & Sandy Hauser
Jack & Nancy Baker	Tony Kotnik & Maureen	Bill & Kathy Franz	Allison Hawkes
John & Debbie Baker	Corrigan	Dave & Chris Frazier	Pat Haynish
Ken & Sharen Bakke	Walt & Janet Crate	John & LeeAnn Frederick	Tom & Jane Healy
Doug & Lu Bannerman	Martine Scheuermann &	Alan & Lori Frey	Ted & Betsy Hellmuth
Bob & Cindy Barclay	Marty Culbertson	Peggy Fullmer	Bob & Dawn Herdman
Bruce & Becky Bartter	Jim & Carolyn Cunningham	Randall Fusco	Steve & Laura Hervert
Audrey Bashian	Tom Dantimo	John Gadd	Skip & Ann-Marie Heston
Bob & Mimi Bathgate	Mark & Kathleen Davis	Bill & Ann Gaskin	Brady & Ali Hively
Gayle Bauer	Tom Davis	John & Sue Giles	Mary Hobbs
Eric & Tricia Baumgartner	John & Sylvia Debick	Steve & Cindy Girouard	Kristin & Tim Hofer
Joanie Belair	Jon Denney	Karen Godenschwager	Alan & Lee Hoffman
Janet Berlincourt	Dave & Judy Devore	Peter & Emily	Julie Hoffman
John & Marilee Biel	Dan & Jan DeWeese	Godenschwager	Don Hoke
Bill & Jane Biggar	Tina DiFranco	Richard & Pam Goetsch	Gary & Jean Hood
Barry & Kathie Biggin	Leigh & Cathy Digel	Eric & Jill Goodman	Jane Hoover-Plow
Mary Ann Boysen	Mary Dixon	Glenn & Judy Goodrich	Ken & Kristi Horner
Bill & Lauren Brandon	Gary & Dawn Dole	Scott & Julie Gordon	Janey Horth
Jim & Barbie Breitenbach	David & Karen Doll	Emilie Gottsegen	Jerry & Patty Hridel
Sue Brooks	Mike & Cheryl Dolohanty	Adam & Allison Graves	Joe & Barbara Hudson
Peter & Rose Brown	Terry Donley	Mary Griffith	Cindy Scott & Miriam
Will & Kristin Brown	Steve Downey & Kelly Stein	Darlene Griffiths	Huebscher-Scott
Richard & Judith Bryan	Bob & Sunny Doxey	Dan Groth	Nancy Ishaam
Bob & Lindy Bryson	Ruth Eberlein-Kershner	Curtis & Erinn Grube	Joan Jenkins
John A. Buda	Marty & Jane Eble	Burr & Carrie Grunden	Bill & Regina Johannisson
Brendan & Lisa Buescher	Roger & Brenda Ehle	Dave & Marcy Gurd	Lee & Karen Johns
Ann Bullen	Joan Elliott	Leon & Joy Haddix	Bob Jones & Anita Gage
Anne Burr	Barb McConnell Erdelack	Mari Hageman	Rick Jones
Norma Burrows	Jay & K-Leigh Ericson	Marlene Hallack	Padi Hallam Joseph
Mark & Suzanne Carle	Kris Exline	LeeAnn Halley	Rich & Susi Kawolics
Mike & Jill Carroll	Richard & Lisa Falkenberg	Scott & Jody Halley	Rich & Carol Kelly
Becky Carter	Warren & Diane Farr	Robin Harbage & Katie	Bill & Silvia Kenneweg
Jim & Carole Carter	John & Cathy Fitzgerald	Swanson-Harbage	Jane Kenneweg-Welch
Bill & Judie Caster	Phil & Sally Fogarty	Doug Harlan	Rev. Dan Kershner
Doug & Barb Church			Lynne Kessell

Please note this list includes everyone who pledged as of February 17, 2023.

