



federated

live your faith

2023 Annual Report
and
Congregational Meeting

February 25, 2024

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.

Agenda

Annual Meeting of The Federated Church

United Church of Christ

Sunday, February 25, 2024 at 11:20 AM

Meeting held in the Sanctuary and via Zoom

<https://us02web.zoom.us/j/84852682711?pwd=dVc1MjJdTdUdRanR1ZGhMT3ZjMTFkdz09>

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

Meeting ID: 848 5268 2711, 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 – Dawn Herdman

Call to Order

Approval: Minutes for 2023 Annual Meeting (February 26, 2023)

Year in Review – Adam Graves, 2023 Moderator

Vision for the Future – Steve Downey, 2024 Moderator

Approval: Constitutional Changes

Approval: Legacy Bylaw Changes

Recognition of 2023 Lay Leadership

Approval: Election of Lay Leadership for 2024

Financial Annual Report – Brady Hively

Approval: 2024 Budget

Approval 76 Bell HVAC Expenditure

Legacy Committee Report – Jeff Miller

People and Operations Report – Melissa Owen

Approval: Motion to Sell the Family Life Center

Closing Remarks and Prayer – Rev. Hamilton Throckmorton

Adjournment

A Message from the Church Moderator

It has been an honor and a privilege to serve as the Federated Church Council Moderator over this past year. So many of you have kindly written or spoken a word of thanks to me, but I could say as much to you. I will forever be grateful for the countless leadership opportunities enabled by this role.

Your Church Council is a strong and loving group of folks. This team selflessly represents your questions and concerns while focusing tirelessly on the long-term interests of the church and its entire congregation. It has been humbling and inspiring to partner with my fellow council members and I look forward to continuing to serve on Council as Past Moderator through February of 2025.

Our community of faith has been blessed with the leadership of this year's Past Moderator, Rick Bryan, and incoming Moderator, Steve Downey. Our Church is equally fortunate to have the talent and dedication of Clerk, Peggie Jo Shinagawa, who is rotating off Council. Her thoughtfulness and thoroughness have been instrumental to your Council's important work.

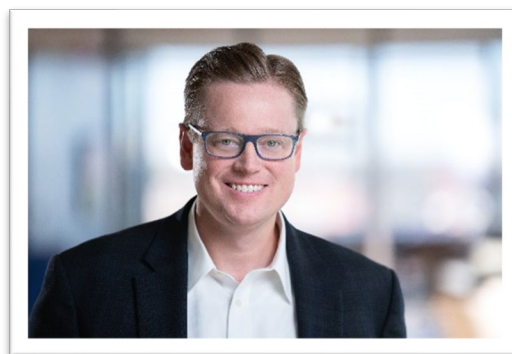
During last year's Annual Meeting and our subsequent Elected Lay Leaders retreat, I signaled that our Church was entering a season of growth. As in any new season, the most important ingredient to thrive is our own ability to shift and embrace a growth mindset. Whether in ministry, missions, community, or music & arts programs, I continue to be amazed at our Church's growth mindset. Our community of faith is one that approaches challenges as exciting rather than threatening and true to our purpose, we "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." Federated's growth mindset is manifesting in numerous measurable ways, such as increased Church's attendance, Sunday school classes, volunteers and staff members.

Another important area of growth in the life of the Church has been the realignment of our lay leadership structure at Federated. Two years ago, at the Annual Meeting, the Council asked the congregation to suspend the Church Constitution on governance. Over the last year our Church has successfully operated on a simplified governance model, which we will present at the annual meeting for constitutional codification by way of a congregational vote.

Lastly, after careful deliberation, your Council passed a resolution to recommend the sale of the Family Life Center property at 16349 Chillicothe Rd, which will be voted on by the congregation at the annual meeting. This important choice is one of long-term strategic, operational, financial, and cultural dimensions. This topic has yielded intense engagement and respectful disagreement. I remain deeply encouraged by our Church's growth mindset, our love for one another, and our shared purpose.

Blessings,

Adam Graves, 2023 Moderator



A Message from the Senior Pastor

As I look back at the year just past, I find myself grateful, as always, for the remarkable passion and energy that come to life here at Federated. At every turn, we see a panoply of missions being lived out here. Church members and friends knit and bake and deliver flowers for others. They care for the creation and act as allies for racial justice and witness for care for our trans siblings. They call each other when one is sick and volunteer with any number of organizations and host weddings and memorial services. People here seek to make a difference. They want to extend God's care to others. It is a rich and palpable dimension of the church, and one for which I am immensely grateful.

I was privileged to be able to take a sabbatical in the spring and summer. Having that time away from the day-to-day responsibilities of the pastorate, and to have a chance to read, to rest, and to rejuvenate, is a great gift, one for which I am deeply grateful.

One of our sorrows in 2023 was the death of our bookkeeper, Janis Stefanchik. She had been a reliable and winsome presence on our staff, and we miss her. We are also, in the wake of Janis' death, extraordinarily blessed by the presence in that role of our retired associate pastor, Susi Kawolics.

One of our great staff joys has been having Beth Rutkowski take on a newly created position of Director of Generosity. Beth has done her work with great energy and spirit, and has been an enormous addition to our already gifted staff.

It is an immense blessing to be able to work with that staff, who bring a plethora of gifts to their work. In addition, it is wonderful to be able to work with such committed and capable and faith-filled lay leaders, led so ably this year by church Moderator, Adam Graves.

My great gratitude and privilege has been to be a pastor with and among the people of Federated. I support the staff, work with lay leadership, teach adults and children, listen to the stories of people with broken and beautiful lives, offer pastoral care, welcome new members, officiate at weddings and funerals, connect with interfaith communities, witness for a more just and peaceful world, plan worship with our staff team, and preach the good news of God. My days are full of work that fulfills and energizes me. It's an extraordinary grace to be charged with the work of listening for the presence of God in our midst. That you have called me to do that for these last 19+ years is an unsurpassed gift.



Annual Report of the Senior Pastor, Hamilton Throckmorton, February, 2024

A Message from Operations

2023 began with flood cleanup in our lower level. Pre-School was relocated to the second floor and after amazing efforts by Shawn Bottcher, Jake Magalski and a host of others, Village Nursery opened ready to embrace the new year in what would become its permanent home. The 2023-2024 school year began with rooms freshly painted and new furniture; Shawn and her staff created a warm, welcoming thriving environment and Village Nursery continues to grow. Most lower level work is complete: Bell Choir has taken up residence in a practice room; exercise classes found a home in one of the larger rooms and there is a dedicated meeting space well utilized by various groups.

As we continued moving through our Visionary Action Plan, we sought new ways to bring the community to Federated and Federated to the community and so was born the Director of Generosity staff position. This essential position combines community outreach, Federated in-reach and fundraising. With all of these crucial elements under one umbrella, we are able to be strategic and all encompassing, focusing on growing and most significantly deepening our reach. Certainly financial growth as an organization is important and our programming and offerings are growing, but what is special about Federated is our rich heritage of meeting people where they are and significantly impacting lives (see Impact Summary). With Beth Rutkowski in this role, Federated is well-served.

2023 was spent expanding programming. Research for grief counseling options yielded a partnership with Geauga County. Through the efforts of Ruth Kershner, Encore Choir now has a home at Federated and is led by Joshua Konow. Kristin Lefeber, Allison Graves and Ali Hively shepherded Federated Playgroup from inception in Spiritual Formation to joining forces with Village Nursery and creating a much needed space for parents to connect while children learn and play. Kristin also brought us Federated's first Vacation Bible Day – in conjunction with the school calendar which provides space for spiritual growth and engagement while parental work continues without pause. Family programming continues to grow in creative and essential ways.

Throughout the year, staff time is spent fielding inspections and making the necessary changes to bring our properties into compliance as requirements evolve. At the 76 Bell Street property, inspections include Fire Suppression, elevator and compliance within the Village. At the Family Life Center property compliance includes Geauga County commercial kitchen health and safety inspections, monthly water testing, EPA compliance, Fire Suppression and maintaining the basin in conjunction with South Russell.

In addition to mandatory inspections, it is also necessary to assess the needs of our properties – I was fortunate to start at Federated in 2020 after comprehensive assessments of all properties had been done and work to fix most issues at 76 Bell had been completed. With the buildings closed during COVID, wear and tear was minimal; what was unknown was the degree to which known issues had progressed. At 76 Bell, much to our delight, we learned the actual *bricks* were the problem and our tuckpointing is very much still intact. We expect the brick replacements will carry us through for the next ten years. Inspections were done at the Family Life Center – the focus was primarily on the larger items HVAC, Roof, Paving/Siding, though we did learn there may be a fix for the drainage issue that causes water to enter underneath the Chapel area – previously this was thought to be unresolvable.

Q3 saw the installation of our new copier, broadening our in-house marketing options and minimizing waste in keeping with our Creation Care status. Q4 was also a busy time for Properties: brickwork was completed, the Chapel ceiling was painted; and in the Sanctuary, new diffusers were installed and recalibration was done (HVAC). Our Sanctuary immediately felt temperate and less humid, though the aesthetics would wait until after the busy holiday season.

Operations relies upon the hard work of our Lay Leaders, directing change and growth. Staff supports these efforts faithfully and diligently and often quietly behind the scenes. Susi Kawolics stepped into the role of Bookkeeper offering support and counsel. Marty Culbertson lifts up generosity both artistically and through her work with Missions. And perhaps most quietly of all, we have Brooke Strong who we rely upon for everything from serving as our first point of contact, to the creative marketing pieces to managing all events scheduling and keeping everyone associated with Federated on track. She does all of this with kindness and love.

Submitted by Melissa Owen, Senior Director of People and Operations

Impact Summary

Throughout the course of a programming year, Federated Church has the opportunity and honor to impact thousands of individuals through ongoing programs, one-time special services, and community engagements in our building at 76 Bell Street. With a variety of over 100 activities and offerings, families and individuals of all ages can find something of interest and, more importantly, a way to connect with church and with other people. Building connections and providing a community hub is central to our philosophy that **All Are Welcome, Accepted, and Loved**.

We are honored to open our space to non-faith-based groups in the community who need meeting or activity space. Some contact us looking for space, but often we reach out to invite them here and, when appropriate, we engage by promoting their activities to the public and to our congregants. We strive to build relationships with these organizations and individuals, and we work to provide them the access to suit their needs and ensure all feel welcome.

Federated Ongoing Offerings for Spiritual and Physical Wellness: All Church Book & Bible Study, Angel Ministries - Flowers, Food, & Rides, Cancer Support Group, Childcare on Sundays, Colorado Kids Youth Trip, Communion Classes for 5th grade, Communion Ministry for Homebound, Confirmation Classes for 10th Grade, Contemplative Prayer Group, Daughters of Abraham, Friday Women's Bible Study, Inquirers' Class for new members, Lenten Bible Study groups, Monday Morning Miracles, Monday Morning Yoga & Stretching, SPIFFY Middle, School Youth Group for grades 6 – 8, Sr. High Youth Group for grades 9 – 12, Stephen Ministry, Sunday School for grades K – 8, Weekly Prayer Note Writers, Women's Retreat

Federated Activities for Entertainment and Education: Federated Family Yoga, Federated Playgroup, Loose Screws, Mahjong, Men's Breakfast, NOICA Cooking Class, NOICA Iftar Dinner, Primetime Bridge, Primetime Lunch Out & Other Trips, Primetime Forum, Rally Day Festival, Sit & Stitch, Sunday Coffee Fellowship Hour, Wondrous Wednesdays

Community & Non-Faith-Based Activities Welcome in Our Space: AA Meeting Chagrin Falls Friday, AA Meeting Friday Big Book, AA Meeting Women on the Move, Alzheimer's Support Group, Pack 150, ChamberFest Cleveland, Cleveland, Chamber Choir, Cleveland Repertory Orchestra, Closed Meditation Group, Continuing Bereavement Group, Encore Creativity Choir, Geauga County Grief Support Group, Music Together, Recording sessions in our Sanctuary, Simply Fit with Sue, Yoga CFCC Group

Federated Planning and Leadership Groups: Church Council, Congregational Care Commission, Creation Justice Committee, Elected Lay Leadership Meetings, Finance & Properties Committee, Human Resources Committee, Generosity Commission, Leadership Retreat, Legacy Fund Committee, Membership & Nominating Committee, Mission & Service Commission, Moderator Team, Primetime Board, SJAM Leadership Board, Spiritual Formation Commission, Sunday Ushers & Greeters, Telling Our Story Committee

Federated Music & Arts Activities: Adult Choir, Bell Choir, Children's Choir, Children's Christmas Musical, Gallery Exhibits, Leap of Faith Liturgical Dancers, Performing Arts Series, RISE Band

Federated Special Worship and Activities: Advent By Candlelight, Ash Wednesday Service, Bethlehem Marketplace, Christmas Eve Services, Easter Sunday Service, Maundy Thursday Service, Memorials, Service of Hope & Healing at Christmas. Trinkets & Treasures, Weddings, Worship With Nature

Federated Ongoing or Annual Mission and Justice Activities: Chagrin Falls Park Community Center Collections, Christmas Eve Offering, Helping Hands, HOLA Collection, Just Hope Collection, NEOCH Winter Clothing Collection, Replay for Kids, SJAM Electronics Recycling, SJAM General Meetings, SJAM Movie Night, SJAM Racial Justice Series, St. Paul's Loaves & Fishes, St. Paul's Trailer Collections, Youth St. Paul's Toy Store Project, Youth Bake Sales

Additional Community & UCC Partners: Art By the Falls, Chagrin Arts, Chagrin Falls PTO/Schools, Chagrin Valley Council of Churches, Chagrin Valley Chamber of Commerce, Community Life Collaborative, Heartland Conference, Living Waters Association, Stella Maris, Village Nursery School

Submitted by Beth Rutkowski, Director of Generosity

Highlights from the Congregational Care Commission

Congregational Care continues to host (set up and cleanup) Sunday Morning Fellowship Hour after Worship. We did all of the Ushering and Greeting in March and then again in October. We continue to help with Wondrous Wednesday dinners. A meet and greet with Church Council was held during Fellowship Hour and generated very positive feedback. Valentine cookies were, boxed and delivered to those who lost a spouse going as far back as 2020, about 30 boxes. Advent by Candlelight continues to be a well attended evening. We also prepare and serve breakfast to new members on the Sunday they join the church.

