



federated

live your faith

2024 Annual Report

and

Congregational Meeting

February 23, 2025

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 23, 2025 at 11:20 AM

Meeting held in the Sanctuary and via Zoom

<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: 822 9556 5955, Passcode is 898174, 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 – Vicki McGaw, Interim Senior Pastor

Call to Order – Joe Rose, Clerk of Church Council

Approval: Minutes for 2024 Annual Meeting (February 25, 2024) – Joe Rose

Year in Review – Steve Downey, 2024 Moderator

Vision for the Future – Jeff Miller, 2025 Moderator

Senior Pastor Search Update – Jeff Miller, Chair Senior Pastor Search Committee

Annual Financial Report and 2025 Budget – Brady Hively, Treasurer

Approval: 2025 Budget – Brady Hively

Approval: New FLC Management Agreement with CLC – Brady Hively

**Introduction of new FLC Capital Campaign – Ann Lentz, Generosity Commission
& Thea Mozingo, Director of Generosity**

Operations & Program Updates – Beth Rutkowski, SDPO

Legacy Committee Report – Robin Harbage, Chair Legacy Committee

Recognition of 2024 Lay Leadership – Rose Brown, Chair Membership & Nominating Committee

Approval: Election of Lay Leadership for 2025 – Rose Brown

Closing Remarks – Steve Downey

Closing Prayer – Pastor Vicki McGaw

Adjournment

A Message From The Church Moderator

Thank you for allowing me to serve as your Moderator this past year. Federated Church is an amazing, welcoming, vibrant church and serving all of you has been a blessing. God has clearly been with us through the busy and change-filled year.

As we entered the 2024 church year, we focused on growth for the second year in a row. Declining church membership has plagued most churches for decades, along with the related declining contributions. While Federated has remained strong, we felt that turning that corner through conscious programming and focused effort, along with creative ideas, could work for us. And it did. I'm pleased to report that our attendance, both in person and online, has grown about 8% over last year. This was due to four factors, three purposeful and one not.

At our lay leader retreat in March 2024, we chose the three focus areas for growth: children and family ministries, LGBTQ+ events, and outreach. Throughout the year, you saw an increase in programming around these areas as the committees and commissions focused on them. The fourth, the unplanned event, was the announcement of our former Pastor Hamilton Throckmorton's retirement. After 20 years of service with Federated, we were both sad to see Hamilton retire and happy that he could focus on his family and enjoy his time. As his service wound down, we saw church attendance ramp up to consume his final ministerial blessings.

Staffing has been a key theme of this year as we replaced our former Senior Director of People & Operations, Director of Generosity, and then Senior Pastor. We were blessed to be able to promote our former Director of Generosity Beth Rutkowski to SDPO and hire her replacement Thea Mozingo from the congregation. Both Beth and Thea are doing amazing work, as is the rest of the staff. Jeff Miller, our Vice Moderator, gracefully stepped in to lead the recruiting for an interim Senior Pastor and we were blessed to find Pastor Vicki McGaw.

Hamilton's retirement was at the end of October, and Vicki started her interim service right in sequence. We then began the process of recruiting the permanent Senior Pastor with the help of the UCC Living Water, led by Jeff, and supported by our amazing HR committee. From the recruiting of a search committee to preparation of the church needs assessment, our council and teams executed well and have us right on track in the search process. The needs assessment is wrapping up in February to be followed by the preparation of final documents and a pastoral call.

Lastly, our work this year has also included the development of a new management agreement with the CLC for the Family Life Center property. Our programming this year included purposeful inclusion of the property in services and events, and we ensured that a CLC representative was placed on the Church Council to help bridge any cultural or process challenges. Ann Lenz served that role admirably and, working with a council team and the CLC leadership, has been able to develop the key terms and management agreement to proceed with a renewal.

At this year's annual meeting we will vote on our new slate of leaders, including Jeff Miller as incoming Moderator and Karen Wright as Vice Moderator. With all Jeff has done this year with pastoral recruitment, he's well positioned to continue the momentum of leading through this shift. It's been a year of change yet we've still managed to grow, contribute, worship, and serve each other and the community around us thanks to all of you. May God bless all of us.

Blessings,



Steve Downey, 2024 Moderator



A Message from the Interim Pastor

For surely I know the plans I have for you, says the LORD, plans for your welfare and not for harm, to give you a future with hope. – Jeremiah 29:11

When I was asked to serve as your interim minister in November, I expected things to begin a bit slowly. Having just said goodbye to your beloved pastor of nearly 20 years, I thought you would need some time to grieve his departure before we could begin to find our way toward the bright future I know God is calling you to. But I was wrong! Although there was definitely some sadness at saying farewell to Hamilton, you are an incredibly dedicated congregation ready to move forward . . . and so we got right to work.

After spending November visiting as many commission and committee meetings as possible to better understand the work of the church and, more importantly, the people who do that work, we launched an Advent worship series focused on being “Close to Home.” The series included unexpected visitors who stopped by to see the children each week and these “messages for the young at heart” were a hit with worshipers of all ages!

To assist me in the work of preparing the congregation for the arrival of a new pastor, I formed a transition team. I am grateful to Adam Graves, Robin Harbage, Padi Joseph, Beth Rutkowski and Peggie Jo Shinagawa for their willingness to work with me. Our first task was to gather information from members of the congregation at the Listening Sessions hosted by the search committee. Using those findings, we will plan a series of meetings over the course of the coming year.

It has been a joy to be supported by such a dedicated and talented staff. I am particularly grateful to Beth Rutkowski whose assistance has been such a gift in helping me learn the ethos of Federated Church. Thanks, too, to the church council and other lay leaders who have welcomed me warmly and been open and receptive to the suggestions I have made.

I look forward with excitement to what lies ahead in the new year for Federated Church as I know God is offering us a future full of hope!

Annual Report of the Interim Pastor, Vicki McGaw, February, 2025



A Message from Operations

2024 has been a good year for cleaning and sprucing up our building on Bell Street. Smaller projects have made room for storage and better placement and a couple of larger projects have made lovely spaces for gathering. Here are a few of the things to know and notice:

- TNT has a dedicated storage space to keep their setup items in one place. They have also acquired a small storage unit to hold sale items that come in before May.
- Room 320 received repairs for some old water damage and a fresh coat of paint. It was being used as a catch-all storage space but is now the rehearsal home for Handbells and storage for other musical instruments.
- The old CE Office, located on floor 3 ½ in the tower, was filled with unused office furniture. It is now a new Youth Room, complete with bean-bag chairs, neon signs, and a game table! The confirmation class and Group (Sr. High Youth) meet there regularly. This renovation was funded by our Trinkets N Treasures sale!
- Lower-level rooms G10 and G20, which were renovated after the flood in 2023, now house the unused office furniture (from the youth room) and are ready for a renter. We are looking for a small business or non-profit to occupy the space.
- Our handbell and choral music libraries have been reorganized and digitized! A huge thanks goes to Gary Dole and Nancy Isham for their work on this.
- We installed a new phone system and new security cameras in the building.
- Through a generous donation from one of our long-time members, we renovated the Lounge! The removal of old wallpaper and carpet made way for fresh colors and updated flooring. We use this space for meetings, bible studies, funeral gatherings, and as a waiting room before concerts. So we are thrilled to be able to put our best “face” forward as we welcome folks in!
- We have added new baby changing tables in three of our restrooms and a water bottle filling station in the lobby. We’ve installed a brochure and flyer holder in the lobby as well.

With Melissa Owen moving on to another job in May, I was privileged to take the role of Senior Director of People & Operations. Long-time Federated member Thea Mozingo replaced me as Director of Generosity and we are seeing great things from that office with marketing and social media, a Primetime renewal, the return of Red Cross blood drives, Scouts making great use of our space, and much, much more!

Your Federated Staff is grateful for the opportunity to work with all of you every day! You bring joy to our lives and we feel blessed to be able to serve God and this wonderful church!

Submitted by Beth Rutkowski, Senior Director of People and Operations

Impact Summary

Annually, the Federated Church impacts thousands of individuals through ongoing programs, one-time special services and community events in our building at 76 Bell Street. We offer a variety of activities and opportunities that allow both church and community members of all ages to find ways to connect with our church, their faith and each other. Building connections and providing a community hub is central to our philosophy that *All Are Welcome, Accepted, and Loved Here*.