2023 Pledges

We are grateful to those who have made a 2023 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
Charles Knowles, Jr.	Larry & Joyce Moore	Harriett Rogers	David Telfer & Ilona
Maren Koepf	Joe Rose & Kristina Morgan	Linnea Rostek	Chambre-Telfer
Katherine Kolcaba	Tom & Marilyn Morrow	Terrence & Carole Rounds	George & Kris Tesar
Susan Krajewski	Bob & Tami Munson	Robert Rowland	Brian & Dawn Thatcher
Judy Kramer	Sharon Munson	Bob & Beth Rutkowski	Hamilton Throckmorton &
Don & Charlene Krejci	Anne Murphy	Louise Rutkowski	Mary Senechal
Jennie Krutilla	Steve & Hope Murphy	Tim & Heather Ryan	Brian & Julie Tutkovics
Pete Bednar & Chris Kutsko	Lynne & Kathy Muzik	Bill & B.J. Schatz	Diane Tuuri & Ward Pierson
Carol Laird	Darlene Nichols	Paul & Valerie Schefft	Jim VanCleaf
Betsy Lancaster	John & Linda Nichols	Jim Scheuermann	David & Anne VanWagoner
Gloria Lapsansky	Nancy Nichols	Gus Schrader	Bob & Liz Vargo
Jamey & Kelly Lawrence	Rita Nichols	Ronald Schuller	Laura Vargo
Bill & Ann Lentz	George & Kim Oliver	Sandy See	Joe & Sue Ellen Vayda
Ralph & Diana Lindeman	Jim & Sue Ollinger	Jeri Shaffer	Arturo & Mary Ann Viveros
Bill Lineweaver	Rita Owen	Bill & Carolyn Shaul	Heather Wagley
Nicole Dauria & Tracie	Steven & Barbara Patton	Gail & Jack Shelley	Don & Carole Wakeman
Longpre	Dana Korosi & Gylene Pelton	Alan & Peggie Jo Shinagawa	Kristen Walenga
Bob & Joyce Luczywo	Janet Peters	Nancie Skonezny	Mike & Kate Walsh
Bill & Sue Lundstrom	Michael & Wendy Pierce	Barb Smith	Rannigan Walsh
Byron & Elsie Lutman	Marilyn Pierson	Jim Smith	Dave & Cathy Watterson
Patti Lyden	Chuck & Cheryl Pitcock	Terry Smith	Doug Welling
Judy Majcen	Frank & Fran Porter	Todd & Melinda Smith	Kay Wellman
Liz Manchester	Ann Posey	Greg Polyak & Marcia	Ed & Judy Weston
Jon & Polly Manke	Gerry & Marie Powers	Snavely	Jim & Claudette Whitelaw
Mark & Sue Mansour	Dave & Betty Pugh	Dan & Sandi Sommers	John & Shauna Widman
Bill & Carole Mason	Michael & Gabrielle Quintin	Carol Sparker	Larry & Lee Wiley
Dave & Betsy Mast	Thaddeus & Dorothy Quintin	Don & Connie Sperry	Ollie & Anne Wingfield
Keith & Jan Mast	Anne Randall	Jim & Linda Squire	Elaine Witmer
Dick Masters	Dick & Kathy Rayer	Barry & Melinda Stees	Al & Rebecca Woehrle
Dick & Sibyl McBride	Laura Reed	Myia Sterling	Josie Woods
Mort & Caroline McClennan	Don Rice	Janet Strain	Betsy & Matt Wooster
Jim & Melody McClurg	Carolyn Richardson	Dave & Holly Strauch	Wright Family
Joyce McFarland	Mary Lou Riegel	Susan Sulcs	Morris Pengilly & Joy Wyatt
John & Laura McMullen	Joan Rieke & Dan Allen	Anne Swegan	Jim & Kathie Young
Debbie Medlar	Judy Riemenschneider	Alex & Alice Taylor	Jack & Barb Youshak
Scott & Mindy Meneely	Joyce Ritchie		Bill & Linda Zelazny
Carol Messerly	Joy Robertson		Kathy Zmich
Tom & Sandra Meyer			Karen Zoltowicz
Tom & Jenica Mignogna			

Please note this list includes everyone who pledged as of February 17, 2023.

Proposed Creation Justice Covenant

The hope is that God's Creation is always at the center of our decision making, conversations, policies and practices as a church community. It is our hope that this becomes part of the fabric, part of the DNA of our church. We also invite individuals to keep this at the center in their own lives, practices, activities and focus at home and in the community. This is the basis for the Creation Justice Covenant and the multi-step process that includes the following:

1. Church Council approves a Covenant for the church regarding Creation Care and Justice at the December 7, 2022 council meeting. Done. Here is the approved Covenant:

Federated Church Creation Justice Covenant

We, the people of Federated Church, declare our sacred connection to God, each other and the world around us. In response to God's call to be stewards of God's creation, we commit ourselves as individuals and as a congregation to care responsibly for creation and seek justice for those unjustly and unequally affected by human abuses of creations.