There are also many service opportunities under the Congregational Care umbrella:

- Communion to the Confined – five served several throughout the year
- Angel Memorial Ministry hosted 16 Memorials
- Angel Wedding Ministry hosted two Weddings
- Angel Flower Ministry delivered over 160 arrangements to over 140 households
- Women’s Fellowship is comprised of three groups who put together 45 baskets for St. Paul’s and Chagrin Falls Park; toiletry bags for the homeless; neck pillows for Hospice Patients and residents of Arden Courts; knitted or crocheted Prayer Shawls, Baby Blankets, Baptismal blankets, Prayer Squares, Cat Pillows for local animal shelters

My time on this Commission has come to an end, I will always be grateful for the opportunity to serve this Church and this congregation. The wonderful women I have come to know and they will always remain my heart. We lost our beloved Carole Halberg this past year and, as always, these women were there for her family during her illness. Two or three meals were delivered each week as well as visits, cards, notes and telephone calls, again, demonstrating just how committed and loving these women are.

Submitted by Karen Zoltowicz (Chair), Judy Riemenschneider, Karen Johns, Heidi Asplin, 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.

M&SC has been joyously successful in fulfilling its mission this year. People were inspired to reach out and become engaged in many missions in the local and wider communities.

Primetime Ministry has a dedicated core of participants. They have monthly luncheons and quarterly trips to events and sites in Cleveland and surrounding areas. **Primetime Ministry** continued to hold monthly Forums, luncheons, and trips. We have expanded to ensure inclusion of our Federated contingent at Breckinridge, All activities are open to the entire community.

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-standing mission partners. Throughout the year we organize drives for clothing, school supplies, food, and other timely items for them. The monthly **Loaves and Fishes** meal at St. Paul’s is prepared by Jim Scheuermann and his volunteers. A grant from the Deaconess Foundation has helped fund the program.

Humble Design was the recipient of this year's **Christmas Eve Offering**. This organization changes lives by custom designing and fully furnishing home interiors for families and individuals emerging from homelessness. Over \$31,000 was donated by our congregation. A new process for selecting the recipient was initiated this year. Congregants were asked to nominate an organization. M&SC invited four of those organizations to present at a special meeting. The three runner ups also received stipends from undistributed mission budget funds. (Harriet Tubman Movement, Power of Harmony, and InMotion).

Trinkets and Treasures had another successful year. Mimi and Bob Bathgate passed on the leadership duties to Karen Johns, Lee Johns, Kathy Kieta, and Dennis Kieta. Approximately \$23,162 was raised from the sale and donated to the church for special projects. In 2023, \$5000 was donated to the Community Life Collaborative for improvements to landscaping on the Family Life Center Property.

There have been increasingly antagonistic Nicaraguan regulations for **JustHope** to cease official operations in Nicaragua. Yet **JustHope** has managed to survive the tumultuous political climate in Nicaragua. Mujeres Unidas (Women United) has cleared most of the hurdles to form their own in-country NGO. **JustHope** is reaching the goal of becoming the sustainable, manageable, nimble organization that is required by the present context in Nicaragua.

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**.

Submitted by the Mission and Service Commission: Linda Zelazny, Chair, Marty Culbertson (Staff Liaison), Dan Kershner (Councilor), Gay Quintin, Kathy Kolcaba, Patti Leyden, Emilie Gottsegen, Dave Strauch

Highlights from Social Justice Advocacy Ministry (SJAM)

The mission of Social Justice Advocacy Ministry (SJAM) is 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! All are welcome. One does not need to be a Federated member to become involved.

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 eighth 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.

Noteworthy in 2023, Federated Church, led by members of the SJAM Creation Justice Committee, applied to become designated a Creation Justice church. This designation is given by the National UCC office and Rev. Brooks Berndt in the Creation Justice Ministry office. In December we were informed that our application was approved and Federated is now a Creation Justice Church. Similar to our designation as an Open and Affirming church, we will continue to live and grow into this designation, showing the community and the world that we believe that clean water air and land are the right of all people, plants and animals. The Earth is God's creation and we are here to care for it while working for justice for all. This is exhibited in four areas of our church: Theology and Worship, Church Life and Practices, Awareness and Advocacy and Connecting with the Broader Movement.

Also, in 2023, SJAM leaders held a strategic planning retreat which created our vision to work towards for 2027. SJAM is known for changing hearts and minds with awareness and education; SJAM connects and collaborates; SJAM is known across the region for hosting/promoting participation in BIG Events all year. SJAM mobilizes action nimbly & effectively with readily available structures and people.

SJAM partners with established organizations whose missions align with ours such as: Americans Making Immigrants Safe (AMIS), Racial Equity Buddies, Northeast Ohio Coalition for Homeless (NEOCH), Northeast Ohio Friends of Immigrants, HOLA, The Community Life Collaborative (CLC), Moms Demand Action, Chagrin Arts, The Ohio Innocence Project, Honesty in Education Ohio, Equality Ohio, Chagrin Falls Park Community Center, Bainbridge Community Church UCC, Forest Hills UCC, Mt. Zion and many others. Our members have long histories as volunteers with many of these organizations and we continue to build upon their expertise and strategies. In 2023, we increased our interface and financial support with a number of these organizations. A sampling of our 2023 activities includes:

- **Racial Justice:** Prepared and conducted racial justice awareness courses, including well-attended Zoom *Racial Allyship* and *Centering God, De-Centering Whiteness* (joined by people from all over the USA/Canada). In January, SJAM was proud to host the traveling exhibition of quilts created in response to George Floyd's murder; Worship, workshops, a vigil and a documentary film enhanced viewer encounter with these powerful works of art; in March, movie/speaker night on Infant Mortality in the African American Community in Cleveland; in December, SJAM was one of several sponsors for a workshop offered by Racial Equity Buddies, 'Building Safer Communities for All'.
- **LGBTQ+ Rights Participation:** Anti-Hate Rallies held at Bainbridge United Church of Christ and in Geauga SOGI Pride event in June in Burton; financial and in person support to Chesterland Community Church as they faced vandalism as a result of support for the LGBTQ+ community; encouraged advocacy in the face of HB 68; hosted two summer speaker events led by Skip Heston (Impact of Endocrine Disrupters) and Laurel Koepf (What does the Bible Really Say about LGBTQ+ Persons and Issues), each attended by 50-75 people.
- **Creation Justice:** April/May activities celebrated our sacred relationship with God's creation highlighted by book journey groups, a workshop, worship and wild church with Daniel Cooperrider, author of "Speak with the Earth and It will Teach You: A Field Guide to the Bible"; E-cycling was offered and monthly tips in The Spire educating on environmental friendly practices; and the Creation Justice designation was given to Federated in December 2023.
- **Immigration :** Through partnerships with HOLA, Americans Making Immigrants Safe (AMIS), US Committee for Refugees and Immigrants and Northeast Ohio Friends of Immigrants, SJAM is involved through donations, time and education for ourselves and the community; SJAM has been called upon to provide witness and other support for immigrants; Various issues and actions to advance the rights of immigrants (USCRI).
- **Unhoused:** Working with St. Paul's and the Northeast Ohio Coalition for the Homeless (NEOCH), SJAM invited speakers (in coordination with the Mission & Service), collected clothing and other needed items and provided financial support.

Submitted by Kathy Franz, kfranz1711@gmail.com

Highlights from the Generosity Commission

The Generosity Commission meets monthly and works year-round to ensure that the concept of Generosity is expressed in many ways and across many categories. As God's children, generosity can take various forms – involvement, leadership, prayers, and giving.

Mission is Church – Church is Mission

"The Church exists for mission as a fire exists for burning." Emil Brunner

During this fall's Generosity Campaign, our theme highlighted the idea that everything we do – and not just giving to outside sources – is the church's mission. Some of our most meaningful mission begins inside our own faith community. We are blessed to be a blessing to others by giving our own resources to the work of Federated Church.

Through the weekly Generosity Impact Moments, Faith Witnesses, and opportunities for giving to the church, we hope to illuminate the integration of Generosity into the Spiritual Journey.

Affirmation of Generosity: *We affirm that all we have is a gift from God and as God's children, we are called to be generous to each other, to our neighbors, to our church, and to our community.*

Submitted by the Generosity Commission: Ken Horner, Maren Koepf, Michael Quintin, Martine Scheuermann, Dawn Thatcher

Highlights from the Spiritual Formation Commission

This year our commission has continued to create new programming for all ages and are grateful to support our amazing staff and other commission initiatives.

Our children's ministry continues to grow thanks to the dedication and creativity of Kristin LeFeber and dedicated volunteers:

- We added Middle School Sunday school class taught by Kristin LeFeber
- We brought back Jr and Sr High youth groups led by Emily Moore, Bill Wright, Gary Dole, and Paul Cantley.
- Ten students were Confirmed after attending classes led by Betsy Wooster, Zach LeFeber, and Gary Dole
- We provided a one-day VBS on November 7th
- We created a playgroup where community parents can interact while children play, this offering continues to grow and is led by Allison Graves
- SFC members volunteered to help with preschool Sunday school once or twice a month.
- Colorado kids July 2023
- Women's retreat March where 11 women went to Erie, PA.

We had special events for families including:

- An Italian dinner and Alla Boara performance
- Bethlehem event in the fellowship hall after the children's musical during Sunday service
- Family service day - 25 middle school and high school students adapted toys for students with special needs

Adult Spiritual Formation:

- We approved and support the Worship with Nature ministry that had a service at Sulfur Springs park in September and at the Family center in December
- We supported Wonderous events
- We supported a book study on Walking Each Other Home
- Added a yoga class through Tributaries program
- We ushered during the month of May
- Financially supported bringing Dr. Loral Koepf to preach and do a workshop
- Book study with Daniel Cooperrider's book Speak to the Earth and It will Teach You

Submitted by: Betsy Mast (Chair)

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 2023 members of the Committee, Tricia Baumgartner, Jeff Miller and Allison Graves. A special thanks to Brady Hively for his diligent input and assistance.

During 2023, the balance of the Legacy Fund increased from \$637,767 to \$696,339, after investment changes of +14%, contributions of \$3,750, and a distribution of \$34,700 to the church operating fund. Every year we target giving 5% of the trailing eight quarters average balance, to support the operations/mission of the church.

Marty Culbertson provided a video for a September 24 Generosity Moment, and Richard Masters spoke about why he has given to the Legacy Fund to recognize the value of Federated Church in his life.

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 any member of the Legacy Fund Committee for more information or to discuss how you can help sustain the mission of Federated Church.

Submitted by Robin Harbage, Legacy Committee Chair

Highlights from the Finance & Properties Committee

The Finance & Properties Committee is pleased to share with you our 2023 update:

- 2023 was budgeted to have a flat net income, with no deficit or surplus. We ended 2023 with a deficit of \$27,824. To balance the 2023 budget, we will utilize \$27,824 from the Deferred Reserve Operating Fund, which will have a remaining balance of \$45,667 going into 2024. The 2023 deficit was primarily due to lower-than-expected pledge and non-pledge receipts. Total actual expenses were \$19,294 less than budget, though no specific line item significantly drove the variance between budgeted and actual expenses.
- 2023 pledges collected were 97.5% of the budgeted 2023 pledges. We thank all members for continuing to support the financial needs of the church. We go into 2024 with some hope that some of the shortfall between 2023 pledges and 2023 pledge receipts will be captured through higher than usual past due pledge receipts.
- Pledges for 2024 are down 3.0% from 2023. While this is a trend that we are working to reverse, this is in line with general trends of declining membership and giving for churches across the country.
- The 2024 budget contains some cost-of-living adjustments for some staff members, but does not include any bonuses or performance-based salary increases. We struggle with submitting a budget that we believe does not adequately compensate our amazing staff members and rectifying this moving forward will be a significant push for the Finance & Properties Committee.
- Though the 2023 budget season had challenges and included difficult choices, we still move into 2024 with optimism. We are still able to provide Missions with 10% of our expected pledges and we believe staffing is correctly aligned going forward.
- Our 2024 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. 2024 programming funding will be largely derived from our designated funds to help balance our budget.
- Our properties provide us with a forum to thrive and it is with gratitude that we work to ensure preservation, upkeep and enhancement:
 - 76 Bell Street (Federated Church)
 - Continued to replace old lighting with energy efficient LED fixtures
 - Continued painting refresh throughout the church
 - Sanctuary: Resolved HVAC problem, painted ceiling
 - Chapel: Replastered and painted chapel ceiling (allocated 2022 Surplus funds)
 - Ground Floor Flood: Completed replastering, painting, updated plumbing
 - Created Bell Choir Practice Room, Meeting Room, Exercise/Yoga Room
 - Relocated Pre-School to second floor; repainted, replaced furnishings
 - Completed work on stairs adjacent to school property
 - Continued improvements to In-Person and Livestream systems, upgraded microphones
 - 102 Bell Street (Residential House)
 - Rented for \$3000 per month through February 2026
 - 16349 Chillicothe Road (Family Life Center)
 - Planning: Assessments done on most anticipated costs 1-4 year timeframe
 - Replaced Dishwasher (funding from Capital Campaign)
 - Worked on compliance corrections
 - See Community Life Collaborative Highlights for additional work done to the Family Life Center property

Submitted by Brady Hively, Finance Committee Chair

Highlights from the Human Resources Committee

2023 Summary of The Federated Church's Human Resource Committee:

Listen
Advise
Counsel
Love

Completed a 360° review for and with The Rev. Betsy Wooster

Ongoing listening & coaching meetings with key staff members

Functioned as both listener & adviser in multiple situations: e.g. review of compensation; staff moves or adjustments; new job descriptions; resolution of differing perspectives; etc.