The members of Federated Church are blessed to have an amazing building that we call home. We also have a long history of opening our doors to community groups who need meeting or activity space. We continue to live out our commitment of welcome and hospitality to groups and programs that need a place to meet.

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

Federated Activities for Entertainment and Education: Federated Playgroup, Helping Hands Mahjong, Primetime Bridge, Primetime Lunch Out & Other Trips, 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, Closed Meditation Group, Continuing Bereavement Group, Encore Creativity Choir, Girl Scout Tea, Music Together, Scouts Pack 150, Scouts Troop 150, Simply Fit with Sue, Yoga CFCC Group

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, Service of Hope & Healing at Christmas, Trinkets & Treasures

Federated Ongoing or Annual Mission and Justice Activities: Chagrin Falls Park Community Center Collections, Christmas Eve Offering, Habitat Playhouse Build, Helping Hands, HOLA 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: American Red Cross, Art by the Falls, Chagrin Arts, Chagrin Documentary Film Festival, Chagrin Falls PTO/Schools, Chagrin Valley Council of Churches, Chagrin Valley Chamber of Commerce, Community Life Collaborative, Heartland Conference, Living Waters Association, Village Nursery School

Submitted by Thea Mozingo, Director of Generosity

Highlights from the Congregational Care Commission

The Congregational Care Commission has been honored to serve our church family by fostering connection, support, and fellowship throughout the year. Through a variety of events and gatherings, we have sought to create spaces where our congregation can come together in love and community.

This past year, we have sponsored:

- **Coffee Fellowship** after every worship service, providing a warm and welcoming space for conversation.
- **New Member Brunch (Spring/Fall)** to embrace and celebrate those joining our church family.
- **Valentine's Day Cookie Care Packages** to offer comfort and love to those who have recently lost a spouse.
- **All-Church Summer Picnic**, a time of joy, laughter, and shared meals in the beauty of summer.
- **Advent by Candlelight Service**, a reflective evening preparing our hearts for the season of Christ's birth.
- **Soup Luncheon for Christmas Carolers**, nourishing those who spread the joy of Christmas through song.

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

- 11 individuals received communion in their homes as part of the Communion to the Confined ministry
- 202 individuals received flowers at least once, as part of Angel Flower Ministry
- 7 families received at least 6 meals as part of Angel Food Ministry
- Hosted 9 memorials and 1 wedding
- Angel Rides provided as requested

We are grateful for the opportunity to serve and look forward to continuing our mission of care and connection in the coming year.

Submitted by Heidi Asplin (Chair)

Highlights from the Mission & Service Commission

The Mission and Service Commission acts as a “clearing house” for many of the church’s outreach missions. We facilitate financial support and /or volunteer opportunities with these mission partners. The commission assesses prospects at the local, state, national, and international levels and proposes appropriate actions. Special consideration is given to programs of the United Church of Christ. We educate the Congregation concerning social and political issues morally relevant to Christians.

- **UCC’s Churches Wider Mission**-our commission offers five collection opportunities throughout the year to support local and national UCC ministries.
- **Christmas Eve Offering**-the commission was very pleased to have chosen **RE: Source Cleveland** as the worthy recipient this year. Over \$33,730 was generously given and donated. Their vision is extraordinary, and we have continued opportunities to help by donating, volunteering, or advocating.
- **Community Life Collaborative**-a financial contribution was continued and many members volunteered for their programs.
- **Good Samaritan Fund**-available to assist in a time of crisis and is managed by The Staff Liasson and Pastors
- **Just Hope**-funding was not able to be arranged because of the political climate in Nicaragua.
- **Loaves and Fishes**-monthly meals at St. Paul Church capably headed by Jim Scheuermann and volunteers.
- **Primetime Ministry**-monthly activities open to the whole Chagrin Valley Community.
- **St. Paul’s Church and Chagrin Falls Park**-we joyously continued supporting these longtime mission partners.
- **Social Justice Advocacy Ministry**-receives our support towards many timely social causes.

- **Trinkets N Treasures**-the largest rummage sale in the Chagrin Valley!! Many church volunteers worked extremely hard to raise over \$23,000 which was donated to Federated Programming.

Submitted by the Mission and Service Commission: Sharen Bakke, Pete Bednar, Marty Culbertson (Staff Liaison), Gary Dole (Councilor), Emelie Gottsegen, Caroline McClellan, Wendy Pierce, Terrence Rounds, Todd Smith, David Strauch (Chair), Joy Wyatt

Highlights from Social Justice Advocacy Ministry (SJAM)

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

SJAM is involved in a wide variety of social justice issues such as gun violence, criminal justice, LGBTQ+ rights, racial justice, creation justice, voter registration, immigration and other areas of concern. Entering our ninth 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.

In 2023, SJAM leaders held a strategic planning retreat that created our vision through 2027. This vision continued to guide our work in 2024.

- 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), US Committee 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 UCC church, Forest Hills UCC, Chesterland UCC, Mt. Zion UCC, and many others. Our members have long histories as volunteers with many of these organizations and we continue to build on their expertise and strategies.

A sampling of our 2024 involvement includes:

- Racial Justice - Offered racial justice courses using 4-week modules with a focus on Implicit Bias in a particular area of concern such as health care, education, workplace. These were led by Robin Harbage and Bill Shaul. All were well attended, all on Zoom. Participants were from all over the USA/Canada. Healthcare in particular was the focus of the February movie/speaker night.
- LGBTQ+ Rights -SJAM was a proud sponsor of both the Cleveland Pride and the Pride in Geauga events in June 2024. Members of SJAM participated in both events. In July a one-night book group discussed "Becoming Nicole" and launched a collection of banned books to be shared. Stay tuned for the particulars in 2025.
- Creation Justice - In April and May many activities celebrated our sacred relationship with God's creation highlighted by a Celebration of our designation as a Creation Justice Church during worship in May. In April the SJAM movie night (Common Ground) focused on the critical role of soil in the environment. For the April Wondrous Wednesday dinner, the programming focused on local and sustainable farming with Daryl Kennedy speaking. This was followed by a tour of his Broken Yoke Ranch. An Outdoor worship experience, electronics recycling, and distribution of milkweed plants were among the other Creation Justice events in April and May 2024.

- Immigration – We facilitated opportunities for the congregation to support immigrants through donations and volunteering. In 2024, SJAM partnered with the Community Life Collaborative (CLC) to offer a variety of opportunities to learn about and engage with the immigrant community in Northeast Ohio. In 2024, we supported AMIS and USCRI financially. Relationships with HOLA and Northeast Ohio Friends of Immigrants continue. We conducted a series of collections of specific items requested by USCRI ranging from tea kettles, to frying pans to diapers. The congregation supported these efforts enthusiastically. Thank you.
- Interfaith - In March the IFTAR dinner was held in Fellowship Hall as our Muslim friends treated us to their cuisine and allowed us to join them in ending their fast. SJAM worked to host the Teatime for Peace gathering at Federated in May. This program is a structured dialogue led by Muslim women to foster understanding and peace, held at various churches in NEO.
- Unhoused - Working with St. Paul's and the Northeast Ohio Coalition for the Homeless (NEOCH), SJAM has invited speakers to educate us (in coordination with the Mission and Service Commission), collected clothing and other needed items and provided financial support.
- Voting Advocacy - Several members of SJAM are involved with voter registration organizations. In addition, SJAM collected signatures of the Citizens Not Politicians effort to end gerrymandering in Ohio. SJAM provided programming regarding Fair Districts for the September Wondrous Wednesday dinner.

For more information about SJAM, contact Kathy Franz at kfranz1711@gmail.com or 440-821-7795. All are welcome. One does not need to be a Federated member to become involved.