With collective resolve, we covenant to continuously promote awareness, advocacy, and action to heal, renew and protect the Earth and its people and demonstrate our covenant in all that we do.

With courage, hope and joy, trusting God's spirit to empower us, we promise to keep Creation Care and Justice at the fore front of all our conversations, policies, practices and decisions and build it into the fabric of our church.

2. At the Annual Meeting, Council will make the motion for the congregation to affirm the Covenant.
3. The church and specifically our Creation Care and Justice committee, will then submit the Application to Become a Creation Justice Church to Rev. Brooks Berndt at the national UCC office, including a summary of all the activities, educational programs and environmental awareness that the church has offered and completed in the past 4 years; a summary of the conversations that our committee members had this fall with the commissions, committees, staff and individual members of the church outlining what our church is already doing and some ideas for what more we can do.

In Christ's name, The Creation Justice Leadership Team: Dawn Dole, Sunny Doxey, Daniel Kershner, Maren Koepf, Gay Quintin, Diane Tuuri, MaryAnn Viveros

Minutes from the 2021 Annual Congregational Meeting of the Federated Church

Sunday February 27, 2022

The Annual Meeting was held in-person in the sanctuary and via Zoom. Both the Annual Report and Annual Financial Report were mailed to each member-household prior to the meeting.

Opening Prayer – Rev. Judy Bagley-Bonner, Associate Pastor, led the congregation in opening prayer at 11:18 am

Call to Order – Brendan Buescher, Moderator of Church Council, called the meeting to order. A quorum was declared with at least 108 “logged-in” or present in the sanctuary members of the Church present.

Approval of Minutes: Ann Lentz moved to approve the minutes of 2020 Annual Congregational Meeting for the Federated Church on February 28, 2021, as printed in 2021 Annual Report on pages 30-36.

- Motion by Ann Lentz to accept the minutes
- Seconded by Ken Horner
- Discussion: None
- Vote: Unanimous voice vote

- **Result:** The motion passed; the minutes were approved as published

Todd Smith moved to approve the minutes of Special Meeting of the Congregational for the Federated Church on June 25, 2021, as printed in 2021 Annual Report on pages 36-37.

- **Motion** by Todd Smith to accept the minutes
- **Seconded** by Gary Dole
- **Discussion:** None
- **Vote:** Unanimous voice vote
- **Result:** The motion passed; the minutes were approved as published

Ken Horner moved to approve the minutes of Special Meeting of the Congregational for the Federated Church on September 26, 2021, as printed in 2021 Annual Report on pages 38-39.

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

Year in Review -Brendan Buescher

Brendan highlighted key events of 2021:

- Thanked the team and congregation for their involvement of the Visionary Action Plan
- Thanked those involved with the selection of the new cross and baptismal font
- Thanked the tech team and staff for putting together our first Hybrid Worship on June 13th and their continued commitment to this ministry
- Thanked the Piano team for their discernment and selection of our piano which will be a bed rock for many years to come
- Acknowledged the influence of the new Generosity Commission on us to think of generosity in new ways and helping us to have an increase in pledged dollars for the first time in many years
- Thanked Mark Simone for his many years of dedicated service and grateful to the search committee for its work to select the Pastor of Transformational Ministries
- Grateful for the CLC's and Federated's partnership and the positive social and environmental impact the CLC has on our community
- Thanked Hamilton for being "everywhere helping everyone all the time, and no one gets the whole breath and scope of all he does."
- Thanked Melissa Owen who has silently and thoroughly been reorganizing how we more effectively and efficiently support our mission and programs
- Thanked Church Council and Moderator Team who has engaged in courageous dialog and worked through a number of important topics that strengthen our congregation
- Thanked Past Moderator, Beth Rutkowski for her steady and wise leadership over the past four years
- Thanked Vice moderator, Rick Bryan, for his support, and looks forward to working with Rick as he serves as Moderator
- Thanked the congregation who have stepped up when ~~needed~~ Federated needed them the most, and wished many blessings for 2022

Rick thanked Brendan for his enthusiastic and passionate leadership these past three years and presented him with gift certificates.