A sincere thank you to Chris Bednar for her many years of service to multiple Federated HR committees.

Also, a big thank you to Doug Harlan, our HR liaison to Church Council. And finally, key additions and a warm welcome to new HR Committee members: Eric Baumgartner and Kelly Lawrence. It has been an honor and pleasure to service on the HR Committee.

Respectfully & Gratefully submitted by Bill Franz Chairperson

Highlights from the Membership & Nominating Committee

Our year began with a change as reorganization combined the Membership Committee with Nominating duties from the prior Nominating and Leadership (leaving leadership with Church Council). This gives us a three-prong focus: Growing with New Members, Connecting with the Congregation, and Filling Leadership Positions.

Growing with New Members includes providing an extravagant welcome to anyone interested in joining the church. This is accomplished through every interaction a potential new member has with anyone in the congregation and continues with the Inquirer's Classes and Joining Sunday and endures with connections made with New Member Partners and the welcome arms of the church.

This year saw **6 new members join in the spring and 10 more in the fall**. Each of these participated in two nights of sharing and learning led by the ministers and hosted by our team with food, drink, and welcome. Information packets compiled by Brooke Strong provide church history, organization, core values, purpose statement and more.

Generosity Commission representatives spoke about the evolving focus of generosity in church. Peggie Jo Shinagawa walked new members through the skills and interests sheets and explained how these are useful to connect new members to opportunities that are of interest to them.

New Member Partners are volunteers assigned to each new member to welcome them as they join and to follow up, answer questions, and encourage participation. *Are you interested in becoming a welcoming presence for someone in our next New Member Cohort which begins in April?*

Joining Sunday includes a sumptuous breakfast provided by Congregational Care, a name tag, the vows and promises of the church, a symbolic loaf of bread and a welcome after the service. *Do you know someone interested in joining? Are you a part of that extravagant welcome to each new face? See the bulletin board for info on our latest class.*

Connecting with the Congregation is an area growing and evolving. Rally Day provided an opportunity to educate the congregation about **REALM** and encourage its use. *Did you know you can sign in on Sunday, look up people by their name, view upcoming events, sign-up to participate, and monitor your giving - all via REALM?*

Each visitor who signs in the books on Sunday receives a card, a call or an email welcoming them and inviting them to return - 96 visitors have received this follow up to their church attendance. *Please help by encouraging church sign-in and welcoming those seated near you. Who can you invite to join us in worship?*

To encourage the welcoming environment, conversation starters were created for each table inviting attendees at coffee hour to include visitors and to engage with different people each week. *Have you met someone new at a coffee hour or Wondrous Wednesday?*

With the help of Beth Rutkowski, we are reaching out to members not actively attending. The list is being updated with information regarding those who have moved, are ill, and other known circumstances. Outreach will begin in February. *Do you know someone who no longer attends? You can help us reach out by forwarding information to our committee.*

Nominations for Leadership Positions occur throughout the Year with mid-term elections by Church Council.

Beginning in October we reached out to those whose term ends in March and offered the option of retiring, renewing their commitment or serving elsewhere. The high percentage who chose to remain as elected lay leaders is indicative of the joy and sense of purpose one feels when serving where one's skills and interests are prayerfully considered.

Current commission/committee members encouraging those they feel would be a good fit on their team has been a tremendous help in identifying candidates. After all of these decisions are noted, we work on filling open positions by reaching out to active attendees and those whose skills and interests align with the needs and focus of specific commissions or committees with openings. We are thankful for those serving now and for those new to leadership who will be approved at the Annual Meeting. *As you peruse this annual report, do you see a place where you are called to serve? Let us know. We can help you connect.*

Committee members Rose Brown, Dawn Herdman, Jennie Krutilla, Harriet Rogers, Council Liaison Peggie Jo Shinagawa and Staff Brooke Strong and Beth Rutkowski thank you for your support, the time and talents you share, and the welcome you extend to ALL.

Submitted by Rose Brown Membership Committee Chair

Highlights from the Telling Our Story Committee

The mission of the Telling our Story Committee (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 to our various constituencies.

Telling Our Story began the year as a Commission, but in the Annual Meeting in February 2023 several changes to the Lay Leadership structure were proposed and approved by the congregation, including changing Telling Our Story to a Committee. One of the implications of this change was the elimination of the Telling Our Story Councilor position from Church Council, and the addition of TOS to the responsibilities of the Administrative Councilor.

The Director of Generosity position was filled by Beth Rutkoski, who has taken over many of the staff communication responsibilities, as well as expanded the strategic communications activities. Many of the Visionary Action Plan (VAP) action items assigned to TOS have been transferred to Beth as part of staff responsibilities.

Telling Our Story completed a major church rebranding project and unveiled the Live Your Faith mural in Fellowship Hall. "Live Your Faith" is part of the new Federated logo, and the mural depicts the ways that we live our faith, individually and together. There are four panels, one for each of the four Federated sub-brands: Support, Worship, Act, and Grow. All are verbs representing our faith in action. The mural will serve for years to come as a compelling visual reminder to ourselves, and a message to those who visit our church. TOS created and deployed 17 outdoor advertising yard signs posted on village tree lawns by friends and members to amplify the Federated brand. Intermittent showings throughout the year allow for recurrent messaging while avoiding political seasons.

Telling Our Story plans for some changes in 2024 to better operate as a committee, and to focus on communications and support for the Commissions and Ministry Teams at Federated. 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, Bob Munson

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

GENERAL HIGHLIGHTS:

- The Federated Church is recognized by National and Heartland UCC as a leader in reimagining “church” by their use of the FLC property and support of the CLC management with a community-facing focus
- Welcomed Chrissy Cici as Bookkeeper and Office Administrator
- Welcomed Kim Price to our Board of Directors
- Welcomed Destinee Burse as our new full time Executive Director
- Increased the FLC’s value to the goals of Federated’s Visionary Action Plan - enhanced church and community touchpoints with 300-500 community members at the FLC per month
- Collaboration with Living Water Association and Sauerland Foundation in partnership with the Summit of Sustainability Alliance provided a 110K investment toward native planting in urban Akron neighborhoods

OUR IMPACT - Throughout 2023, the CLC elevated conversations to action by:

- Opening the Garden View Gallery – sparking dialogue to promote social impact consciousness around rotating exhibit topics including Wings & Voices Over the Cuyahoga, SAQM George Floyd Quilts, Bees, Bugs & Butterflies: How Pollinators Help the Cuyahoga Region Bloom, and Crooked River Contrasts
- Restructuring Welcome Kettle programming to better understand refugees and immigrants while celebrating in community with one another
- Prism series programs highlighted the need for inclusion, equity and belonging felt by individuals with neurodivergence and different abilities and offered critical resources for families
- Our Nature – Through generous foundational support and dedicated partners the CLC mobilized regional impact by providing a vegetable garden/soup kitchen for the unhoused and supplying trees for reinforcing over 50 urban parks & spaces. Programs emphasized landscaping with native plants, using sustainable practices, and the urgent need to plant for pollinators and increase the tree canopy.
- Deep Roots Initiative interconnected among dozens of organizations working directly with at-risk youth, incarcerated individuals, and those going through re-entry

FACILITIES - The CLC managed and improved the Family Life Center by:

- CLC paid for the FLC Improvements including new lighting, roof repairs, repaired heating units, new commercial grade garbage disposal, garage door functioning in pole barn and more
- CLC managed use contracts for 28 different community organizations
- CLC hosted Federated activities for The Federated church- uses the FLC for SPIFFY, Family Ministries, SJAM, Federated’s Trinkets and Treasures Fundraiser, Worship With Nature, and more!

Submitted by the Community Life Collaborative

Highlights from the Office of Spiritual Formation

I am glad to be approaching my two-year anniversary since I began my ministry at Federated Church. After serving for two months as the Designated Associate Minister, I was Called In June 2022 and installed as the settled Pastor of Spiritual Formation on January 22, 2023.

Worship and Leadership

- Covered all pastoral duties May-August 2023 (exceptions when I was on vacation) while Hamilton was on sabbatical leave and summer vacation.
- I regularly co-led Sunday worship services throughout the year. On average preached more than once per month.
- Co-led and preached at our Ash Wednesday Service and co-led our Maundy Thursday Lenten worship services in Spring 2023.
- Developed and preached two different sermon series in summer 2023:
 1. May and June sermon series: "Transformative Encounters."
 2. July and August sermon series: "Metaphors for God."
- Created and co-led our Advent Service of Hope and Healing in December 2023, which was well attended. We paired this evening service with the December Wondrous Wednesday dinner.

Pastoral Care and Spiritual Formation

- Actively shared in pastoral care visits, calls and responsibilities.
- Officiated five funerals and three graveside services.
- Serve as a Pastoral liaison to the Spiritual Formation Commission.
- Led Lenten Book Study, Spring 2023: *The Heart of Christianity*, by Marcus Borg.
- Co-planned/led our Spring 2023 Women's Weekend Retreat at the Benedictine Sisters of Erie Monastery in Erie, PA.
- Led Fall 2023 Book Study: *Walking Each Other Home*, "Conversations on Living, Loving, and Dying." Well attended and received.
- Offered an Advent reflection at our annual 2023 Advent by Candlelight event.

Youth Development

- Planned, led, and preached for our April 2023 Confirmation Sunday, confirming all ten students who completed the 2022-23 Confirmation Class.
- I serve as support staff and Pastoral Liaison to our newly launched Middle School and Senior High Youth Groups:
 1. Middle School Youth Group: Recruited church members Emily Moore and Bill Wright to lead our renewed Middle School Youth Group in Spring 2023: The first middle school youth group since the 2020 pandemic.
 2. High School Youth Group: Recruited Church members Gary Dole and Paul Cantlay to lead our renewed Senior High Youth Group in Fall 2023, the first Senior High youth group since the 2020 pandemic.
- Supported Marty Culbertson and Middle School youth leader Emily Moore, who co-led our Youth Colorado trip in Summer 2023.

Submitted by Rev. Betsy Wooster, Pastor of Spiritual Formation

Highlights from Children's Faith Formation

This past year was a year to try new things and this approach was met with much success!

For example, weekly Sunday School attendance increased to more than 30 students across the three classrooms on a full week.

Sunday School students hosted two Youth Sundays, one in March and one in September. Each service featured the gifts of over 20 kiddos who participated by reading, playing music, ushering, greeting, baking bread for communion and creating artwork to enhance worship.

In each April and October, several middle school students and their families volunteered their time at service events for RePlay for Kids, a local non-profit organization which adapts toys for kids with developmental disabilities. They had fun soldering and rewiring to convert simple battery-operated toys.

September marked the launch of Federated Playgroup which meets weekly on Wednesday mornings in Fellowship Hall. About 5-10 infants, toddlers, preschoolers and their caregivers gather to play and grow together.

In November, on election day, Federated hosted its first Vacation Bible School (VBS) Day Off Experience entitled, "God Has a Spot for You." 10 elementary aged kiddos met to play games, create crafts and hear a story that reminded them that God loves them all the time, no matter what.

And in December, the year culminated with the first Bethlehem Market – a fun and interactive set of booths and stations where kiddos of all ages could learn about life in the time of Jesus. Activities included working with terra cotta clay, writing with ink and stylus, and trying common middle eastern foods.

The kiddos have been busy flourishing in the church and look forward to more growth in 2024.

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

The music department at Federated in 2023 was vibrant! Truly, no year since I came on staff in 2017 was as diverse, expansive, and energizing as 2023 was. We saw real, tangible results after years of dreaming and emerging from a COVID world. Federated has become an even stronger hub for the arts in ways not seen in years.

We must absolutely celebrate the many musicians participating in our groups. All music ensembles experienced growth this year! The Federated Choir participation is at its highest level since 2018, allowing the group to take on many large-scale projects like Dan Forrest's "Requiem for the Living" on Maundy Thursday 2023. We have been joined by singers with high skill, growing not just the numbers but the confidence and quality of the group! The Children's Choir was able to put on a fantastic Christmas musical this year due to a large group of youth. Pat Haynish should be lauded for her encouragement of our youngsters, allowing them to prosper their early music development. The RISE to Shine Band has brought a consistent new flavor to worship services with more vocalists engaged and increased congregational participation. The Bell Choir was joined by new members and many substitutes (shoutout to Carmen Massaro and his group for helping us many times!) allowing us to take on more music and at higher levels. Each group always welcomes more interested people to be a part of our dynamic community approach to music making.

A special milestone this year was Marcia Snavelly reaching 30 years of service at Federated Church! Our choir, along with pianist Randy Fusco and the Chagrin Falls Studio Orchestra (Steve Eva, director) were able to uplift Marcia's career at a special concert in December. Marcia is *the* consummate professional, upholding our music ministry throughout her time at Federated. She deserves every honor, and it was a true joy to bring her celebration concert to life.

The Performing Arts Series continues to expand and in 2023 we hosted events from Apollo's Fire, pianists Antonio Pompa-Baldi and Emanuela Friscioni, Alla Boara, and the aforementioned Marcia celebration. Equally exciting was our most extensive slate of rental events yet as Federated has become a very sought-after venue. Multiple recording sessions and concerts by CityMusic Cleveland, the Cleveland Repertory Orchestra, a new ensemble from Encore Creativity, and many teacher studio concerts happened in 2023. Every event allows an audience that may have never stepped foot into Federated to experience who we are and what we value.