Submitted by Kathy Franz, kfranz1711@gmail.com

Highlights from the Generosity Commission

Throughout 2024, your Generosity Commission continued to work diligently on our overarching paradigm to reinforce the idea that generosity cannot be compartmentalized into a once-a-year campaign. We believe that generosity needs to be a prioritized component of our spiritual journey at ALL times during the Church year; an integral part of our spiritual lifestyle choice. This sea-change shift in perspective began several years ago when Generosity was elevated to a Commission in Federated's organizational structure rather than a once-a-year stewardship effort.

- Early in the year we focused on wrapping up the receipt of pledge materials from as many Federated families as possible and thanking those families who had pledged to the 2024 operating year.
- Our goal morphed from being simply a dollar figure and added a broader goal component of achieving 75% participation level among active Federated families.
- As spring sprung, we focused on studying what motivates people's generosity, landing on the idea that people prefer to give to a defined cause or causes, not to a budget figure. We began to make plans to study and introduce new cultivation, education and investment mindset activities such that new and veteran families alike felt like they were (a) being appropriately asked and followed up with (cultivation); (b) properly and sensitively informed about the importance of generosity at each of an adult, youth and child's levels (education); and (c) able to discover a new mindset of giving where they may not see the direct result of their gift but can trust that God has a plan for their sacrificial donation (investment mindset).
- Throughout the year we continued focusing on the importance of Generosity Impact Moments at every worship service as an educational tool as well as a reminder of the year-round aspect of generosity. We spent time with Staff members designing programming that would address generosity appropriately in our K-8 church school classes. We also spent time with several Inquirers classes during the year emphasizing the importance of regular pledging to Federated as part of a spiritual lifestyle.
- Our Commission volunteered meaningfully in the successful 2024 Trinkets & Treasures weekend, an important fundraising and friend-raising event for Federated. We also began collaborations with the Membership &

Nominating Committee to identify people who have been less active recently and re-engage their time, talents and treasure, all important components of the generosity puzzle.

- Our theme for the 2025 pledge campaign was “Are you ALL IN for Federated”, continuing the focus on participation percentages as well as overall fundraising goals. Our Commission and our Church has much room for advancement, as our participation percentages continue to be in the 60% range (that is, approximately 60% of active families at Federated pledge to the annual operating campaign). Your Generosity Commission’s goal is to reach 75% in the near future.
- Your Generosity Commission absolutely celebrates the generosity at Federated Church and the blessing that this generosity brings in both spiritual growth and sound financial footing. We maintain our goals for cultivating a year-round spiritual practice that embraces generosity at all times and hope for robust community participation in our funding needs and aspirations.

We cannot let this letter end without asking YOU to join us! Please consider being part of this critical effort at Federated by joining the Generosity Commission today!!

Submitted by the Generosity Commission: Ken Horner(chair)

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.

Programming for children and youth:

- Sunday school was provided for grades birth through eighth grade.
- SPIFFY (middle school youth) did service projects with Rescue Village, our church, and Geauga County Library.
- The Senior High youth group did service work at the church, for neighbors, St. Paul’s, and enjoyed WhirlyBall with SPIFFY. Both groups also took a trip to Cedar Point in October.
- In September, 18 students joined the confirmation class.
- A one-day VBS was provided on October 3rd.
- A playgroup for mothers of young children met on Wednesdays.
- SFC members volunteered to help with preschool Sunday school once a month.
- Nine students traveled with Emily Moore in July 2024 for Colorado Kids.

Special events for families:

- A Federated family yoga class was held at the Heart Center.
- Federated families made toys accessible for children with disabilities through Re-Play.
- We collaborated with the PTO of Chagrin Falls Schools to present two speaker programs around Raising Resilient Kids. The second program featured nationally renowned author Lisa Damour.
- Families built a playhouse with Habitat for Humanity that was then donated to a Habitat family.
- Backpacks were blessed at the beginning of the school year.
- Families participated in the Bethlehem Market on Sunday, December 15th.
- A mother’s nursing room was completed in the bathroom across from the lounge.

Adult Spiritual Formation:

- Lectionary Bible study led by Betsy Wooster, Pete Bednar, and Dan Kershner during Lent
- Eighteen women attended the women's retreat September 27-28th at the church.
- Wonderous Wednesday topics: Horticultural Therapy, Ash Wednesday, cultivating connections between faith, food, and the climate, and holiday music
- The Fed Talks program was started to share testimonies in a storytelling type atmosphere.
- Book Studies: The Sacred Gaze by Susan R. Pitchford and When God Interrupts by M. Craig Barnes
- Men's Breakfasts featured Bob DiBiasio and Brandon Chrostowski as speakers.
- Worship with Nature met on the spring equinox for a service in S. Chagrin Reservation.
- Federated Gallery continued to host Federated artists and artists from the community. Two of the artists donated part of their proceeds back to the church.
- Women's Friday Morning Bible Study studied the Bible using a series called Eyewitness Bible.

Submitted by Betsy Mast (Chair)

Highlights from the Legacy Committee

The Legacy Fund Committee focused on its major objectives of expanding the Legacy Fund through encouraging additional endowments and donations and providing stewardship of the invested funds. Thanks to the 2024 members of the Committee: Tricia Baumgartner, Jeff Miller and Walker Johnson. A special thanks to Brady Hively and Thea Mozingo for their diligent input and assistance.

2024 was a good year for investments in general. The annual gain for the Legacy Fund was \$88,549, or 12.7%. While lower than the S&P 500 gain, it represents strong stable returns. We had contributions of \$5,500, and transferred \$35,117 to the church operating fund, representing our target of 5% of the trailing eight quarters average balance, to support the operations/mission of the church. Our ending balance was \$755,271.

Jeff Miller spoke about why he has given to the Legacy Fund to recognize the value of Federated Church in his life, and we've planned an estate planning education event for this spring 2025.

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 2024 update:

2024 was budgeted to have a flat net income, with no deficit or surplus. We ended 2024 with a surplus of \$7,398. We utilized this surplus to pay staff bonuses and put 10% of the surplus toward the Missions designated fund. The 2024 surplus was primarily due to receiving higher than budgeted pledge receipts. Total actual expenses were \$26,024 more than budget, though no specific line item significantly drove the variance between budgeted and actual expenses.

2024 pledges collected were 101.6% of the budgeted 2024 pledges. We thank all members of Federated for continuing to support the financial needs of the church. We have seen a fairly consistent decrease in pledges over the last ten years. Our hope and goal is to see pledges stabilize and, over time, start to increase.



Pledges for 2025 are down 2.4% from 2024. 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 2025 budget contains cost-of-living adjustments for staff members but does not include any bonuses or performance-based salary increases. We continue to focus on providing fair compensation to our staff and addressing all of our other needs within the budget.

Our 2025 budgeted property expenses are 98.8% of actual 2024 expenses. The general trend for property expenses has been, and will continue to be, to increase over time due to inflationary pressures. While we reduced property costs as the Community Life Collaborative has taken on the responsibility for the daily property expenses related to the Family Life Center, expenses related to 76 Bell and 102 Bell will likely increase going forward.

The 2025 budget season has included challenges and difficult choices. Most notably, the method we use to determine our budgetary giving toward Missions. While not always possible, we have strived to budget 10% of our pledges to Missions. This has not reflected the entire amount that is allocated to Missions as our budget does not include the Christmas Eve donations or donations coming from our designated funds. Within the 2025 Budget we have allocated 10% of pledges to Missions including Missions giving that has been done outside of the budget. This fundamentally means that the Missions giving within the budget is roughly \$64,000 less than 10% of budgeted pledges. To further support Federated's mission partners, we will be adding \$40,068 to the Missions designated fund from the remaining budget. In total, allocations to Missions are 15% of our total pledges for 2025.

Our properties provide us with a forum to thrive and it is with gratitude that we work to ensure preservation, upkeep and enhancement. Our focus this year has been on improving the relationship with the Community Life Collaborative and working together to create a long-term partnership that benefits both Federated and the Community Life Collaborative. We hope to finalize a five-year management agreement shortly that will provide stability, adequate financial support for the Family Life Center property and clarity for both parties.