Vision for the Future – Rick Bryan

This past year Rick has been a "student" learning how the church works and how to best utilize the talent that exists among us. Rick shared the image of Church Governance has a 3-legged stool:

- Spiritual side represented by the pastors
- Operations side represented by the staff
- Congregation side represented by Church Council led by the moderators

Rick sees his role as Moderator to keep that stool balanced throughout the year by listening, learning, and then leading, as well as having an understanding of Federated's governing documents and working in collaboration with Hamilton and Melissa.

Church Council has many goals this year

- To be a good and faithful institution by not accepting the status quo but to continue to move forward
- To adhere to and support the hiring process for the Associate Pastor as the team discerns the best person to serve Federated
- To be directly involved with the implementation of the strategic plan working with the commissions and committees
- To examine our current Governance Model and therefore Church Council is recommending the suspension of some articles of the Constitution for two years
- To focus on leadership lessons and best practices
- To encourage a sense of engagement in the church and outreach to the community

Designated Associate Pastor – Rev. Hamilton Coe Throckmorton

Hamilton reminded the congregation that Rev. Judy Bagley-Bonner will be leaving after Easter. A small committee has been looking for an individual to serve as a Designated Associate Pastor until we call someone for the settled Associate Pastor position. Betsy Wooster has agreed to join the staff in mid-April to serve as the Designated Associate Pastor. As a Designated Pastor, she is permitted to submit her application for the settled position.

Recognition of Retiring Lay Leaders – Peggie Jo Shinagawa

Peggie Jo took a moment to address the number of openings in Federated's elected lay leadership team in light of the fact that has COVID significantly impacted our ability to identify individuals who wish to be elected. Peggie Jo thanked those individuals who have supported our Commissions and Committees without being elected.

Church Council believes that now is the right time to examine our current Governance Model and consider its structure, duties and responsibilities in light of:

- adjusting to a post-COVID world,
- expansion of social media and technology,
- and the implementation of the Visionary Action Plan.

Peggie Jo referenced page 24 of the 2021 Annual Report. Thanking with applause the retiring lay leaders and acknowledging those individuals currently serving and those who had served in the past.

Request to discuss and vote on two Constitutional amendments- Peggie Jo

Peggie Jo expressed sincere apologies for falling to meet the Constitutional requirement to provide two weeks' notice to Congregation for the two changes to the Constitution

Peggie Jo Shinagawa moved to permit the discussion and vote of the two Constitutional amendments as stated on pages 28 and 29 of 2021 Annual Report.

- Motion by Peggie Jo to accept the minutes
- Seconded by Ken Horner
- Discussion: None
- Vote: Unanimous voice vote
- Result: The motion passed; to discuss Constitution Amendments

Constitution Amendment for Quorum – Peggie Jo

Currently the Constitution calls for at least 100 members of the Church to be present for an Annual Meeting or other special meetings of the congregation. Church Council felt that using "a percentage of members" as metric would allow more flexibility in achieving a quorum with our ever changing membership roll.

Peggie Jo moved to change the Constitutional criteria for a quorum at the Annual Meeting (Article XI.1.C) and other special meetings of the Congregation (Article XI.2.C) to be 10% of the Members of the Church.

- Motion by Peggie Jo to accept the minutes
- Seconded by Sunny Doxey
- Discussion:
 - 10% of the congregation as of February 24, 2022, was 795
 - To be a member requires an individual to join the church and participate in its worship, programs and/or to financially support the church
- Vote: Unanimous voice vote
- Result: The motion passed, the quorum for meetings of the congregation is now changed

Suspending Governance Articles of Constitution – Peggie Jo

Suspending articles of the Constitution is not new – Federated did this on January 22, 2012, for a period of two years in order to discern our current Governance Model. Once again, Church Council realizes that it is time to suspend specified articles of the Constitution as they relate to our current Governance Model and consider the structure, duties and responsibilities of our commissions and committees.