2023 galvanized our music ministry. I have had help from so many and I am feeling excited and grateful. A huge thank you goes out to everyone that has participated, assisted, attended, or simply put in a word of encouragement for our many music programs. Make a joyful noise! May God bless.

Submitted by Joshua Konow, Director of Music Ministries

Highlights from the Office of Generosity

The greatest joy in my new role as Director of Generosity, since joining the staff in April of 2023, has been the privilege to work with so many different Federated members and friends. Even after being a member myself for 23 years, these last 9 months have opened my eyes to the wide array of amazing and wonderful talent we have in this congregation.

As staff liaison to the **Generosity Commission**, we conducted the 2024 Generosity Campaign in the fall reaching out to all members and past donors. The campaign's theme was "Church is Mission – Mission is Church" highlighting that everything we do, inside our own walls or in faraway places, is our mission.

Working with the **Legacy Fund Committee**, we developed a simple brochure to explain the Legacy Fund and its importance for the life and future of the church. The fund was featured in a Generosity Impact Moment and through the faith witness of one of the faithful Legacy givers.

It was an honor to work with Marty and the **Mission & Service** commission to ensure that the special offerings, collections, and fundraisers during the year were featured. 2023 included collections for Colorado Kids, Christmas in July, Neighbors in Need, the Hawaii Wildfires Relief fund, NEOCH, Replay for Kids, St. Paul's Church, Humble Design, and more.

So many new and fun ideas came out of the **Spiritual Formation** Commission, and it was a huge pleasure to help bring those ideas to life. A new Playgroup, Worship with Nature, the new Bethlehem Marketplace at Christmas, and a speaker series in partnership with Chagrin Falls schools, are just some of the exciting things coming from this innovative group.

In everything we do, we want to be sure we are putting our best face forward and that the message of love, acceptance, and welcome leads the way. It's been a joy to work with Brooke and the rest of the staff to make sure our **Marketing and Messaging** is consistent and compelling.

Worshipping at Federated has always been one of the greatest blessings in my life. And now to be a small part of helping plan and organize our weekly **Worship Services**, by gathering announcements, planning the *Generosity Impact Moments*, or assisting Hamilton, Betsy, and Joshua with the logistics for our special services is an honor.

One of my main responsibilities is **Community Outreach**. As a church, we have stated that we want to be good community partners by being involved in wider community activities and being a resource for neighboring organizations. This year, we have worked with:

- Art By the Falls
- Chagrin Falls PTO/Schools
- Chagrin Valley Chamber of Commerce
- Community Life Collaborative
- Encore Creative Choir
- Geauga County Sheriff's Office – LOSS Team
- Good Morning America event team

- Music Together
- NOICA (Northern Ohio Intercultural Association)
- Replay for Kids
- Stella Maris
- Village Nursery School

Federated Church has so much to give! We have been and will continue to be the shining steeple on the hill by letting the best of who we are – the light of Christ – shine through in everything we do.

Submitted by Beth Rutkowski, Director of Generosity

Highlights from Pastoral Care Ministries

Our Pastoral Care Offerings continue to grow:

- Community Pastoral Care: With Staff addition, Beth Rutkowski, our support and touchpoint offerings have grown into a community wide network.
- As of September 2023, Office Angels are present at the Lobby Desk Monday-Friday providing an extravagant welcome to anyone coming into the church. These essential leaders also provide support to our Administrative and Pastoral staff, ensuring Pastoral Care communication is heard and acted upon.
- Pastoral Care offerings include the following:
 - Prayer and Praise Ministry
 - Angel Ministries
 - 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
 - Communion to the Confined, Ashes to the Confined
 - Events, support groups, other groups and get-togethers
 - Grief Groups – lay and professionally led

Submitted by the Pastoral Care Team

Recognition of Federated Church's 2023 Lay Leadership

Church Council

Position	Lay Leader	Representative to
Moderator	Adam Graves	
Vice Moderator	Steve Downey	
Past Moderator	Rick Bryan	
Clerk	Peggie Jo Shinagawa	
Treasurer	Brady Hively	Finance & Properties and Legacy Committees
Admin Councilor	Doug Harlan	Telling Our Story and Human Resources Committees
Councilor 1	Diane Tuuri	Congregational Care Commission
Councilor 2	OPEN	Generosity Commission
Councilor 3	Dan Kershner	Mission & Service Commission
Councilor 4	Sunny Doxey	Spiritual Formation Commission
Staff	Rev. Hamilton Throckmorton, Melissa Owen	

COMMISSIONS

Congregational Care Commission

Karen Zoltowicz (chair), Karen Johns, Leah Hassett, Judy Riemenschneider, Jodi Elioff, Heidi Asplin, Carolyn Shaul, (2) Openings

Generosity Commission

Maren Koepf, Michael Quintin, Dawn Thatcher Martine Scheuermann, (chair), Ken Horner, (5) Openings

Mission & Service Commission

Gay Quintin, Kathy Kolcaba, Dave Strauch, Patti Lyden, Emilie Gottsegen, Linda Zelazny (chair), (3) Openings

Spiritual Formation Commission

Pete Bednar, Bill Kenneweg, Silvia Kenneweg, Betsy Mast (chair) Zach LeFeber, Sandra Meyer, Katie, Swanson-Harbage, Ali Hively*, Allison Graves*

APPOINTED DELEGATES

Living Water Association Delegates

Susi Kawolics, Judy Bagley-Bonner, Jim Ogle

Heartland Conference Delegates

Susi Kawolics, Judy Bagley-Bonner

*—New appointment/position since Annual Meeting held February 2023

ELECTED COMMITTEES

Finance & Properties Committee

Brady Hively (chair), Joe Rose, Padi Joseph, (2) Openings

Human Resources Committee

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

Legacy Committee

Robin Harbage (chair), Tricia Baumgartner, Jeff Miller, (2) Openings

Membership & Nominating Committee

Rose Brown (chair), Dawn Herdman, Harriett Rogers*, (2) Openings

Telling Our Story Committee

Jim Scheuermann, Todd Smith (chair), Diana Gardner, Bob Munson, (1) Opening

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. Chris Bednar, Bill Franz, Karen Godenschwager, Doug Harlan, Jennie Krutilla, Bill Kenneweg, Silvia Kenneweg, Kathy Kolcaba, Bob Munson, Judy Riemenschneider, Beth Rutkowski, Martine Scheuermann, Linda Zelazny, Karen Zoltowicz and in loving memory of Carole Halberg.

Lay Leaders – Slate for 2024

Church Council

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Vice Moderator	Jeff Miller+	2027
Moderator	Stephen Downey+	2026
Past Moderator	Adam Graves+	2025
Clerk	Joe Rose+	2027
Treasurer	Brady Hively	2026

Church Council Councilors

Administrative Councilor	Sunny Doxey+	2025
Congregational Care	Diane Tuuri+	2027
Generosity	OPEN	2026
Mission & Service	Gary Dole*	2025
Spiritual Formation	Katie Swanson-Harbage+	2025

COMMISSIONS

Mission & Service Commission

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Commissioner	Dave Strauch	2025
Commissioner	Pete Bednar+	2025
Commissioner	Joy Wyatt*	2025
Commissioner	Sharen Bakke*	2026
Commissioner	Patti Lyden	2026
Commissioner	Emilie Gottsegen	2026
Commissioner	Todd Smith+	2027
Commissioner	Terrance Rounds*	2027
Commissioner	Wendy Pierce*	2027

Generosity Commission

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Commissioner	Al Woehrlé*	2025
Commissioner	Ken Horner	2025
Commissioner	Michael Quintin+	2027
Commissioner	Maren Koepf+	2027
Commissioner	Thea Mazingo*	2027
Commissioner	OPEN	2026
Commissioner	OPEN	2026
Commissioner	OPEN	2026
Commissioner	OPEN	2026

Spiritual Formation Commission

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Chair	Betsy Mast	2025
Commissioner	Ali Hively	2026
Commissioner	Allison Graves	2026
Commissioner	OPEN	2026
Commissioner	Zach Lefeber	2025
Commissioner	Sandra Meyer	2025
Commissioner	Dan Kershner+	2027
Commissioner	Doug Antil*	2027
Commissioner	OPEN	2027

Congregational Care Commission

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Chair	Heidi Asplin	2025
Commissioner	Leah Hassett	2025
Commissioner	Jodi Elioff	2025
Commissioner	Carolyn Shaul	2025
Commissioner	Karen Johns	2026
Commissioner	Gabrielle Quintin+	2026
Commissioner	Dawn Thatcher+	2027
Commissioner	Kathy Kieta*	2027
Commissioner	Jane Biggar*	2027

ELECTED COMMITTEES

Legacy

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Member	Jeff Miller	2025
Member	OPEN	2025
Chair	Robin Harbage	2026
Member	OPEN	2026
Member	Tricia Baumgartner+	2027

Human Resources

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Member	Open	2025
Member	Kelly Lawrence	2026
Member	Eric Baumgartner	2025
Member	Dave Watterson+	2026
Member	OPEN	2027

Finance & Properties

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Chair	Brady Hively	2026
Member	Phil Fogerty+	2025
Member	Joe Rose	2026
Member	Padi Joseph	2026
Member	Rick Bryan+	2027

Membership & Nominating

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Chair	Rose Brown	2025
Member	Dawn Herdman	2025
Member	Peggie Jo Shinagawa+	2025
Member	OPEN	2026
Member	Harriett Rogers	2027

Telling Our Story

<i>Position</i>	<i>Candidate</i>	<i>Term</i>
Member	Jim Scheuermann	2025
Member	Diana Gardner	2025
Member	OPEN	2026
Member	OPEN	2027
Member	OPEN	2027

APPOINTED DELEGATES

Living Waters Association

<i>Position</i>	<i>Candidate</i>
Delegate	Susi Kawolics
Delegate	Judy Bagley-Bonner
Delegate	Jim Ogle

Heartland Conference

<i>Position</i>	<i>Candidate</i>
Delegate	Susi Kawolics
Delegate	Judy Bagley-Bonner

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

+— Nomination for re-election for new or same position

*— Nomination for Lay Leader Slate

2024 Pledges

We are grateful to those who have made a 2024 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	Doug & Barb Church	Dave & Chris Frazier	Leah Hassett
Marnie Albers	George & Ruth Clemens	John & LeeAnn Frederick	Chuck & Sandy Hauser
Doug & Lisa Antil	Joie Cody	Alan & Lori Frey	Allison Hawkes
Marc & Shana Arnold	Mark Corrado	Scott & Cherie Friedman	Pat Haynish
Tom & Heidi Asplin	Tony Kotnik & Maureen Corrigan	Peggy Fullmer	Tom & Jane Healy
Jane Badal	Walt & Janet Crate	Randall Fusco	Ted & Betsy Hellmuth
Brian & Judy Bagley-Bonner	Martine Scheuermann & Marty Culbertson	Bob Jones and Anita Gage	Bob & Dawn Herdman
Jack & Nancy Baker	Jim & Carolyn Cunningham	Bill & Ann Gaskin	Steve & Laura Hervert
John & Debbie Baker	Tom Dantimo	Bob & Helen Gelbach	Skip & Ann-Marie Heston
Ken & Sharen Bakke	Mike & Amy Davis	Clark Gerber	Brady & Ali Hively
Doug & Lu Bannerman	Mark & Kathleen Davis	Bruce Gigax	Mary Hobbs
Bob & Cindy Barclay	Jon Denney	John & Sue Giles	Alan Hoffman
Audrey Bashian	Dave & Judy Devore	Steve & Cindy Girouard	Julie Hoffman, Jr.
Bob & Mimi Bathgate	Dan & Jan DeWeese	Peter & Emily Godenschwager	Julie Evans Hoffman
Gayle Bauer	Leigh & Cathy Digel	Richard & Pam Goetsch	Don Hoke
Eric & Tricia Baumgartner	Gary & Dawn Dole	Eric & Jill Goodman	Jane Hoover-Plow
Pete Bednar & Chris Kutsko	Mike & Cheryl Dolohanty	Glenn & Judy Goodrich	Ken & Kristi Horner
Dave Bender	Terry Donley	Scott & Julie Gordon	Janey Horth
Janet Berlincourt	Steve & Kelly Downey	Emilie Gottsegen	Jerry & Patty Hridel
John & Marilee Biel	Bob & Sunny Doxey	Adam & Allison Graves	Joe & Barbara Hudson
Bill & Jane Biggar	Ruth Eberlein-Kershner	Mary Griffith	Cindy Scott & Miriam Huebscher-Scott
Barry & Kathie Biggin	Marty & Jane Eble	Anne Giffiths	Nancy Ishaam
Jan Blank	Roger & Brenda Ehle	Dan Groth	Joan Jenkins
Mary Ann Boysen	Jodi Elioff	Curtis & Erinn Grube	Bill & Regina Johannisson
Bill & Lauren Brandon	Joan Elliott	Burr & Carrie Grunden	Lee & Karen Johns
Jim & Barbie Breitenbach	Robert & Lindsay Elmore	Dave & Marcy Gurd	Padi Hallam Joseph
Dave Bronson & Kathy Fanco-Bronson	Barb McConnell Erdelack	Leon & Joy Haddix	Rich & Susi Kawolics
Sue Brooks	Kris Exline	Mari Hageman	Bill & Silvia Kenneweg
Peter & Rose Brown	Richard & Lisa Falkenberg	Rick & Becky Hall	Jane Kenneweg-Welch
Will & Kristin Brown	Warren & Diane Farr	Marlen Hallack	Rev. Dan Kershner
Richard & Judith Bryan	Leslie Fincun	Scott & Jody Halley	Lynne Kessell
Brendan & Lisa Buescher	John & Cathy Fitzgerald	Robin Harbage & Katie Swanson-Harbage	Dennis & Kathy Kieta
Anne Burr	Phil & Sally Fogarty	Doug Harlan	Nancy King
Ben Calkins	Casey Forbes & Signe Wrolstad-Forbes	Bob Harris	Pat King
Mark & Suzanne Carle	Bill & Kathy Franz	Judy Harvey	Charles Knowles, Jr.
Mike & Jill Carroll		Mike & Mary Hasman	Maren Koepf
Becky Carter			
Bill & Judie Caster			

Please note this list includes everyone who pledged as of February 8, 2024

2024 Pledges

We are grateful to those who have made a 2024 financial commitment
to God's Work being done within and through Federated Church.