Submitted by Brady Hively, Finance Committee Chair

Highlights from the Human Resources Committee

- Through several steps, the overall communications and coordination with the HR committee, church administration, and church council has significantly improved.
- Established regular monthly meetings with an extremely helpful project/task/action/results spreadsheet created by Eric Baumgartner, which has provided for a high level of accountability.
- Reviewed all new job descriptions seeking to ensure accuracy, consistency, and role alignment.
- Oversaw the transition and departure of former Senior Director of People and Operations Melissa Owen.
- Led the search for and hiring of the new Senior Director of People and Operations Beth Rutkowski, as well as hiring Thea Mozingo as her replacement as Director of Generosity.
- Oversaw the transition and departure of Senior Pastor Hamilton Throckmorton.
- The Employee Manual, last revised in 2017, was reviewed and thoroughly updated. Kelly Lawrence took the lead on this project. A Volunteer Manual was also developed for security and harassment protection.
- Assisted in the reviews of senior staff, senior pastor, and associate pastor.

Please Note: As a member of the congregation, you can reach out to any member of the HR committee if you should have needs or questions related to human resources at Federated.

Respectfully & gratefully submitted by Dave Watterson Chairperson

Highlights from the Membership & Nominating Committee

The Membership and Nominating Committee is in its second year of reorganization with a focus on a three-prong approach: Growing with New Members, Connecting with the Congregation, and Nominating Leadership Positions.

GROWING

19 New Members joined the church at services in April and November

There is great joy in learning that someone has decided that Federated should be their home church. After reviewing visitor lists and sending letters, follow-up calls are made to answer any questions. The committee offers welcome, hospitality and support at the Spring and Fall Inquirers' Classes.

New Member Sunday includes a sumptuous breakfast provided by Congregational Care, the vows and promises of the church during the service, a symbolic loaf of bread, and a welcome reception after the service. New members are featured on the M & N bulletin board. Each new member is paired with a **New Member Partner** volunteer who offers an extravagant welcome and encourages further engagement to help new members to feel connected to Federated. Follow up includes one-on-one education on Ministry Teams to facilitate participation as well as occasional check-ins. *Do you know someone interested in joining? Are you a part of that extravagant welcome to each new face?*

CONNECTING

Approximately 90 visitors received a welcoming phone call, note, or email.

Our committee continues to extend an extravagant welcome to those who walk through our doors, invite the community, and connect with current members. Federated Church welcoming postcards are again being sent to new residents of the Greater Chagrin Community. We create table tents for fellowship hour to encourage the inclusion of everyone in the room. Informational brochures will soon be found along with other promotional material in the newly organized displays. Helping the congregation increase their comfort level with our real-time on-line church directory **REALM** remains a priority. REALM education is offered at a table in the fellowship hall.

124 households were contacted via phone or email

Reconciling the membership rolls to ensure accuracy and to paint a clear picture for the new senior pastor has been a rewarding task with many appreciating the outreach. After multiple attempts to personally connect, 42 letters were sent to those not reached.

NOMINATING

82% have chosen to remain in their current position

With a goal of 100% of all Commission and Committee positions (nearly 60 people) filled for approval at the annual meeting, we are proud to report that of the 22 commission/committee members who could have retired, chose to continue to serve in the same or new position. This indicates our leaders are elected to the positions that bring them joy and satisfaction. We are thankful to the commission and committee members for recommending candidates as 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 are being approved at the Annual Meeting.

Submitted by Rose Brown, Membership & Nominating Committee Chair

Highlights from the Telling Our Story Committee

Telling Our Story's new format as a committee rather than a commission has brought about a shift in its impact on how we tell our stories. Meeting every other month, the meetings are now internally focused to support long-range planning, coordination, and collaboration among the Commissions and Ministry Teams. To put it another way, the committee facilitates making sure the left hand knows what the right hand is doing.

The cross-commission committee provides a communications hub as an excellent opportunity to share each commission's current and future plans. Previously, leadership encouraged a cross-commission gathering once a year.

This committee also aims to explore ways to celebrate the successes of Federated, ensuring efforts are aligned and presented consistently, sharing action items and calling for support if in need of more volunteers. Thea Mozingo regularly coaches these leaders in the best ways to seek support from the Church Office and offered a digital scheduling calendar to ease activity planning – a simple idea that works!

The committee's focus includes:

- Planning for the next 6-12 months
- Collaborating on cross-commission activities
- Improving cross-commission communication
- Developing large-scale marketing initiatives as needed, such as rebranding efforts or specific church campaigns
- Providing additional guidance on marketing strategies from its communication leaders Diana Gardner, Jim Scheuermann, Sunny Doxey and Thea Mozingo.

Who are the Committee members? Commission leaders as follows:

- Congregational Care Commission - Heidi Asplin
- Generosity Commission – Thea Mozingo and Ken Horner
- Mission and Service Commission - Dave Strauch and Todd Smith
- Spiritual Formation Commission - Betsy Mast
- Church Council liaison – Sunny Doxey

Committee leadership includes co-chairs Diana Gardner and Jim Scheuermann. Each brings marketing communication expertise to the team. In aligning with Church Council, Sunny prepares and shares a report as the liaison to bring it full circle wrapping its arms around all areas.

New ideas are formulating such as an oral history initiative. Watch for its development! Live Your Faith!

Telling Our Story Commission: Jim Scheuermann & Diana Gardner (co-chairs)

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:

- Welcomed Destinee Burse January 1, 2024, as a visionary full time Executive Director

- Networked across local colleges, churches, foundations & nonprofits to mobilize solutions in response to community needs for food security, refugee safety & connection to resources, advancing climate change action, promoting sustainable practices, & inspiring young leaders across communities of northeast Ohio
- Welcomed Allen Garland as our new part time FLC Facilities Manager in September 2024
- Optimized the *Family Life Center* as an asset to Federated in advancing community engagement goals with 300-500 community touchpoints at Federated's FLC per month
- The Federated Church continues to be lauded by National UCC and Heartland UCC as a leader in reimagining "church" for the 21st Century. Federated's innovative model demonstrates how the CLC manages the FLC property in ways that embrace the full 40 acres as a mission-aligned hub for environmental justice action across the region.

The CLC IMPACT - *The CLC bridged untapped relationships, collaborations and understandings by:*

- Curating the Garden View Gallery to evoke awareness & dialogue that promotes social impact consciousness around rotating exhibits spotlighting social issues and solutions
- Partnering with Federated's Social Justice Advocacy Ministries (SJAM) to engage speaker programs, movie nights, and critical conversations around topics for social action
- Connecting urban-oriented youth to the lessons of nature & the need for climate stewardship
- Partnering and resourcing a *Tree of Life Ceremony* in Akron for families that have lost a loved one due to opioid overdose or gun violence on our city streets
- Spotlighting and supporting local vacant-to-vibrant models for mobilizing local food & garden ambassadors for neighborhood resilience in Cleveland and Akron neighborhoods
- Coordinating partnerships across Summit County organizations and municipalities to reach common sustainability goals for increasing native planting to support sustainability & invest in community resilience for underserved communities in Akron
- Implementing an Ohio EPA grant to ramp up recycling practices and education around the FLC campus and with the wider community
- Hosting activities & events for The Federated Church programs at the FLC including SPIFFY junior high youth, SJAM, Federated's Trinkets and Treasures Fundraiser, Memorial Day worship, Hamilton's retirement party and more

MANAGING the FLC-- *Managed & improved the church's Family Life Center facility and property:*

- Managed use contracts, set ups & communications for 30+ different community organizations
- CLC paid for and performed all FLC improvements including:
 - Retrofitting lighting to LED for all parking lamps and in the overlook room
 - Repairing several of HVAC units
 - Removing dilapidated hallway flooring and replacing with new carpet
 - Filling the driveway holes with asphalt grindings throughout spring, summer, and fall
 - Drywall patching the walls and painting the gallery, overlook room, and front lobby
 - Pressure-washing kitchen & bathroom floors, the garden walkways, teak benches, & labyrinth
 - Repairing the manlift to access and change the gym lights
 - Maintaining the lawns, gardens, ponds and trails

Submitted by the Community Life Collaborative

Highlights from the Office of Spiritual Formation

As I prepare to complete my third year of ministry with Federated Church, I give thanks to reflect on the gifts of a church community. I have served several congregations in different ministry roles over the past quarter-century, and I continue to be grateful for the opportunity to share the spiritual wisdom and good news of the Christian faith.