Peggie Jo moved to suspend up to March 1, 2024, the following articles of the Constitution as they relate to the Governance Model as describe on Page 29 of the 2021 Annual Report:

- Article VIII.1.A – Church Council Organization
- Article VIII.1.B.3 – Church Council duties and responsibilities
- Article VIII.2 – Standing Church Council Committees
- Article VIII.4 – Commissions
- Motion by Peggie Jo to accept the minutes
- Seconded by Sunny Doxey
- Discussion: None
- Vote: Unanimous voice vote, the Amendments can be suspended
- Result: The motion passed

Corrections to the Annual Report - Peggie Jo

- Annual Report, Page 25:
 - Doug Harlan & Diane Tuuri are not being elected
 - Alexandra Ziots is no longer a commissioner Spiritual Formation Commission
 - Chris Bednar – Human Resources Committee – Class of 2023 is being nominated
 - Bill Lentz – Properties Committee – Class of 2024 - should not have been included in the report
- Finance Report:
 - Page 3: Other Liabilities incorrect, corrected to 16,163, resulting Total Liabilities & Net Assets is now 15,240,485
 - Page 7: Gifts amount incorrect, corrected to \$1,759, Invest Total Return amount incorrect, corrected to \$97,40

Election of Lay Leaders

Motion by Peggie Jo Shinagawa to approve the individuals who are presented with an Asterisk (*) on the corrected page 25 in the 2020 Annual Report “Lay Leader – Slate for 2021”, in addition to

- Eric Baumgartner to serve on the Human Resources Committee, class of 2025
- Bob Munson to serve on the Telling Our Story Commission, class of 2024 who were added after the report was printed

And with the Suspension of the Constitution the following individuals can serve a 7th year

- Karen Zoltowicz – Congregational Care Commission – Class of 2023
- Gay Quintin – Mission & Service Commission – Class of 2023
- Bill Lentz – Properties Committee – Class 2023
- Seconded by Doug Harlan
- Discussion: None
- Vote: Unanimous voice vote

- Result: The motion passed; The slate was approved.

2020 Financial Report & 2021 Proposed Annual Budget - Brady Hively

Brady wanted to celebrate the generosity of the congregation:

- 98% of 2021 pledges received
- 2022 Pledges slightly exceed 2021 Pledges and heading in an upward direction
- 2022 Mission and Service budget raised to 10% of Pledges
- 2022 Budget includes funding for Pastoral Staff and Administrative Staff realignment

The comparative 2020 to 2021 balance sheet tells a very strong story for Federated

- Cash and security and Legacy Funds both showed an increase
- Forgiveness of PPP loan
- Continued substantial restricted funds

The 2022 Budget highlights include

- Increase in pledges for the first time in quite a while and gives us confidence in funding our staffing and programs
- Endowment Fund transfer returned to its norm of 5%, as the funding for the Fund Development position is now part of the budget
- There has been some realignment of staff and therefore able to provide salary increases to the staff
- Decrease expenses in utilities and supplies in part due to no longer supporting the FLC
- Increase funding for programs and education
- Allocation to Mission & Service budget up to a full 10% of the 2022 budget for the first time in many years

Motion to approve 2021 Budget:

- Motion by Brady to accept the 2022 Budget as it appears on page 2 of the 2021 Financial Annual Report
- Seconded by Robin Harbage
- Discussion:
 - Appreciation for all the demanding work that is needed to prepare the budget, but a reminder to the congregation that because of the many years of continued decline in pledges that staffing is still at a deficit
- Vote: Unanimous voice vote
- Result: The motion passed; the 2021 Budget was approved as published

Legacy Fund Update - Pete Franz

Pete shared highlights from the Legacy Fund Report on page 7 of the 2021 Annual Financial Report

- Invest return up about 13%
- Portfolio is built to be globally sustainable with appropriate participation
- Will return to congregational programs to ensure that the Legacy Fund is on people's radar when doing estate planning

Mission and Service Commission – Linda Zelazny

Linda acknowledged and thanked all the members of the commission especially those who are retiring, welcomed the new members and Marty Culberson and Dan Kershner for their guidance and institutional wisdom for putting our Christian values into action.

Linda reviewed the spending in 2021 by referencing the Mission and Service Commission report on page 5 of the Annual Report.

- Total Giving from 2021 M&S Budget - \$52,864; \$22,435 went for 5 for 5 UCC Offerings
- Mission Partners received \$29,313
- Christmas Eve Offering 2020 was \$31,692 for "A Place For Me"

St. Paul's, Chagrin Falls Community Park, Just Hope and Family Promise have continued to be our special mission partners and M&S continues to seek other injustice programs to support. M&S wants to provide opportunities to the congregation to get involved with our various outreach programs.