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

Katherine Kolcaba	Chuck & Thea Mozingo	Carol Rogers	George & Kris Tesar
Dana Korosi & Gylene Pelton	Bob & Tami Munson	Harriett Rogers	Brian & Dawn Thatcher
Judy Kramer	Sharon Munson	Linnea Rostek	Hamilton Throckmorton & Mary Senechal
Don & Charlene Krejci	Anne Murphy	Terrence & Carole Rounds	Brian & Julie Tutkovich
Mary Kudasick	Steve & Hope Murphy	Bob & Beth Rutkowski	Diane Tuuri & Ward Pierson
Betsy Lancaster	Lynne & Kathy Muzik	Louise Rutkowski	Jim VanCleaf
Gloria Lapsansky	Darlene Nichols	Bill & B.J. Schatz	David & Anne VanWagoner
Jamey & Kelly Lawrence	John & Linda Nichols	Paul & Valerie Schefft	Erica Varble
Bill & Ann Lentz	Nancy Nichols	Jim Scheuermann	Joe & Sue Ellen Vayda
Bill Lineweaver	Rita Nichols	Ronald Schuller	Arturo & Mary Ann Viveros
Ca & Kim Lockert	Michael O'Connor	Sandy See	Heather Wagley
Nicole Dauria & Tracie Longpre	George & Kim Oliver	Bill & Carolyn Shaul	Don & Carole Wakeman
Bob & Joyce Luczywo	Jim & Sue Ollinger	Gail & Jack Shelley	Kristen Walenga
Byron Lutman	Rita Owen	Alan & Peggie Jo Shinagawa	Mike & Kate Walsh
Patti Lyden	Steven & Barbara Patton	Nancie Skonezny	Rannigan Walsh
Judy Majcen	Morris Pengilly & Joy Wyatt	Barb Smith	Dave & Cathy Watterson
Liz Manchester	Michael & Wendy Pierce	Terry Smith	Doug Welling
Jon & Polly Manke	Marilyn Pierson	Todd & Melinda Smith	Kay Wellman
Mark & Sue Mansour	Chuck & Cheryl Pitcock	Greg Polyak & Marcia Snavely	Ed & Judy Weston
Bill & Carole Mason	Robin Polack	Dan & Sandi Sommers	Jim & Claudette Whitelaw
Dave & Betsy Mast	Frank & Fran Porter	Carol Sparker	John & Shauna Widman
Keith & Jan Mast	Gerry & Marie Powers	Don & Connie Sperry	Larry & Lee Wiley
Dick Masters	Dave & Betty Pugh	Jim & Linda Squire	Ollie & Anne Wingfield
Dick & Sibyl McBride	Michael & Gabrielle Quintin	Barry & Melinda Stees	Elaine Witmer
Mort & Caroline McClennan	Thaddeus & Dorothy Quintin	Myia Sterling	Al & Rebecca Woehrl
John & Laura McMullen	Anne Randall	Janet Strain	Betsy & Matt Wooster
Debbie Medlar	Dick & Kathy Rayer	Dave & Holly Strauch	Bill & Karen Wright
Carol Messerly	Laura Reed	Susan Sulcs	Christy Wynveen
Tom & Sandra Meyer	Don Rice	Alex & Alice Taylor	Jim & Kathie Young
Tom & Jenica Mignogna	Carolyn Richardson	Derek & Stacey Taylor	Jack & Barb Youshak
Jeff & Lauren Miller	Joan Rieke & Dan Allen	Laura Taylor	Bill & Linda Zelazny
Mike & Lynn Miller	Judy Riemenschneider	David Telfer & Ilona Chambre-Telfer	Karen Zoltowicz
Larry Moore	Barbara Robertson		
Mike & Ruth Moore	Joy Robertson		
Tom & Marilyn Morrow	Linda Robertson		

Please note this list includes everyone who pledged as of February 8, 2024.

*"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

Proposed Changes to the Legacy Bylaws

Church Council recommends the following changes to the Legacy Bylaws as noted in **bold** for additions or ~~double strike-through~~ for deletions.

Article 2. Directors

1. The Fund shall be managed by five Legacy Committee members (hereinafter referred to as “Directors”) elected to serve three-year overlapping terms. **No Director of the Fund may be an employee.** ~~an officer, council member, commission member or member of any other committee of Federated Church.~~ For voting purposes, a quorum is established by the participation of ~~four out of the five~~ **the majority of** Directors

Article 4. Assets

4. Notwithstanding for the first three paragraphs of Article 4, only in the event of an emergency may all or part of the restricted assets of the Fund be used for any Federated Church purpose, provided such emergency use is first approved by ~~four of five~~ **the majority of the** Directors, two-thirds vote of Church Council, and two-thirds of the Members present at a duly-called meeting to vote on such emergency use and a provision is incorporated in the motion to repay the Legacy Fund the borrowed funds

Proposed Expenditure for HVAC at 76 Bell Street

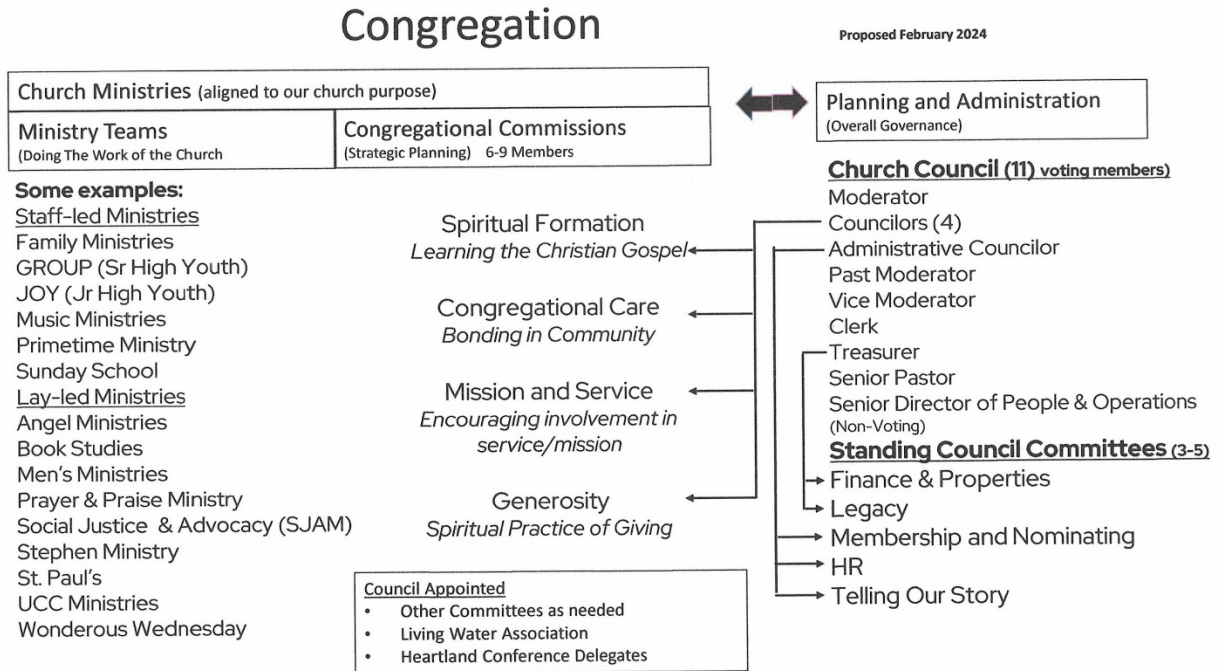
In keeping with our constitution, the Congregation will need to approve the expenditure for a new Air Handler at the 76 Bell Street property for an amount not to exceed 330K. Funds were set aside during the Capital Campaign for the expenditure and additional funds are available in the Deferred Major Maintenance Fund.

Proposed Sale of the Family Life Center Property

Church Council, guided by Federated’s shared purpose, has strategically examined our current physical infrastructure and is confident that our 76 Bell Street main campus is more than adequate and should be the focus of future capital and maintenance investments. Additionally, we considered the FLC property’s projected maintenance investment needs over the next several years, which are expected to range from \$500,000 to \$750,000, assuming similar uses to those at present. Furthermore, while our Church is so much more than any single building, we believe that our main campus will continue to be the central gathering place of our dynamic faith community. After careful deliberation, on December 5th, 2023, the Council passed the following proposal regarding the FLC property:

Approved Resolution (12/5/23): Church Council recommends to the congregation for consideration at its 2023 Annual Meeting (2/25/24) the sale of the FLC property, offering the CLC the right of first offer to purchase the FLC property at 90% of fair market value. However, if the CLC is not the purchaser, the new owner will abide by the conditions in the current CLC management agreement through its expiry date (3/31/2025).

Proposed Changes to the Constitution



Church Council recommends the following changes to the Constitution to:

- Remove temporary suspended Governance Articles that were approved at the 2021 Annual Meeting on 2/27/22
- Assign Church Council responsibility for leadership development and training, assisting with serving communion and making provisions for ushers and greeters
- Change Telling Our Story from Commission to Committee, combine Finance and Properties Committees, combine Membership and Nominating & Leadership Committees, eliminate Worship and Music Commission and realign roles and responsibilities accordingly.

as noted in **bold** for additions or ~~double strike through~~ for deletions in the copy of the revisions to the Constitution that follows:

Church Council recommends the following changes to the Constitution as noted in **bold** for additions or ~~double strike through~~ for deletions

**THE CONSTITUTION
OF023
THE FEDERATED CHURCH
OF
CHAGRIN FALLS, OHIO**

ARTICLE I — PREAMBLE

As members of the Federated Church we view ourselves primarily as beneficiaries of God’s free promise of grace. We are a church that has treasured our freedom to worship God in spirit and in truth—in a diversity of ways—and we have not accentuated rigid compliance to specific creeds, doctrines, dicta or rules.

Nevertheless, God does expect us to be accountable. Each member possesses different gifts and performs different functions, but unless there is a unity of purpose, discipline, a thoughtful concern for one another and a system of coordination, the Body suffers from disorder.

This constitution is an instrument for helping all members of the Body to work together by clarifying the lines of authority, responsibility and accountability and to ensure that proper procedures are followed in order to keep the Body strong and dedicated to its mission.

ARTICLE II — NAME AND IDENTITY

This Church is a nonprofit corporation formed under the Ohio Nonprofit Corporation Law. The legal name of the corporation is The Federated Church of Chagrin Falls, Ohio, Inc. (hereinafter referred to as “The Federated Church,” “Federated” or “the Church”).

ARTICLE III — POLITY AND AFFILIATIONS

The government of this church is vested in its membership, which, as a congregation, exercises the right of control in all its affairs in the manner as hereinafter set forth in this constitution, subject in legal matters to the Articles of Incorporation granted by the State of Ohio. This church is subject to the control of no other ecclesiastical body and possesses full power of self-government; but it recognizes and accepts the obligations of mutual counsel and cooperation involved in the free fellowship of congregations within the United Church of Christ and undertakes to share their common aims and work. This church shall be a member of the Western Reserve Association of the United Church of Christ, the Ohio Conference of the United Church of Christ, and General Synod of the United Church of Christ.

ARTICLE IV — STATEMENT OF FAITH

The summary of the faith most expressive of the doctrine held within this fellowship is the Statement of Faith of the United Church of Christ:

We believe in you, O God, Eternal Spirit, God of our Savior Jesus Christ and our God, and to your deeds we testify: You call the worlds into being, create persons in your own image, and set before each one the ways of life and death.

You seek in holy love to save all people from aimlessness and sin.

You judge people and nations by your righteous will declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Savior, you have come to us and shared our common lot, conquering sin and death and reconciling the world to yourself.

You bestow upon us your Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races.

You call us into your church to accept the cost and joy of discipleship, to be your servants in the service of others, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at his table, to join him in his passion and victory.

You promise to all who trust you forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, your presence in trial and rejoicing, and eternal life in your realm which has no end.

Blessing and honor, glory and power be unto you.

Amen

ARTICLE V — PURPOSE

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.

ARTICLE VI — MISSION

God accepts me just as I am and loves me too much to leave me that way.

Federated Church accepts all people as they are and supports them in the spiritual journey.

With Christ, we offer hope and healing to change our world.