Authentic community relationships are a gift from God to allow for the practices of vulnerability, honesty, curiosity, and grace toward one another. And so I give thanks: for the people I have met with to visit and pray; and for the people in book and Bible studies who have shared wisdom and an openness to learn; and for the confirmation students who have brought curiosity with questions and the insight of their experiences; and for volunteer leaders who have given their time and energy to teach and provide engaging programs for adolescents; and for all who have entered worshipful and holy spaces with open hearts and minds, even as we share with one another the challenges of these days.

This year marked the retirement of our senior minister, Hamilton Throckmorton. I am deeply grateful for the opportunity that I had to serve with him during the time we shared.

And with gratitude, I share some highlights of my ministry with this congregation.

Worship and Leadership

- Regularly co-led Sunday worship services throughout the year until Fall of 2024 when I began to balance my time on Sunday mornings between worship leadership and my teaching leadership in the Confirmation class held twice per month during the worship hour.
- Co-led and preached at our Ash Wednesday Service and co-led our Maundy Thursday Lenten worship services in Spring 2024.
- Covered all pastoral duties in late June & July 2024 (exceptions when I was on vacation and occasional guest preachers) while Hamilton was away for that stretch of summer.
- Developed and led a sermon series in summer 2024 that included some guest ministers titled “The Church is Called to Be...”
- Co-led the Inquirers Classes; Preached on and Co-led the new member Sunday in November of 2024.
- Recruited worship leaders, led, and preached at two of the three 2024 Christmas Eve services. I also co-led the third service, the Children’s Christmas eve service, with Kristin who creates, plans, and recruits worship leaders for this wonderful service.

Pastoral Care and Spiritual Formation

- Throughout the year I actively shared in numerous pastoral care visits, calls, and responsibilities.
- Officiated three funerals and one graveside service.
- FED TALKS: I Initiated, Planned, Promoted, and Recruited people for our new quarterly Fed Talks Ministry in March, August, and October of 2024, a congregational gathering in which members of our church share a significant faith story in their lives with members of our church family. The Fed Talks ministry was paired with the Wondrous Wednesday ministry and the All-Church-Summer Picnic events where many could gather for community and the opportunity to deepen relationships with one another. The Fed Talks Ministry has been incredibly well received by our church community.
- Confirmation 2024-25: Recruited lay leaders Zach LeFeber and Jill Harkins Goodman to co-lead the class with me this year. They are great leaders and have devoted their time and talents to this ministry. This year we have eighteen 9th & 10th grade students in Confirmation. I began a Confirmation mentoring ministry and recruited 18 members of the congregation to pair with our confirmation students, meeting periodically throughout the year

to review and support the classwork and serve as another adult in the congregation to support their confirmation journey.

- Our Middle School and High School youth groups are led by Emily Moore and Bill Wright (middle school youth group), and Gary Dole and Paul Cantley (high school Youth group). They devote an enormous amount of time, energy and care to these students and the program.
- I Serve as a Pastoral liaison to the Spiritual Formation Commission.
- Co-planned/co-led our September 2024 Women's Retreat at the Church with Kristin LeFeber and members of the Spiritual Formation Commission.
- Led Fall 2024 Book Study: *When God Interrupts: Finding New Life Through Unwanted Change*, by Rev. M. Craig Barnes.

Submitted by Rev. Betsy Wooster, Pastor of Spiritual Formation

Highlights from Children's Spiritual Formation

This past year was one rich in consistency with the added spice of some new offerings.

One thing to note is that during 2024, this program was renamed from "Children's Faith Formation" to "Children's Spiritual Formation." While this may seem like a small distinction it was consciously made to match the titles of our Associate Pastor of Spiritual Formation and the Spiritual Formation Commission. In addition, faith is less taught than caught or bought while spiritual practices and curiosity and growth can be modeled and learned.

As far as programming and events are concerned here is a glimpse of 2024:

- Three Sunday School classes were offered nearly every week during the school year engaging 20-30 students
- Three families attended a family yoga class hosted and held by The Heart Center in January
- Federated Playgroup continued to thrive with three to five families attending most weeks
- Children and Youth hosted three Youth Worship Services: two on Sundays in March and September and the 4pm Christmas Eve service
- In July, two families with young people and several seniors worked together to build a Habitat for Humanity playhouse in the Federated parking lot
- On October 3rd, Federated hosted its second VBS Day Off Experience for seven kiddos
- Later in October, Federated adapted 10 toys for RePlay for Kids at a service event in Fellowship Hall
- In December, Federated families celebrated the season during the second Bethlehem Market held after the worship service which featured the Children's Choir Christmas Musical

Looking forward, a broader menu of children, youth and family engagement is necessary to grow our great church. Please consider how you can get involved to support these important programs.

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

Highlights from Music Ministries

The music department at Federated in 2024 had a very full year! In addition to multiple large-scale productions, we saw tangible improvement in our online and in-house technical capabilities. Participation has remained consistent across all ensembles.

Thank you to every single musician and volunteer that has made the various ensembles and events at Federated Church a success! The members of the Choir, Bell Choir, RISE to Shine Band, and Children's Choir enhance the life of Federated Church greatly with their participation! Not only is participation in one of our music groups mentally and spiritually engaging, but it also enhances the lives of everyone else in those groups and our congregation. I'm very grateful to guide these groups! I'm also extremely grateful to my colleagues Marcia Snavely and Pat Haynish for their leadership and skill. Each group always welcomes more interested people to be a part of our dynamic community approach to music making.

The Federated Choir participated in two substantial programs this year: Maundy Thursday 2024 brought to life Elaine Hagenberg's stunning "Illuminare" with orchestra along with other soloists and choral anthems. It was an extremely moving service that brought in even more choir participation. The other HUGE undertaking was the tribute concert in October for our retiring Senior Pastor, Hamilton Throckmorton. The choir, soloists, and a guest orchestra worked tirelessly (and started a full month early in the summer!) to bring that immensely meaningful program to life. I'm super grateful to everyone involved and for Hamilton's years of support for the arts.

The Performing Arts Series had another very dynamic year hosting events featuring soprano Sonya Headlam, the Cleveland Celtic Ensemble, Apollo's Fire, the Factory Seconds Brass, pianist Brian Wilson, and the King's Brass. Equally exciting was our slate of rental events as Federated has become a very sought-after venue. We hosted successful concerts by the Cleveland Repertory Orchestra, ChamberFest Cleveland, and local music teachers. Every event allows an audience that may have never stepped foot into Federated to experience who we are and what we value.

2024 maintained our strong music ministry. I look forward to our future programs and opportunities for your involvement! Your support makes it all possible.

Submitted by Joshua Konow, Director of Music Ministries

Highlights from the Office of Generosity

Whether through an email introduction or meeting someone in the community, people always say "Director of Generosity? What a great title!" I tell them I could never find a job with a better name or a better call. I am so grateful to have been asked to be part of this wonderful staff. The past year has been an exciting time in the life of our church, filled with change and transition. The year ahead will also be a time of change, discernment and opportunity.

As staff liaison to the Generosity Commission, we started the 2025 Generosity Campaign in the fall reaching out to all members and past donors. The campaign's theme was "All IN" reminding all of you that everyone in this church has a role to play in the life of the church. You are important to its mission, its support and its future. The Generosity Commission continues to look at the many ways we can all be encouraged to be in touch with the joy that comes from a generous spirit.

Working with the Legacy Fund Committee, we developed a simple, updated 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 during worship. The Legacy Fund Committee will be hosting an event this spring called Planning for the Future. In partnership with Hospice of the Western Reserve and The Campus of Anna Maria, Aurora.

It was an honor to work with Marty and the Mission & Service commission on the many ways that we are called to serve others in our community and beyond. Together we were able to support people in need through special offerings, collections, and fundraisers. In 2024 these included collections for the California Wildfires, the Colorado Kids, Chagrin Falls Park, Habitat for Humanity's Playhouse Build, Hurricane Relief, NEOCH, Replay for Kids, St. Paul's Church, Re:Source Cleveland and the UCC's 5 for 5 offerings.