People and Operations Update - Melissa Owen, Senior Director of People & Operations,

Melissa shared the highlights of 2021

- 2021 started off with the buildings closed with a lot of working behind the scenes on the building and much needed deep cleaning
- Worked on the agreements with the CLC for the operation of the FLC
- 102 Bell Street has a 2-year tenant and replaced its roof-deck
- Commissioned a new cross and baptismal font
- Received bids on the parking lot which will be worked on this year, providing materials are available
- Mark's retirement, Rally Day, groups coming back to church
- Thanked Rita, Don and Jake for the care of 76 Bell's ground, with some "serious" plans for the property in 2022
- "Lighting of the Spire" made possible by TNT funds
- Kiersti who moved on to a new job, and Dolly who retired, and therefore, Melissa has taken on both those roles

Looking forward to 2022

- Important to be flexible and forward looking and that things will not remain the same
- Any new members on staff will be expected to participate in the care of the congregation and comfortable with technology.
- Melinda will be retiring at the end of April. "She is the glue of Federated" and "it's going to be impossible to replace her" and so instead the intent is to augment the skill set of the staff and to enable them to develop in the roles.
- The whole staff participates in Thematic Worship planning
- Acknowledge Eric Reed who has been instrumental in coordinating our live stream worship, however he will be going off to college in the Fall, and so there will be opportunities for new staff members to be involved with live streaming.
- With regard to staffing
 - Primetime is being coordinated by volunteers and needs very little administrative assistance from Melissa and therefore, not hiring for that position
 - A nice package for the new Associate Pastor
 - Fund Development position has been absorbed into the staffing budget
 - Care and outreach to the congregation is critical. Pastoral Care is being done as team with everyone on staff participating, as well as the Angel and Memorial Ministries
- Upgrades include
 - Internet
 - Expanding REALM
 - Upgrading security

Closing Remarks and Prayer – Hamilton

Hamilton wanted to offer thanks:

- Lay leaders, Beth, Brendan, and Rick, for their desire to make Federated the best church it can be.
- The congregation for its continuous adaptation for living in this world and continued support of Federated. The increase of pledges is a sign of people's joy and gratitude of Federated.
- The Piano team for the selection the marvelous instrument.
- Hamilton asked the staff to stand and thanked them for their ability to adjust, adapt and to bring new ways into the church's life. The congregation showed their appreciation with a round of applause.
- Melinda Smith as she retires and for her extraordinary faithful service to Federated. The congregation showed their appreciation with a round of applause
- Rev. Judy Bagley-Bonner who has served Federated not only on staff, but also at least 7 other times as acting Associate Pastor

Hamilton is looking forward to the wonderful opportunities ahead to care, serve and be wonderful representatives of God's love as we seek to serve this community and to be the true blessings we are called to be.

Hamilton closed the meeting in prayer at 12:43pm

Motion to adjourn the meeting

- Motion accepted by Ken Horner
- 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 2022 Special Meeting of the Federated Church Sunday June 26, 2022

The purpose of the meeting, as stated in church correspondence, is to affirm the following motion; Motion to approve the Associate Pastor Search Committee's and Church Council's recommendation to elect Elizabeth Craft Wooster to serve as the Pastor of Transformational Ministries beginning July 31st, 2022.

Rick Bryan, Moderator, called the meeting to order at 11:30 a.m.

Hamilton Throckmorton, Senior Pastor, led the congregation in an opening prayer.

Rick Bryan outlined the process and detailed the formation of the search committee, he then introduced Dawn Dole, chairperson of the search committee. Dawn proceeded to further detail their process and outlined reasons for their selection of Betsy Wooster.

Paper ballots were handed out to all attendees. A quorum was met (approximately 115 in sanctuary and 5-6 voting members were on Zoom).

Rick moved and Doug seconded the motion to approve the Associate Pastor Search Committee's and Church Council's recommendation to elect Elizabeth Craft Wooster to serve as the Pastor of Transformational Ministries beginning July 31st, 2022.

Voting was completed and MOTION UNANIMOUSLY APPROVED.

Rick commented that the committee's work was completed and there were no objections.

Pastor Betsy was then brought back into the sanctuary and welcomed into the folds of the Federated Family. She was very happy and shared her positive outlook for her future at Federated.

Meeting was adjourned (very informally) at approximately 11:40 a.m.

Respectfully submitted, Doug Harlan, Interim Clerk (Church Council Member)

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/81072298560?pwd=YWN5SMC9wL2dCaEJGNFdnUFBOTltdz09>

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: 1.301.715.8592, Meeting ID: 810 7229 8560, 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 26th 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.