ARTICLE VII — MEMBERSHIP

- A. The Church welcomes into membership all who, having been baptized, publicly commit themselves to faith in Jesus Christ and to the life and mission of Federated Church.
- B. In special circumstances, at the discretion of the Senior Pastor, public witness by the congregation may be waived and the Member accepted in absentia or on his or her appearance before the Senior Pastor at a time mutually agreed on. Names of Members so accepted shall be published bulletin. Voting Member: An Active Member is entitled to the privileges of voice and vote. An Active Member is one who, within a calendar year:
 - a. Shares in the life of the church by attending worship services, and/or
 - b. Contributes to the church financial support, as they are able, and/or

- c. Strives to participate in a Commission, Committee, or Ministry Team.
- C. Non-voting Member: Non-voting members in the congregation are classified as follows:
- a. Inactive Member - A member who does not qualify as an Active Member, as described above, will be notified of their pending change to an inactive status and encouraged to renew their participation. After reasonable attempts have been exhausted and no effort is made by the member to become active again, the member's status will be changed to "inactive". Inactive Members are not entitled to the privileges of voice and vote afforded to Active Members. Inactive Members may be restored to active status by the Membership Committee at the written request of the Inactive Member who has demonstrated participation in the life of the church. A change to inactive status may be requested by the member. Letters of transfer to other churches shall be granted by the Senior Pastor or his/her designee on request of the Members desiring them.
 - b. Friend of the Church – persons who wish to support the church's mission, to regard the church as their church home, or to participate in the activities of the church but do not desire to become or to remain an Active Member are welcome in all respects but shall not be entitled to the privileges of voice and vote afforded to Active Members.
- D. Hereinafter Member shall refer to an Active Member.

ARTICLE VIII — GOVERNANCE STRUCTURE

The lay governance structure consists of Church Council, Standing Church Council Committees, and Council-Appointed Committees and Delegates, and ~~six~~ Commissions. All lay leaders must be active Members of the Church, must financially support the Church through active pledging, and are subject to the requirements set forth in the current Policy Book. Each person who is elected has answered the call to be a servant leader and therefore is also called as a Deacon.

The governance structure is designed to distinguish between governance and ministry. Governance is responsible for articulating the mission and vision of Federated Church; adopting policies to guide its ministry and to ensure responsible stewardship of its resources; and seeing that its policies are executed and staff, Committees and Commissions are held accountable for the authority delegated to them. Ministry is responsible for the "work of the Church," i.e. fulfilling the mission of the Church through ministry which includes staff, committees, commissions and ministry teams. While there is a clear boundary between the two spheres of leadership, they function as a partnership providing mutual support to each other.

SECTION 1 - CHURCH COUNCIL

A. Church Council Organization

Church Council functions as the Board of Trustees of The Church and is the governing body of Federated Church when the Congregation is not in session/meeting. The Moderator, Vice-Moderator, Past Moderator, Treasurer, and Clerk are officers of Federated Church. All members of Church Council are voting members except the Senior Director of Operations. Most members of Church Council are also liaisons or representatives to other Commissions, Committees, or church staff.

During the vacancy of an elected Commission Councilor, the corresponding Commission chairperson is expected to attend and vote at Church Council meetings.

Church Council consists of:

- Moderator
- Vice Moderator
 - ~~Liaison to Nominating and Leadership Committee~~
 - Liaison to Commission Councilors
- Past Moderator
 - Liaison to active task forces
 - ~~Liaison to Membership Committee~~
 - Liaison to proposed and existing Ministry Teams
- Treasurer
 - Liaison to Finance and Properties Committee

- Liaison to Legacy Committee
- Clerk
- ~~Six (6)~~ Commission Councilors
 - Each is a liaison to one Commission
- Administrative Councilor
 - Liaison to Human Resources Committee
 - **Liaison to Membership and Nominating Committee**
 - **Liaison to Telling Our Story Committee**
 - ~~Liaison to Properties Committee~~
- Senior Pastor
 - Liaison to all staff as Head of Staff
 - Provide a Strategic and Consultative role with the Generosity Commission
 - Liaison to Legacy Committee
- Senior Director of Operations (or equivalent)
 - Liaison to staff for finance and operations
 - Non-voting member

Church Council shall meet at least four times during the year, with the regular meetings at times and places fixed by it or by the Moderator. Special meetings may be called by the Moderator, the Senior Pastor or upon petition of five members of the Church Council. Adequate notice of special meetings, including time and location, must be given to each member.

Church Council positions are elected, except for staff positions. Terms of office for Treasurer, Clerk, Administrative Councilor and the ~~six~~ Commission Councilors are three (3) years with a maximum of two (2) consecutive terms. The terms should be staggered to ensure continuity of leadership. Terms of office for Vice Moderator, Moderator and Past Moderator are three (3) consecutive one (1) year terms, a year in each role successively.

~~The following (as denoted in red) was described in the 2021 Annual Report on Page 29 and approved by the Congregation on February 27, 2022.~~

~~—Note: The terms of office for Church Council members remain the same.~~

B. Church Council duties and responsibilities

1. Church Council collective duties and responsibilities

- a) Discerns God's will for the mission and well-being of the Congregation.
- b) Initiates and formulates long range policy and objectives and conducts periodic strategic planning for growth and change.
- c) Maintains and keeps current a Policy Book containing approved policies and procedures for governance, finances, operations, human resources, etc. for lay leaders, staff, and members.
 - Policies reflect prudent, ethical, and lawful conduct that is consistent with the Church's United Church of Christ principles.
 - Policies can be proposed by Church Council, Commissions, Committees, Members and staff and are approved by Church Council.
 - This Constitution takes precedence over the Policy Book.
- d) Creates, maintains, promotes, and abides by statements of Mission, Vision, Purpose, and Core Values which serve as guidelines for all behaviors, actions, and policies. Statements are maintained in the Policy Book.
- e) Is ultimately responsible for the Senior Pastor, which includes conducting an annual review of performance.
- f) Executes oversight to meet its fiduciary and property management responsibility to the Congregation.
- g) Supports the work of Standing and Appointed Committees, and the work of Commissions and Ministry Teams.
- h) Provides the congregation with an Annual Financial Report, and an Annual Report on church activities.
- i) Communicates its activities to the Congregation, and provides for input from the Congregation.
- j) Collaborates with the Pastors and staff collectively and in individual Church Council roles.

- k) Oversees endowment, fundraising, stewardship and other Generosity activities through collaboration with the Generosity Commission and the other committees and Commissions through which Generosity activities are advanced.
- l) Creates and implements programs for the development of the leadership of Federated Church.**
- m) Assists with serving communion and makes provisions for ushers and greeters.**

2. Church Council Approval Authority

The following matters must be approved or affirmed by Church Council, subject to current policies:

- a) Church budget
- b) All pastors' terms of call
- c) All church policies, including those proposed by Commissions, Committees, Members and staff
- d) Inclusion of or modification of policies in the current Policy Book, including the creation and modification of approval authority
- e) Nominations for lay leadership that occur between Annual Meetings of the Congregation
- f) Staffing plans and substantive changes to staff
- g) New staff position descriptions and corresponding compensation ranges and or adjustments
- h) Non-budgeted expenditures
- i) Affiliations with other organizations
- j) All Church-related fundraising events.

3. Church Council individual duties and responsibilities

~~The following (as denoted in red) was described in the 2021 Annual Report on Page 29 and approved by the Congregation on February 27, 2022:~~

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

a) Moderator

- The Moderator is the lay leader of Federated Church. The Moderator or her/his designated representative is the only person authorized to speak for Church Council.
- The Moderator or designated representative is empowered to chair Church Council and Congregational meetings.
- The Moderator ensures that the Church Council, Commissions, and Committees behave consistently with the Constitution and Policy Book.
- The Moderator works in collaboration with the Senior Pastor and the Senior Director of Operations.

b) Vice Moderator

- In the absence of the Moderator the Vice Moderator shall assume all the duties of the Moderator.
- ~~○ The Vice Moderator serves as liaison between the Nominating and Leadership Committee and Church Council to ensure consistency and two-way communication. The Vice Moderator attends the meetings of and collaborates closely with the members of each assigned committee.~~
- The Vice Moderator serves as liaison to the Commission Councilors when coordination is required.

c) Past Moderator

- The Past Moderator is the contact person for a proposed ministry team, and determines the assignment of ministry teams to Commissions.
- The Past Moderator is the liaison between all Ad-Hoc Committees and Church Council to ensure consistency and two-way communication.
- ~~○ The Past Moderator is a liaison between the Membership Committee and Church Council to ensure consistency and two-way communication~~

d) Treasurer

- The Treasurer assists Church Council in its oversight of the Church's finances and ensures that the financial operations are in line with prudence, best practices and the Church's mission.

- The Treasurer collaborates with the Finance **and Properties** Committee in developing an annual budget ensuring the compliance with that budget on a ~~monthly~~, quarterly and annual basis **and works with Finance and Properties Committee to oversee the maintenance of all Federated Properties.**
 - The Treasurer or designee presents an Annual Financial Report to the congregation
 - The Treasurer has responsibility for investing the surplus funds of Federated.
- e) **Clerk**
- The Clerk assures the integrity and distribution of the Church Council's records, meeting minutes and Congregational meeting minutes.
 - In the absence of the Clerk, any voting member of Church Council may serve as the Interim Clerk of Church Council.
- f) **Commission Councilors**
- Each Commission Councilor serves as a liaison between their respective Commission and Church Council to ensure consistency and two-way communication.
 - Each Councilor attends the Commission meetings and collaborates closely with its members.
- g) **Administrative Councilor**
- The Administrative Councilor serves as liaison between the ~~Properties and~~ **Membership and Nominating and Telling Our Story** Committees and Church Council to ensure consistency and two-way communication.
 - The Administrative Councilor attends the meetings of and collaborates closely with the members of each assigned committee.

SECTION 2 - STANDING CHURCH COUNCIL COMMITTEES

~~The following (as denoted in red) was described in the 2021 Annual Report on Page 29 and approved by the Congregation on February 27, 2022.~~

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

Each of the ~~six~~ Standing Church Council Committees is responsible for a crucial aspect of the church's business or operation. Each Committee consists of no fewer than three (3) and no more than five (5) members. Each Committee has at least one liaison who serves on Church Council, and at least one staff representative. The liaison is non-voting except for ties, and the staff representative is non-voting. The Committees are:

- Legacy Committee
- Finance **and Properties** Committee
- Human Resources Committee
- Membership **and Nominating** Committee
- **Telling Our Story** Committee
- ~~• Nominating and Leadership Committee~~
- ~~• Properties Committee~~

Committees serve Church Council, and provide recommendations to Church Council in their areas of responsibility. Council may grant Committees specific responsibilities and powers, as defined in the Policy Book.

Committee members collaborate with liaisons from Church Council, staff representatives, and other staff members and lay leaders as required.

Each Standing Committee shall meet monthly or at the discretion of the chairperson.

Standing committee positions are elected. The terms shall be for three (3) years with a maximum of two (2) terms of continuous service. The terms should be staggered to ensure continuity of leadership.

Committee Chairpersons shall be selected annually by the members of the committees.

A. Legacy Committee

1. Manages The Federated Legacy Fund, which is a permanently restricted fund established to support Federated Church by being a receptacle for gifts, devises and bequests to be held in trust in perpetuity, and to be invested and distributed according to The Federated Legacy By-Laws.
2. Operates according to The Federated Legacy By-Laws, which are included in the Policy Book.
3. Presents a report on the Fund to the congregation at the Annual Meeting.

B. Finance and Properties Committee

1. Prepares an annual budget for Federated Church, and submits it to Church Council for approval. The budget must be approved by the Congregation at the Annual Meeting.
2. Develops and maintains financial operating policies and procedures to ensure the smooth financial operations of the Church.
3. Is responsible for the long-term care and maintenance of Church buildings, grounds, and vehicles.
4. Manages a maintenance and improvement schedule, prioritized project list, and budget, consistent with current policies.

C. Human Resources Committee

1. Ensures that Federated Church is a responsible employer.
2. Reviews staffing levels, staff compensation and benefits annually and recommends changes as needed.
3. Consults on job descriptions and salary ranges for new or changed positions.
4. Reviews and affirms staff hires, reorganizations and terminations.
5. Ensures that an up-to-date Employee Manual of human resource policies and practices is provided to every Church employee and is adhered to by all the staff.
6. Ensures members are available for confidential contact by an employee or a Church member in accordance with the procedure established in the Employee Manual.
7. Reviews the terms of call for the Senior Pastor and the Associate Pastors annually and recommends any changes to Church Council.

D. Membership and **Nominating** Committee

1. Provides classes for prospective new members in collaboration with the Pastoral staff.
2. Develops programs for assimilating new members into the life of the church.
3. Studies and provides leaders with information on attendance, activity, retention and attrition of members and makes recommendations in light of this information.
4. Keeps the membership rolls of the church current with regard to active vs. inactive members.
5. Prepares a slate of all nominees for Church Council, Commissions, and Standing Council Committees to present at the Annual Meeting for congregational approval.
6. If a lay leadership vacancy occurs, identifies and nominates candidates to fill the vacancy. All mid-year vacancy candidates shall be confirmed by the Church Council.

E. Telling Our Story Committee

1. **Communicates the Church's mission, purpose and many ministries within Federated and with the community beyond Federated Church.**
2. **Develops and manages the Federated Church "brand" within the Congregation and the community.**

~~E. Nominating and Leadership Committee~~

- ~~1. Prepares a slate of all nominees for Church Council, Commissions, and Standing Council Committees to present at the Annual Meeting for congregational approval.~~
- ~~2. Creates and implements programs for the development of the leadership of Federated Church.~~
- ~~3. If a lay leadership vacancy occurs, identifies and nominates candidates to fill the vacancy. All mid-year vacancy candidates shall be confirmed by the Church Council.~~

~~F. Properties Committee~~

- ~~1. Is responsible for the long-term care and maintenance of Church buildings, grounds, and vehicles.~~
- ~~2. Manages a maintenance and improvement schedule, prioritized project list, and budget, consistent with current policies.~~

SECTION 3 - COUNCIL-APPOINTED COMMITTEES AND DELEGATES

Council-appointed committees and delegates are appointed by Church Council. The numbers of members/delegates is subject to change and there are no specific terms or term limits. Nominations for these positions will originate from Church Council. As of February, 2021 there are no Church Council Appointed Committees

A. Delegates

Church Council may call upon individuals to serve as its representative; for example:

1. Western Reserve Association Delegates
2. Ohio Conference Delegates

B. Ad-Hoc Committees and Task Forces

Church Council may establish an Ad-Hoc Committee or time-limited Task-Force for a specific purpose. The make-up of each Committee or Task Force will be determined by Church Council, and may include hired consultants. Such Committees and Task Forces will submit their work and recommendations to Church Council for consideration.