In everything we do inside these walls and out in the community, we want people to know who we are as a faith family. Our commitment is to be a church of extravagant welcome, acceptance and love. I am grateful for the chance to work with the wonderful Brooke, the Telling our Story Committee and fellow church staff members as we work hand in hand to create messaging that tells that story, our story.

One of the main responsibilities of this role is Community Outreach. As a church, it is important to us to be a good community partner. We have made a commitment to be involved in wider community activities and to be a resource for neighboring organizations. This year, we have worked with: American Red Cross, Art by the Falls, Chagrin Documentary Film Festival, Chagrin Valley Chamber of Commerce, Community Life Collaborative, Encore Creative Choir, Geauga County Sheriff's Office – LOSS Team, Girl Scouts of America, Habitat for Humanity, Music Together, Replay for Kids, Scouts Pack/Troop 150 and the Village Nursery School.

We are blessed to have this wonderful building that serves as a home to us and to the community. We are blessed to have each other – a faith family that cares so deeply for God, our planet, our neighbors and each other. Thank you for sharing your generous hearts, spirits and your joy. They will know we are Christian by our love.

Submitted by Thea Mozingo, Director of Generosity

Recognition of Federated Church's 2024 Lay Leadership

Church Council

Position	Lay Leader	Representative to
Moderator	Steve Downey	
Vice Moderator	Jeff Miller	
Past Moderator	Adam Graves	
Clerk	Joe Rose	
Treasurer	Brady Hively	Finance & Properties and Legacy Committees
Admin Councilor	Sunny Doxey	Telling Our Story and Human Resources Committees
Councilor 1	Diane Tuuri	Congregational Care Commission
Councilor 2	Ann Lentz*	Generosity Commission
Councilor 3	Gary Dole	Mission & Service Commission
Councilor 4	Katie Swanson-Harbage	Spiritual Formation Commission
Staff	Beth Rutkowski, SDPO	

COMMISSIONS

Congregational Care Commission

Heidi Asplin (chair), Jodi Elioff, Leah Hassett, Carolyn Shaul, Karen Johns, Gabrielle Quintin, Dawn Thatcher, Kathy Kieta, Jane Biggar

Generosity Commission

Al Woehrle, Ken Horner(chair), Maren Koepf, Michael Quintin, Joan Reike* (4) Openings

Mission & Service Commission

Dave Strauch (chair), Pete Bednar, Joy Wyatt, Sharen Bakke, Emilie Gottsegen, Todd Smith, Terrance Rounds, Wendy Pierce, Caroline McClellan*

Spiritual Formation Commission

Betsy Mast (chair) Zach LeFeber, Sandra Meyer, Ali Hively, Allison Graves, Dan Kershner, Doug Antil, Marc Arnold*, Cathy Digel*

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 the 2024 Annual Meeting held February 2024

ELECTED COMMITTEES

Finance & Properties Committee

Brady Hively (chair), Phil Fogerty, Padi Joseph, Rick Bryan (1) Opening

Human Resources Committee

Dave Watterson, Eric Baumgartner, Kelly Lawrence (2) Openings

Legacy Committee

Robin Harbage (chair), Dan Allen*, Tricia Baumgartner, Jeff Miller, Walker Johnson*

Membership & Nominating Committee

Rose Brown (chair), Dawn Herdman, Harriett Rogers, Peggie Jo Shinagawa, Elaine Witmer*

Telling Our Story Committee

Jim Scheuermann, Diana Gardner, Representatives from the four Commissions (3) Openings

The following individuals have retired from elected service during the past year or are doing so after the Annual Meeting. Federated Church wishes to thank them for their service: Zach LeFeber, Patti Lyden, Betsy Mast, Joe Rose, Jim Scheuermann, Carolyn Shaul.

Lay Leaders – Slate for 2025

Church Council			Church Council Councilors		
Position	Candidate	Term	Administrative Councilor	Sunny Doxey+	2028
Vice Moderator	Karen Wright*	2028	Congregational Care	Diane Tuuri	2027
Moderator	Jeff Miller+	2027	Generosity	Ann Lentz	2026
Past Moderator	Stephen Downey+	2026	Mission & Service	Gary Dole	2027
Clerk	Peggie Jo Shinagawa+	2026	Spiritual Formation	Dan Kershner+	2028
Treasurer	Brady Hively	2026			

COMMISSIONS			ELECTED COMMITTEES		
Mission & Service Commission			Legacy		
Position	Candidate	Term	Position	Candidate	Term
Commissioner	Sharen Bakke	2026	Member	Walker Johnson	2026
Commissioner	Caroline McClellan	2026	Chair	Robin Harbage	2026
Commissioner	Emilie Gottsegen	2026	Member	Dan Allen	2027
Commissioner	Todd Smith	2027	Member	Tricia Baumgartner	2027
Commissioner	Terrance Rounds	2027	Member	Adam Graves+	2028
Commissioner	Wendy Pierce	2027			
Commissioner	Joy Wyatt+	2028			
Chair	Dave Strauch+	2028			
Spiritual Formation Commission			Human Resources		
Position	Candidate	Term	Position	Candidate	Term
Co-chair	Ali Hively	2026	Member	Kelly Lawrence	2026
Co-chair	Allison Graves	2026	Member	Eric Baumgartner+	2026
Commissioner	Cathy Digel	2026	Chair	Dave Watterson	2026
Commissioner	Sandra Meyer+	2026	Member	Chris Bednar*	2027
Commissioner	Katie Swanson-Harbage+	2027	Member	Bill Franz*	2028
Commissioner	Doug Antil	2027			
Commissioner	Marc Arnold	2027			
Commissioner	Anne Wingfield*	2028			
Commissioner	Laura Reed*	2028			
Congregational Care Commission			Finance & Properties		
Position	Candidate	Term	Position	Candidate	Term
Chair	Heidi Asplin+	2026	Chair	Padi Joseph	2026
Commissioner	Leah Hassett+	2026	Member	Chelsey Kohn*	2026
Commissioner	Karen Johns	2026	Member	Al Woehrle+	2026
Commissioner	Gabrielle Quintin	2026	Member	Rick Bryan	2027
Commissioner	Dawn Thatcher	2027	Member	Phil Fogerty+	2028
Commissioner	Kathy Kieta	2027			
Commissioner	Jane Biggar	2027			
Commissioner	Jodi Elioff+	2028			
Commissioner	Martine Scheuermann*	2028			
Generosity Commission			Membership & Nominating		
Position	Candidate	Term	Position	Candidate	Term
Commissioner	Owen Foster*	2026	Position	Candidate	Term
Commissioner	Michael Quintin	2027	Chair	Diana Gardner+	2026
Commissioner	Maren Koepf	2027	Rep	Congregational Care	
Commissioner	Joan Rieke	2027	Rep	Generosity	
Commissioner	Judy Riemenschneider*	2028	Rep	Mission & Service	
Chair	Ken Horner+	2028	Rep	Spiritual Formation	
Commissioner	OPEN	2026			
Commissioner	OPEN	2026			
Commissioner	OPEN	2028			

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

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

*— Nomination for new Lay Leader

APPOINTED DELEGATES

Living Waters Association

Position	Candidate
Delegate	Susi Kawolics
Delegate	Judy Bagley-Bonner
Delegate	

Heartland Conference

Position	Candidate
Delegate	Susi Kawolics
Delegate	Judy Bagley-Bonner

2025 Pledges

We are grateful to those who have made a financial commitment to Federated Church for 2025. Through your gifts we will be able to do God's work inside the walls of our church home and out the in the community. Living our faith!