SECTION 4 - COMMISSIONS

~~The following (as denoted in red) was described in the 2021 Annual Report on Page 29 and approved by the Congregation on February 27, 2022.:~~

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

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

- ~~• Worship and Music Commission~~
- Congregational Care Commission
- Spiritual Formation Commission
- Mission and Service Commission
- ~~• Telling Our Story Commission~~
- Generosity Commission

The Commissions are focused on the support of Ministry Teams that do God's work in the Congregation, the community, and the world. They work to help create, support, and sustain Ministry Teams in their particular areas, and help church members and participants find their calling in ministry. The goal is a church filled with active ministers. Staff-led programs are also considered Ministry Teams.

Commissions will collaborate and coordinate with staff, through the staff representative, and with staff whose duties are aligned with the Commission's area of responsibility.

Each Commission has the authority to approve new actions and programs that occur within its area of responsibility, including the use of budgeted funds assigned to the Commission. Major changes or actions, which impact the whole Church or the community at large, must be submitted to Church Council for approval. The Policy Book provides additional guidance on the matters that require such approval.

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

In collaboration with the current Chairperson, the Commission Chairperson will be proposed by the **Membership and Nominating and Leadership** Committee and the Senior Pastor and voted on by the Congregation at the Annual Meeting. Vice chairs and secretaries shall be selected annually by the members of the Commissions as needed.

~~A. Worship and Music Commission~~

- ~~1. In cooperation and consultation with the Pastoral and Music staff, works to glorify God and to coordinate and enhance the spiritual life of Federated Church through the conduct of public worship, the ministry of music, and the care of the Sanctuary and furnishings.~~

~~2. Prepares the elements and assists with the serving of Communion, makes provisions for ushering, and provides for altar flowers and temporary decorations for regular and special worship services.~~

A. Spiritual Formation Commission

1. Assists members of the Congregation to grow in their Christian development, to enlarge and strengthen their Christian witness and to help them understand and participate in the whole work of the Church.
2. Initiates and support programs and activities that foster the Church's ministry of spiritual growth and fellowship for adults, children, youth and families.

B. Congregational Care Commission

1. Fosters attendance at Church services and fellowship opportunities for the Congregation.
2. Provides compassion, personal visitation, and service in response to needs of the Congregation.

C. Mission and Service Commission

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

~~E. Telling Our Story Commission~~

~~3. Communicates the Church's mission, purpose and many ministries within Federated and with the community beyond Federated Church.~~

~~4. Develops and manages the Federated Church "brand" within the Congregation and the community.~~

D. Generosity Commission

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

SECTION 5 - ELECTION OF LAY LEADERS

- A. A slate of new lay leaders for open elected positions will be presented to the Congregation for approval at the Annual Meeting. Nominations from the floor will be accepted provided the candidate has agreed to serve and meets the lay leadership requirements as defined in the Policy Book.
- B. Should a leadership position become vacant between Annual Meetings (mid-year), a replacement will be proposed by the **Membership and Nominating and Leadership** committee, and approved by Church Council. The replacement will serve the remainder of the vacated term.

SECTION 6 - DISCIPLINE AND REMOVAL OF LAY LEADERS

Any lay leader may be removed from their elected or appointed position by vote of Church Council. Such action can be initiated by any member of Church Council or the Chair of any Commission or Committee. The following reasons may be considered:

1. Violation of policy as defined in the current Policy Book
2. Commission of an action that jeopardizes the Church's tax-free status
3. Missing three (3) or more meetings annually, for which appropriate prior notice was not given
4. Engaging in conduct or behavior which is detrimental to the functioning of or impedes the progress of the work of the group to which the lay leader belongs

SECTION 7 - MEETINGS AND MINUTES

- A. Church Council, Commissions, and Committee meetings shall be scheduled by the chair. Meetings will follow the normal meeting protocols as described by Robert's Rules of Order. Any decision determined by vote requires a majority of voting members be present. A majority vote of those present is sufficient to render a decision, unless specified otherwise herein.
- B. Church Council, Commission, and Committee meetings shall be open to any Member of the church. Any church Member who wishes to attend must notify the chair in advance of the meeting. Any church Member can attend a meeting when invited by the chair. The Chair may call a recess for the purpose of discussion in a closed executive session consistent with the confidentiality policy in the Policy Book.
- C. Church Council and Commissions shall keep minutes of their meetings. Any Member of the church may have access to the minutes of meetings, subject to the confidentiality policy.

SECTION 8 - CHURCH POLICY BOOK

The Policy Book will be made available to all lay leaders and all staff members, who are expected to be familiar with and to follow its content. Any Church Member may request the Policy Book from the Clerk or Senior Director of Operations.

ARTICLE IX MINISTRY

SECTION 1 - PASTORS

A. Pastoral Search

1. A Search Committee shall be established for any ordained staff position and will consist of seven members proposed by Church Council for presentation to the congregation. At an Annual Meeting or a special meeting of the Church the formation of a Search Committee and its nominees, will be voted upon.
2. Should the subsequent membership of the Search Committee fall below seven, replacements needed to restore committee membership to seven will be nominated and confirmed by Church Council.
3. The terms of the Call are proposed by the Search Committee in consultation with the United Church of Christ and the Human Resources Committee, reviewed by the Finance and **Properties** Committee and approved by the Church Council.
4. A nominee for an ordained staff position other than Senior Pastor must have the approval of the Senior Pastor before presentation.
5. The nominee for pastor will be presented to the congregation by the Search Committee at a congregational meeting duly called as provided in Article XI. A Call shall be extended to the nominee upon a two-thirds affirmative vote of the Members present at this meeting. The vote on the Call shall be by written ballot.

B. The Senior Pastor shall:

1. Serve as pastor and teacher with spiritual oversight of the Congregation and shall administer the sacraments.
2. Have freedom of the pulpit and the exercise of public worship, in covenant with the Congregation.
3. Be the chief administrative officer of the Church and Head of Staff.
4. At the first opportunity, become a Member of the Church and of the Western Reserve Association of the United Church of Christ.
5. Assign at least one staff member as a liaison to each Commission and Standing Committee.

C. Other Ordained Staff shall:

1. Serve in the capacity to which called, under the direction of the Senior Pastor, understanding that roles and responsibilities may be altered as staff and needs change.

SECTION 2 - STAFF

- A. The Senior Pastor, as Head of Staff, shall oversee the recruitment and development of staff which supports the mission and purpose of the Church.
- B. Prior to the search for any newly created position, the Senior Pastor will present a job description with a salary range to Church Council for approval in order to understand the budget impact and to ensure that the position supports the Church's overall mission.
- C. The Senior Pastor shall guide and unify all staff and lay leaders toward the fulfillment of the Church's strategic ministry plan.

- D. The relationship between the Church Council, which sets policy, and the Staff, which determines means and manages the Church's operation is defined here.
1. The official connection to the staff is through the Senior Pastor (Head of Staff).
 2. All Church Council authority delegated to the staff is delegated through the Senior Pastor so all the authority and accountability of the Staff, as far as the Church Council is concerned, is considered to be the authority and accountability of the Senior Pastor.
 - a. Church Council is responsible for ensuring that the policies implemented in the Employee Manual are implemented consistently.

SECTION 3 - TERMINATION OF STAFF OR PASTORS

- A. Termination of employment for non-ordained staff may occur as a result of resignation, retirement, involuntary employment termination or a reduction in force. Termination procedures will be consistent with the policies in the Employee Manual.
- B. Ordained staff may be asked to resign upon a two-thirds vote of Church Council. Ordained staff may be terminated only by a two-thirds vote at a congregational meeting duly called as provided by Article XI.

SECTION 4 - MINISTRY TEAMS

A. Purpose

The "work of the Church" is accomplished by groups of people working together as Christians who feel called to serve as their gifts and passions lead them. Federated Church strives to enable everyone to serve and/or grow in ways that are fulfilling and in which each person may feel supported in his or her efforts.

B. Process

The Federated Church Ministry Team Manual, ~~included in the Policy Book,~~ describes how Ministry Teams are created, how they connect to Commissions and how they are supported.

ARTICLE X - FINANCIAL ADMINISTRATION

SECTION 1 - BUDGET

The operating budget shall be prepared by the Treasurer in collaboration with the Finance **and Properties** Committee and the Senior Director of Operations and shall be approved annually by Church Council and the Congregation.

SECTION 2 - REAL AND PERSONAL PROPERTY

Except as otherwise provided in Section 3 hereof, Church Council has the authority for all purchasing, holding, controlling, leasing, encumbering, selling and disposing of real and personal property of the Church.

SECTION 3 - APPROVAL OF CONGREGATION REQUIRED

The following financial transactions require the prior approval by vote of the Church Congregation at a meeting duly called as provided by Article XI:

- A. Any unbudgeted expenditure that is greater than \$100,000 that Church Council deems to materially increase the Church's financial risk.
- B. Any sale, lease or encumbrance of Church property in an amount greater than \$100,000.
- C. Expenditures for improvement or purchase of Church plant, property and equipment in an amount greater than \$100,000.
- D. Any increase in the Church's debt obligation greater than \$100,000.
- E. Any advance under the Church's line of credit greater than \$100,000.

ARTICLE XI—CONGREGATIONAL MEETINGS

SECTION 1 - ANNUAL MEETING

- A. **Called:** The Annual Meeting of the Congregation shall be held each year, on a date set by Church Council, no later than the last day of February.
- B. **Notice:** Notice of the Annual Meeting shall be given from the pulpit and published in the church bulletin on the two preceding Sundays, and published in a regular church publication.
- C. **Quorum:** Quorum for the Annual Meeting shall be at least 10% Members of the Church.
- D. **Agenda:** The agenda of the Annual Meeting shall include election of officers and lay leadership, presentation of the annual financial report, approval of the annual budget, a report on the Federated Legacy Fund, and

other reports which inform the Congregation of the annual work of the Church and/or items which require Congregational approval.

SECTION 2 - OTHER MEETINGS

A. Called:

1. Church Council may call a special meeting of the Congregation.
2. A special meeting may be called pursuant to the written petition of any thirty (30) Members presented to the Moderator detailing therein the matter of business they wish to bring before the Congregation.

B. Notice: Notice of the special meeting shall be given from the pulpit and published in the church bulletin on the two preceding Sundays. Notice will also be sent to Members electronically or by mail at least two weeks in advance, and including such notice in a regular church publication suffices. These provisions govern congregational meetings elsewhere referred to as “duly called.”

C. Quorum: Quorum for a special meeting shall be at least 10% Members of the Church.

D. Agenda: Business at a special meeting may be conducted only for the purpose for which the meeting was called.

SECTION 3 - CONDUCT OF MEETINGS

The rules contained in Robert’s Rules of Order shall govern in all cases to which they are not inconsistent with the Constitution or Policies.

ARTICLE XII —-CHURCH YEAR

For purposes of budget planning, preparation of reports and record keeping, the Church fiscal year shall be the calendar year.

ARTICLE XIII—REVISIONS AND AMENDMENTS

SECTION 1 - CONSTITUTION

This Constitution may be revised or amended only as follows:

- (1) At a Congregational meeting duly called under Article XI.
- (2) Two-thirds of those Members present must vote in favor of the amendment or revision for it to be adopted. Voting shall be by a show of hands or, upon request, by written ballot.
- (3) Only those revisions or amendments provided to Members at least two weeks in advance of the meeting may be considered. Electronic notification or inclusion in a Church publication is acceptable.

SECTION 2 - MODIFICATION BY CHURCH COUNCIL

Notwithstanding Section 1 of this Article, Church Council is hereby granted limited authority to make grammatical, typographical, or stylistic changes in this Constitution, or changes to the numbers, titles, or arrangement of sections therein in order to assure its logical consistency, but no such change shall in any way affect the substance or meaning of any part of this Constitution.

SECTION 3 - POLICIES

Policies to carry out the provisions of this Constitution may be enacted at any duly called business meeting of the Church Council.

Minutes from the 2023 Annual Congregational Meeting of the Federated Church

Sunday February 26, 2023

The Annual Meeting was held in-person in the sanctuary and via Zoom. A link to both the 2022 Annual Report and 2022 Annual Financial Report were emailed to each member-household, and the reports were mailed to member-households without an email address prior to the meeting. Copies were available at the church.

Call to Order – Rick Bryan, Moderator of Church Council, called the meeting to order. A quorum was declared present via Zoom and in the sanctuary.

Opening Prayer – Rev. Betsy Wooster, Associate Pastor, led the congregation in opening prayer at 11:23 am



Approval of Minutes

Motion to approve the minutes of 2021 Annual Congregational Meeting for the Federated Church on February 27, 2022, as printed in 2022 Annual Report on pages 24-30.

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

Motion to approve the minutes of Special Meeting of the Congregational for the Federated Church on June 26, 2022, as printed in 2022 Annual Report on page 30.

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

Year in Review - Rick Bryan

Rick welcomed everyone for attending the Annual meeting both in person and online, and for participating in the mission of God in and through the Church.

Rick reviewed the three major goals for Church Council presented at last year's meeting.

Goal 1: Support the Associate Pastor Search

- Hired Betsy Wooster in the Spring, with her Installation on January 15, 2023
- Congregation acknowledged their thanks with a round of applause for our wise and talented clergy team, Hamilton and Betsy

Goal 2: Implementation of the Visionary Action Plan (VAP) through the leadership of Church Council in close partnership with our Commissions and Committees.