"In normal life we hardly realize how much more we receive than we give, and life cannot be rich without such gratitude." Dietrich Bonhoeffer

Bob Abley & Deborah Parker	Mike & Jill Carroll	Owen & Toni Foster
Doug & Lisa Antil	Becky Carter	Bill & Kathy Franz
Marc & Shana Arnold	Bill & Judie Caster	Dave & Chris Frazier
Tom & Heidi Asplin	Doug & Barb Church	John & Lee Ann Frederick
Jane Badal	George & Ruth Clemens	Alan & Lori Frey
Brian & Judy Bagley-Bonner	Joie Cody	Peggy Fullmer
Jack & Nancy Baker	Mark Corrado	Randall Fusco
John & Debbie Baker	Walt & Janet Crate	Tim & Diana Gardner
Ken & Sharen Bakke	Jim & Carolyn Cunningham	Bill Gaskin
Doug & Lu Bannerman	Tom Dantimo	Bruce Gigax
Bob & Cindy Barclay	Amy Davis	John & Sue Giles
Bob & Mimi Bathgate	Mark & Kathleen Davis	Peter & Emily Godenschwager
Gayle Bauer	Jon Denney	Pam Goetsch
Eric & Tricia Baumgartner	Dave & Judy Devore	Eric & Jill Goodman
Pete Bednar & Chris Kutsko Bednar	Dan & Jan DeWeese	Scott & Julie Gordon
Joanie Belair	Leigh & Cathy Digel	Emilie Gottsegen
Dave Bender	Gary & Dawn Dole	Adam & Allison Graves
Janet Berlincourt	Mike & Cheryl Dolohanty	Mary Griffith
John & Marilee Biel	Terry Donley	Tom & Amy Groneman
Bill & Jane Biggar	Steve & Kelly Downey	Curtis & Erinn Grube
Barry & Kathie Biggin	Bob & Sunny Doxey	Burr & Carrie Grunden
Houston & Mary Bowers	Ruth Eberlein-Kershner	Dave & Marcy Gurd
Mary Ann Boysen	Marty & Jane Eble	Leon & Joy Haddix
Bill & Lauren Brandon	Roger & Brenda Ehle	Mari Hageman
Lisa Braun	Jodi Elioff	Marlene Hallack
Jim & Barbie Breitenbach	Joan Elliott	Scott & Jody Halley
Susan Brooks	Robert & Lindsay Elmore	Robin Harbage & Katie Swanson-Harbage
Peter & Rose Brown	Barb Erdelack	Doug Harlan
Will & Kristin Brown	Kris Exline	Bob Harris
Rick & Judith Bryan	Richard & Lisa Falkenberg	Judy Harvey
Brendan & Lisa Buescher	Warren & Diane Farr	Mike & Mary Hasman
Anne Burr	Leslie Fincun	Leah Hassett
Ben & Erin Calkins	John & Cathy Fitzgerald	Chuck & Sandy Hauser
Mark & Suzanne Carle	Phil & Sally Fogarty	Allison Hawkes
Mike Carlton	Casey Forbes & Signe Wrolstad-Forbes	Pat Haynish

Ted & Betsy Hellmuth	Cal & Kim Lockert	Dave & Betty Pugh
Bob & Dawn Herdman	Bob & Joyce Luczywo	Michael & Gabrielle Quintin
Skip & Ann-Marie Heston	Bill & Sue Lundstrom	Thaddeus & Dorothy Quintin
Brady & Ali Hively	Byron Lutman	Anne Randall
Mary Hobbs	Patti Lyden	Laura Reed
Alan & Lee Hoffman	Judy Majcen	Carolyn Richardson
Julie Hoffman	Liz Manchester	Joan Rieke & Dan Allen
Don Hoke	Jon & Polly Manke	Judy Riemenschneider
Jane Hoover-Plow	Mark & Sue Mansour	Joyce Ritchie
Ken & Kristi Horner	Bill & Carole Mason	Joy Robertson
Janey Horth	Dave & Betsy Mast	Linda Robertson
Jerry & Patty Hridel	Keith & Jan Mast	Carol Rogers
Joe & Barbara Hudson	Dick Masters	Harriett Rogers
Nancy Isham	Dick & Sibyl McBride	Joe Rose & Kristina Morgan
Joan Jenkins	Mort & Caroline McClennan	Linnea Rostek
Bill & Regina Johannisson	Joyce McFarland	Terrence & Carole Rounds
Lee & Karen Johns	Michael McGaw	Bob & Beth Rutkowski
Walker & Joan Johnson	John & Laura McMullen	Louise Rutkowski
Bob Jones & Anita Gage	Debbie Medlar	Bill & B.J. Schatz
Padi Joseph	Tom & Sandra Meyer	Paul & Valerie Scheff
Rich & Susi Kawolics	Tom & Jenica Mignogna	Jim Scheuermann
Bill & Silvia Kenneweg	Jeff & Lauren Miller	Martine Scheuermann & Marty
Jane Kenneweg-Welch	Mike & Lynn Miller	Culbertson
Dan Kershner	Larry Moore	Cindy Scott & Miriam Huebscher-Scott
Lynne Kessell	Mike & Ruth Moore	Bill & Carolyn Shaul
Todd & Richelle Kidder	Chuck & Thea Mozingo	Gail & Jack Shelley
Dennis & Kathy Kieta	Bob & Tami Munson	Alan & Peggie Shinagawa
Nancy King	Sharon Munson	Nancie Skonezny
Pat King	Anne Murphy	Barb Smith
Chuck Knowles	Steve & Hope Murphy	Jim Smith
Paul & Maren Koepf	Mike & Sara Newstead	Terry Smith
Chelsey & Katie Kohn	Darlene Nichols	Todd & Melinda Smith
Kathy Kolcaba	John & Linda Nichols	Dan & Sandi Sommers
Joshua & Rebecca Konow	Nancy Nichols	Jim & Linda Squire
Dana Korosi & Gylene Pelton	Rita Nichols	Myia Sterling
Tony Kotnik & Maureen Corrigan	George & Kim Oliver	Dave & Holly Strauch
Judy Kramer	Jim & Sue Ollinger	Susan Sulcs
Don & Charlene Krejci	Rita Owen	Alex & Alice Taylor
Jennie Krutilla	Morris Pengilly	Derek & Stacey Taylor
Mary Kudasick	Michael & Wendy Pierce	Laura Taylor
Betsy Lancaster	Chuck & Cheryl Pitcock	David Telfer & Ilona Chambre-Telfer
Gloria Lapsansky	Eric & Robin Polack	George & Kris Tesar
Jamey & Kelly Lawrence	Greg Polyak & Marcia Snavely	Brian & Dawn Thatcher
Bill & Ann Lentz	Frank & Fran Porter	Brian & Julie Tutkovics
Bill Lineweaver	Gerry & Marie Powers	

Diane Tuuri & Ward Pierson
Jim VanCleef
Bob & Liz Vargo
Laura Vargo
Joe & Sue Ellen Vayda
Dean & Sue Vecchio
Arturo & Mary Ann Viveros
Heather Wagley
Nora Wagner
Don & Carole Wakeman
Kristen Walenga

Edward & Rannigan Walsh
Mike & Kate Walsh
Dave & Cathy Watterson
Doug Welling
Kay Wellman
Ed & Judy Weston
Jim & Claudette Whitelaw
Larry & Lee Wiley
Ollie & Anne Wingfield
Marilyn Wise & Bob Chalfant
Elaine Witmer

Al & Rebecca Woehrle
Betsy & Matt Wooster
Bill & Karen Wright
Joy Wyatt
Darren & Lynn Wyville
Jim & Kathie Young
Jack & Barb Youshak
Bill & Linda Zelazny
Karen Zoltowicz

Approval of New FLC Management Agreement with CLC And Introduction of a New FLC Capital Campaign

Church Council is pleased to share that the terms and conditions of a new management agreement have been aligned between representatives from the Federated Church and the Community Life Collaborative (CLC). In accordance with the Church's constitution (e.g. items that exceed a financial impact of \$100,000), a congregational vote is needed to approve the key terms of this new agreement.

What changes in the new management agreement?

	Expiring Agreement	New Agreement
Duration	4-year term ending on 3/31/25	5-year term ending on 3/31/30, incl. rollover option
Fees Paid	\$1 in years one and two, \$20,000 in year three and \$30,000 in year four	\$25,000 per year in each of the 5 years
Purpose of Fees	Federated Church's annual operating budget	Designated Fund for Deferred Major Maintenance on the FLC property

Additionally, in service of addressing the long-term cost of ownership of the FLC, the Federated Church will conduct a capital campaign between February and May of 2025 with the goal of raising \$1,000,000 to provide for the future capital maintenance needs of the FLC property.

What Deferred Capital Maintenance needs are being assumed in the FLC Capital Campaign and what amount is currently available in the Church's designated fund?

Family Life Center Capital Needs	Estimates
HVAC	\$350,000
Roof/Siding	\$200,000
Parking Lot Paving and Drainage	\$190,000
Unforeseen Capital Expenditures	\$200,000
Subtotal	\$940,000
Designated Funds Available	(\$140,000)
Minimum Capital Campaign Requirements	\$800,000

Note: Itemized estimates are subject to bidding and will be reviewed with the congregation.

Expenditures for the capital needs of the FLC will be determined by the Federated Properties & Finance committee and, in accordance with the Federated Constitution, will be approved by the congregation if the amount exceeds \$100,000.

Minutes from the 2024 Annual Congregational Meeting of the Federated Church

Sunday February 25, 2024

The Annual Meeting was held in-person in the sanctuary and via Zoom. A link to both the 2023 Annual Report and 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 – Adam Graves, Moderator of Church Council, called the meeting to order. A quorum was declared present via Zoom in the sanctuary.

Opening Prayer – Dawn Herdman led the congregation in opening prayer at 11:33 am.

Approval of Minutes

Motion to approve the minutes of 2023 Annual Congregational Meeting for the Federated Church on February 26, 2023, as printed in 2023 Annual Report on pages 36 - 42.

- 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.

Year in Review – Adam Graves

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

Adam thanked council and commission members for their service in 2023. Adam especially thanked Peggy Jo Shinagawa for her 6 years serving as Clerk to the Council, which the congregation acknowledged with a round of applause.

Adam discussed the tremendous growth in numbers at Federated for 2023 and the activities and generosity provided by the members to the church and to the greater community in 2023.

Adam reiterated Hamilton's sermon on "love is hard" for this year's annual meeting. He acknowledged the differing opinions on the potential vote for the sale of the Family Life Center (FLC). He discussed the four dimensions that the Council considered when bringing the motion to the congregation today. Adam was appreciative of the voices and opinions heard from the members through the listening sessions held over the past months prior to the vote today.

Vision for the Future – Steve Downey

Steve thanked Adam for his excellent leadership and thoughtful vision. The congregation acknowledged their appreciation of Adam with a round of applause. Steve shared his appreciation for being asked to take on this leadership position.

Themes For 2024

Joy – is a choice that Steve makes when looking at a situation or challenge before him. He emphasizes how blessed he is to be here at Federated and his love of family and wife. He looks forward to the calling as Moderator and was welcomed with applause from the congregation.



Approval of Constitutional ChangesMotion to approve Constitutional changes as printed on pages 25-36 of the 2023 Annual Report.

- Motion by Peggie Jo Shinagawa
- Seconded by Sunny Doxey
- Discussion: None
- Vote: Unanimous voice and Zoom vote
- Result: The motion passed; the changes to the Constitution were approved as published.

Approval of Changes To the Legacy BylawsMotion to approve changes to the Legacy Bylaws as printed on page 24 of the 2023 Annual Report

- Motion by Peggie Jo Shinagawa
- Seconded by Bill Franz
- Discussion: Clarified that a quorum must be met in order for any voting to take place at a Legacy Meeting.
- Vote: Unanimous voice and Zoom vote
- Result: The motion passed; the changes to the Legacy Bylaws were approved as published.

Recognition of 2023 Lay Leaders and Presentation of 2024 SlateMotion to elect the individuals whose names have an asterisk or plus sign to the governing body for the terms specified on page 21 of the 2023 Annual Report

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

2023 Financial and Properties Report & 2024 Proposed Annual Budget - Brady HivelyDiscussion of the Financial and Properties Report was provided on page 12 of the Annual Report and separately in the Financial Report for 2023.

Brady discussed the decrease in revenue from 2022 to 2023 and the increase in expenses. 2023 finished with a \$28k deficit which was closed with the Deferred Reserve Operating Fund.

Brady also discussed the revenue and expenditures in 2023 in comparison to 10 years ago in today's dollars.

A copy of the financial report was provided to members prior to the meeting.

Approval of 2024 Proposed BudgetMotion to approve the 2024 Budget as it appears on page 2 of the 2023 Financial Annual Report

- Motion by Brady Hively
- Seconded by Bill Franz
- Discussion: Designated funds will be used in 2024 to support programs and ministry teams.
- Vote: Unanimous voice and Zoom vote
- Result: 2024 Proposed Budget approved

Approval of 76 Bell HVAC Expenditure

Motion to approve expenditure for Air Handler at 76 Bell for an amount not to exceed 330K as submitted on page 24 of the 2023 Annual Report

- Motion by Brady Hively
- Seconded by Dave Watterson
- Discussion: The HVAC failed on 1/11/24, funds came from deferred major maintenance.
- Vote: Voice and Zoom vote 99-1 in favor of expenditure
- Result: Expenditure approved.

Legacy Committee Report – Jeff Miller

Explained legacy to the congregation and year in review highlighted on page 11 of the 2023 Annual report. Discussed an increase in funds investment and compound interest. There was a 14% return on 2024 investments.

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

Melissa was welcomed with a round of applause by the congregation. Referenced pages 5 and 6 of the 2023 Annual Financial Report for updates. Thanked Lay Leaders and Marty Culbertson. The congregation expressed their appreciation with a round of applause.

Approval of Motion to Sell the Family Life Center (FLC)

Motion to Approve Sale of Family Life Center Property offering the Community Life Collaborative (CLC) right of first offer to purchase the Family Life Center 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) as submitted on page 24 of the Federated Church 2023 Annual Report

Adam Graves discussed the process and rationale for why the Council moved for the sale of the FLC. Provided history and perspective from the Council as to its recommendation to the congregation.

Adam Graves asked for the discussion to provide an opportunity for those who have not had a chance to speak or ask questions to comment first and to limit discussion to two minutes each to allow everyone the opportunity to speak. He requests that discussion stop at 1 pm to allow people to carry on with their scheduled day.

- Motion by Brady Hively
- Seconded by Adam Graves
- Discussion: Many individuals in person and via Zoom provided comments and questions that were answered by Adam Graves or CLC.
- **A Motion to Table the Motion to Sell the FLC to February 2025 was made by Brian Bagley-Bonner**

Seconded by John Hall

Discussion: A question was asked if the rules permitted such a motion with an unresolved motion to sell the FLC still in discussion. Peggie Jo and Adam confirmed it is permitted to move to table a motion for a specific time.

Vote: Incorrectly announced by new Clerk, Joe Rose, as 127 against, 62 for the motion. The correct tabulation to include zoom voters was 186 against, 117 for the motion.

Result: The motion failed.

- Adam Graves called for the vote on the Motion to Sell the FLC.
- Vote: The motion to sell the FLC failed at 69 for and 221 against.
- Result: Motion failed.

Closing Prayer: Hamilton closed the meeting in prayer at 1:48pm.

Motion to adjourn the meeting

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

Respectfully submitted by

Joe Rose, Clerk

Zoom Instructions

You can join a Zoom meeting online from **ANY** device that has internet capability (desktop, laptop, tablet, smartphone). Click Annual Meeting Zoom Link (below) or type or copy/paste it into your internet browser.

<https://us02web.zoom.us/j/82295565955?pwd=ZJ2OFaDrejJJHiXI4GWN1aabQBCcA2.1>

If you do not have the internet, join by phone: 1.301.715.8592
Meeting ID: 822 9556 5955, Passcode is 898174, press # (no participant ID).

Please note, the Annual Meeting will be recorded.

Here are some tips:

- You do **NOT** need to 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.
- **Click the link above** or in the email message the Church sent you. Or go to the Church website (www.fedchurch.org) and **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 and you will 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.



PLEASE MUTE WHILE LISTENING TO AVOID EXCESSIVE BACKGROUND NOISE. NOTE: The host of the meeting will have the ability to mute ALL participants. 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, your camera is off. 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.
- **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. NOTE: Our annual meeting will be recorded, which includes the chat.
- When the meeting ends, the host will end the meeting for all.
- If you join us online for the February 23rd 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.