- Church Council, in collaboration with various governing bodies, ensured that all the VAP Action Steps were assigned to the appropriate governing body, realigned with the current context or placed in the "parking lot" and will they be reviewed at the appropriate time
- This approach of tracking the status of the assigned VAP action steps improved the communication and awareness between the various governing bodies.
- By December, **95% of all assigned VAP action steps were either completed or in progress**, resulting in:
 - Increased in-person and live-stream attendance
 - Growth from one to three youth Sunday classrooms
 - Partnerships in the community, especially through the CLC and SJAM and with the arts
 - Balanced budget
 - Initiatives such as Creation Justice Covenant
 - Congregation acknowledged their thanks with a round of applause to Marty Culbertson for producing the wonderful Generosity Impact Moments shown during worship which have helped to inform the congregation of implementation of many VAP initiatives.

Goal 3: Re-Imagine Governance Model

A VAP's action item assigned to Church Council was to review the 10 year old Governance Model. With the two-year suspension of certain Constitutional Governance Model items at last year's meeting, Church Council explored the duties and responsibilities of our governing bodies. Central to Church Council's belief is that Commissions support the mission of the Church while Committees support the work of the Church; consequently:

- Combined Membership & Nominating Committees – to quickly involve our newest members
- Combined Finance and Properties Committees – much of their work is in concert with each other

- Changed Telling Our Story from a Commission to be Committee – with the successful Implementation of rebranding project, our marketing is being managed by the staff, and the TOS committee will support their efforts
- Changed Worship & Music from a Commission to a Committee – with the hiring of a full time Director of Music, weekly staff meetings include a focus on the details of Sunday worship, and the W&M Committee will complement these efforts

The following reimagined Governance Model will be constantly evaluated and reviewed during this trial period in order for Church Council to recommend a reimagined Governance Model at next year's Annual meeting.

- Four Commissions: Congregational Care, Generosity, Mission & Service, Spiritual Formation
- Six Committees: Finance & Properties, Human Resources, Legacy, Membership & Nominating, Telling Our Story, Worship & Music
- Lay Leadership development and training is under the providence of Church Council

In closing, Rick shared that the Church Council has been busy and productive on the congregation's behalf this year. He expressed appreciation for each member of Council's attentiveness and wisdom to the issues and future of the Church, with special recognition to the Clerk, Peggie Jo Shinagawa, which the congregation acknowledged with a round of applause.

Vision for the Future – Adam Graves

Adam thanked Rick for his excellent leadership, thoughtful vision, occasional nudging, and attention to details. On behalf of Church Council Adam presented Rick with gift certificates to three of his favorite restaurants. The congregation acknowledged their appreciation of Rick with a round of applause

Adam shared his appreciation of being asked to take on this leadership position and has been delighted in serving on Church Council this past year.

Themes For 2023

Optimism – the best days are ahead for Federated to which the congregation acknowledged with applause

- Federated has come through some challenging times that have been unique to all of us
- Federated is well poised to take on the future with hope and confidence

Growth – both locally and around the world with the appropriate level of change and continuity in the areas of:

- The resources of the church
- The lives we impact

Recognition of Retiring Lay Leaders – Peggie Jo Shinagawa

Peggie Jo referenced page 20 of the 2022 Annual Report.

This year all of our governing bodies actively encouraged individuals to join them in serving Our Lord in ways that brings joy to their hearts. As a result, 12 individuals were elected by Church Council since last year's Annual Meeting.

Peggie Jo thanked those individuals who would continue to serve 2023, have retired during the year, or will retire on March 1 and asked them to stand while the congregation expressed their appreciation with a round of applause.

Election of 2023 Lay Leaders – Peggie Jo

Peggie Jo referenced page 21 of the 2022 Annual Report.

Peggie Jo noted the following corrections

- Adam Graves is part of the Class of 2025
- Stephen Downey is part of the Class of 2026
- Rick Bryan is part of the Class of 2024

Peggie shared that the approach of having the governing bodies actively identify and engage with individuals to serving in lay leadership has worked very, very well;

- 9 individuals will be newly elected
- 85% of the individuals who could have retired, asked to be reelected

Motion to elect the individuals whose names have an asterisk be elected to the governing body for the terms specified or corrected as printed on page 21 of the 2022 Annual Report

- Motion by Peggie Jo Shinagawa to approve the slate
- Seconded by Bill Franz
- Discussion: None
- Vote: Unanimous voice and Zoom vote
- Result: The motion passed; The slate was approved.

2022 Financial Report & 2023 Proposed Annual Budget - Brady Hively

2021 and 2022 Balance Sheet (Page 3 of 2022 Annual Financial Report), Brady highlighted

- The Legacy Fund is down, in keeping with the difficult financial market in 2022, however, we remain on firm financial ground
- While the Line of Credit was paid off in 2022; we still have access to the line of credit should we need it
- The funds remaining in the Capital Campaign are for projects yet to be completed
- We are utilizing the designated funds to the best of our ability

Proposed 2023 Budget (Page 2 of 2022 Annual Financial Report)

Revenue

- Brady noted a correction to the Rental and Other Income figure which should be \$65,000, making Total Revenue figure \$1, 125, 850
- Given the difficult financial market in 2022, is it not surprising that our pledges are down about 5% as individuals needed to adjust their finances accordingly. However, Brady is optimistic that as the financial market improves and attendance grows, so too will our pledges.
- Non-pledge/Loose Collection budget was increased this year due to the increase in worship attendance and the passing of the baskets during worship. Brady noted that while it is higher than recent years, the budgeted \$85,000 is the average amount over a 10 year period.
- CLC rent of \$1600/month begins in April

Expenses

- Total Salaries, Taxes and Benefits is about 70% of budget, which is where it should be. The slight increase is due to the partial annual salaries of individuals paid in 2022 will now be employed for all of 2023, the hiring of the Director of Generosity, and retirements.
- Total Properties Expenses budget has a slight increase due to increases in insurance premiums
- Total Program and Education budget has a slight increase due to increase attendance
- Mission and Service budget is 10% of the pledges for the second year in a row

Brady commented that having a balanced budget requires making difficult choices. While last year we were able to increase the staff's salary, we were unable to do so this year. However, about two-thirds of the 2022 surplus is going to be used to be give bonuses to the staff in 2023.

Brady also commented that normally a budget should allocate funds to depleted designated funds, but chose not to do so this year. In 2022 the deferred maintenance fund increased, and we were able to utilize capital campaign funds for property projects.

Motion to approve the 2023 Budget as it appears on page 2 of the 2022 Financial Annual Report, with the noted correction

- Motion by Ken Horner to approve the budget
- Seconded by Steven Downey
- Discussion:
 - There were direct donations to the Deferred Maintenance fund
- Vote: Unanimous voice and Zoom vote
- Result: 2023 Budget approved

Legacy Fund Update – Robin Harbage

Robin shared highlights from the Legacy Fund Report on page 7 of the 2022 Annual Financial Report and reminded the congregation of the two major purposes of the Legacy Fund committee; 1) to be faithful stewards of the funds 2) to encourage the congregation's generosity supporting the Legacy Fund beyond pledging and/or as part of their estate planning.

- Thanked Pete Franz for his leadership this year and those who have contributed to the Legacy Fund
- As in past years, the Legacy Fund did contribute 5% of the trailing eight quarters balance to the 2023 budget
- The fund is down only 15.3% as benchmarked against the DOW which was down 18% in 2022
- Incoming gifts were down this year

No questions from the floor.

Creation Justice Covenant- Rick Bryan and Dawn Dole

Referencing page 24 of the 2022 Annual Report, Rick stated that Church Council recommended at its December 2021 meeting that the congregation affirm the Creation Justice Covenant.

Dawn shared that becoming a designated Creation Justice Church is encouraged by the UCC and has been an ongoing initiative by a group of dedicated Federated members as articulated in recent Spire articles. Dawn reminded the congregation that the command came from God, as stated in the Book of Genesis to care for and to have dominion over the Earth and all creation for all generations.

Conversations that have taken place with the governing bodies and the congregation will continue. The next step is to submit an involved application stating how Federated will live out this covenant in our day-to-day living.

In unison, the congregation read Federated's Creation Justice Church 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 creation.

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 forefront of all our conversations, policies, practices and decisions and build it into the fabric of our church.

Motion to adopt the above Covenant

- Motion by Dawn Herdman to adopt the Covenant
- Seconded by Robin Harbage
- Discussion:
 - There is no financial obligation to the national UCC by Federated being designated as a Creation Justice Church
- Vote: Unanimous voice and Zoom vote
- Result: Federated adopted the stated Creation Justice Covenant

The congregation expressed their appreciation by a round of applause.

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

Melissa was welcomed with a round of applause by the congregation. Referencing pages 5 and 6 of the 2022 Annual Report, Melissa shared:

Operations

- The problem with the ceiling has been identified and will wait until the Air Conditioner is running in order to verify the issue has been 100% resolved; and then, the ceiling and other areas will be repainted.
- During Christmas break, a pipe burst in the Preschool and Nursey area on the ground floor. All repairs will be paid by our insurance. Demolition has been completed and renovations should begin in the next couple of weeks. The ground floor will become a multi-purpose area, giving us additional meeting rooms, classrooms and looking further into the future, music and art room space. The kids and parents are thrilled with their new space on the second floor and that pre-school was not at all interrupted thanks to the efforts of Shawn, her

team and “Mr. Jake.” The flooring will be replaced in the upper hallways, some of the offices and flooring for the ground floor.

- The parking lot project is complete, relocation of the power box, additional heated steps and lighting on the stairs, and the installation of outdoor power sockets for future projects. Funds for the maintenance of the blacktop has been established. All this work was made possible because of the congregation’s generosity during the Capital Campaign.
- The staff is engaged in forward thinking, which allows Federated to space out large projects in order to avoid future capital financial burdens. Tuckpointing the bricks on 76 Bell Street will begin this year to ensure the building remains beautiful well into the future.
- There are plans to maximize our rental space options at 76 Bell, thereby increasing our controllable revenue and enabling us to fund building maintenance and enhancements.
- 102 Bell will have some cosmetic work and that will be funded by the rent increase.

Staffing

- In 2022, Betsy joined our staff as the Associate Pastor of Spiritual Formation.
- Brooke Strong was hired to assume the role of Congregational Care Administrator and Marketing Liaison, formerly Melinda’s and Trisha’s positions respectively, both of whom resigned in 2022. . Brooke is a huge asset to our staff team allowing us to expand our outreach and offerings with her perspective, insight and strong helping hand. The congregation expressed their appreciation of Brooke by a round of applause.
- Our staff is well-bonded who and feel confident in relying on one another as displayed by our spectacular event the previous night. Leading the charge on these All Ages Music Events several times a year are Miss Kristin and Joshua with help from Brooke as well as the efforts of many people.
- Each staff member provides direction and input during the weekly staff meetings which are focused on Worship Planning, Pastoral Care and Administrative tasks which yield a cohesive Worship Service every Sunday and much satisfaction for a job well done for each our staff members.
- In conclusion, Melissa stated that “Federated is special and for whatever reason the members of our staff were drawn here; rather than working at other jobs making a lot more money, *this includes our clergy* – but we would all be miserable – we all get something essential to our being by serving Federated. And [her] guess is you feel it too because you are members. This is an important place and when we accentuate the good in each other and allow other’s gifts to shine, it is also a beautiful faith home large enough to house everyone.”

No questions from the floor. The congregation expressed their appreciation of Melissa with a round of applause.

Closing Remarks and Prayer – Hamilton

Hamilton shared that for over 18 years, Federated has been a wonderful church to be a part of. Together, we have faced challenging changes in the culture and within the church community with a resilient spirit and a desire to part of a church that takes God’s role and presence in us seriously and who wants us to live out the love of God in the community with each other. It is with God’s work through all of us that the vitality of this church thrives.

Hamilton expressed his gratitude for church leadership, and especially for Rick Bryan for shepherding us through a number of things, for his steady and firm spirit, and willingness to invest in the life and worship of Federated.

This energy and fullness are also due the wonderful gifts of our staff who have been committed to convey the love of God in so many ways with a real sense of calling. In particular, Hamilton expressed his appreciation to Laura Taylor, who is retiring in April, for her guiding hand, starting with the Capital Campaign and then moving on to support the Legacy fund and her steady presence guiding our generosity giving throughout the year. The congregation expressed their appreciation of Laura with a round of applause.

Hamilton added to Melissa’s thanks to Brooke Strong for her gracious spirit that touches so many things in a special way. Hamilton thanked the Rev. Betsy Wooster for her leveling spirit, her wonderful love of God and her love of all of us. She is a special colleague and he’s grateful for her presence among us.

Hamilton expressed his deep gratitude to Melissa for her steadying hand on so many dimensions of our church life which makes Federated a strong place. As Director of People and Operations, she is incredibly committed to the work

she does, serves as a remarkable colleague and is such a gift to Hamilton and to the congregation. The congregation expressed their appreciation of Melissa with a round of applause.

In closing, Hamilton shared a recent dream about the Church full of the wonderful spirit and energy of hundreds of people working on a church project. For Hamilton the dream illustrated what this church is about: a rich and spirited group of people who make things happen in a positive, hopeful way to a promising future where we receive the love of God and offer it to this world in so many ways.

Hamilton closed the meeting in prayer at 12:15pm

Motion to adjourn the meeting

- Motion by Ken Horner to adjourn the meeting
- Seconded by Katie Swanson-Harbage
- Discussion: None
- Vote: Unanimous voice and Zoom vote
- Result: The meeting ended

Respectfully submitted by Peggie Jo Shinagawa, Clerk

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/84852682711?pwd=dVc1MjJTdUdRanR1ZGhMT3ZjMTFkdz09>

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

Meeting ID: 848 5268 2711, 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.

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: 848 5268 2711, 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.

