



**Plymouth
Church**
UNITED CHURCH *of* CHRIST

Annual Report 2009

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Annual Meeting of the Congregation Minutes: Sunday, November 9, 2008

The meeting was convened after the conclusion of worship upon the determination that a quorum of members was present.

The Rev. Lois H. Annich opened the meeting with a prayer.

Council President Jeff Pollock recognized Plymouth staff members who were in attendance including Rev. Lois Annich, Rachel Perry, Sky Arsinchuck, James Lake and Karen Schmauder.

A call was made for a motion to dispense with reading the 2007 Annual Meeting minutes which appear in the 2008 Annual Report. The motion to dispense with the reading was made and seconded. The motion passed unanimously. Likewise a motion was called to approve the 2007 Annual Meeting minutes. This motion was made, seconded and passed unanimously.

Rev. Dr. Shawnthea Monroe was unable to attend the Annual Meeting due to the death of her uncle. Rev. Lois Annich read a brief report that Rev. Monroe had prepared. The report acknowledged that much has been done in the ten months since Rev. Monroe came to Plymouth, and her optimism about the future of Plymouth Church.

Christine Bretz was unable to attend so Rachel Perry presented the Treasurer's Report, stating that the financial affairs of the church are in good order and will end 2008 in the black. She said that we completed a full audit this year with a clean review.

Dick Pogue, standing in for Bob Perkins, presented the report of the Foundation, summarizing the activity for the year and the current value of the fund which stands at \$3.8 million. Dick said that Jim Bright will be the new chair of the Foundation.

Jeff Pollock presented the President's Report, where he summarized the major events of his two and a half year tenure. When he started we had no senior minister or associate minister. Rev. David Powers was called as Interim Senior Minister and Rev. Stephen Adams as the Associate Minister. Spring 2007 saw a short and successful Capital Campaign. Now, two years later, both phases of the building improvement project are completed. Jeff gave much credit to Rachel and Sky for their project coordination efforts. Another significant milestone was the call of Rev. Dr. Shawnthea Monroe to Plymouth as well as giving Jim Riggs the much deserved designation of Minister of Music and The Arts. Jeff acknowledged the addition of Rev. Lois Annich to the staff in a part-time role. Jeff said that a minister of children and youth will be hired in 2009.

Jan Larsen reported on the work of the Nominating Committee and drew attention to:

1. The list of nominations for elected positions for 2009 which has appeared in the Sunday bulletin for the past 2 weeks.
2. The handout, "Plymouth Church Leadership Roster for 2009," that was passed out at the start of the Annual Meeting.

Jan Larsen then read the names of the nominees and the positions for which they have

been nominated and called them to the front of the church. A voice vote was held and all those nominated were unanimously elected. Jeff Pollock thanked the Nominating Committee for their important work and the newly elected leaders of Plymouth.

Jeff Pollock then honored Plymouth's long-term members and announced a special reception for them in the Parlor following the Annual Meeting.

There being no new business, the President adjourned the meeting and called upon Rev. Bill Green to provide the benediction.

Respectfully submitted,
~ Tim Mendelsohn, Clerk

President's Report

This year has been the ideal year for me as President of Council. I inherited a smoothly run operation, thanks to Jeff Pollock, and a Senior Pastor who had completed her "maiden voyage" year and was solidly established and bringing her message home.

The year saw the final touches on the capital campaign projects. Now we actually look as good as the congregation feels. And the congregation does feel good! It shows in the summer attendance, as we stretched the limits of the Chapel on many Sunday mornings. It shows in the fulfillment of last year's pledges, not an easy task in these difficult times. It shows in the reaching out to the community to bring in new members in the numbers we haven't seen in quite some time. It all makes me smile the smile of knowing that we all know that we are heading in the right direction.

This year brought another fulfillment of commitment to fruition, that of the commitment to our children and youth. We called, and installed, Adam Hange to be the Minister of Children and Youth. Adam's youthful presence and his exuberance have been embraced by the children of the church. Adam began his first month at Plymouth with our mission trips to West Virginia and Kentucky. His connection to the children and also to the adult youth coordinators was immediate and extremely heartening. Our children are in good hands.

The Reverend Lois Annich was officially installed, as well, this year. Lois has had her hours in service to the church increased, in answer to the needs of the congregation and recognition of the value she so competently provides. Her commitment to Plymouth's pastoral needs has filled a long time void.

We have a full staff, a magnificent building and a clear vision, thanks to each and every one of the congregation. I am blessed to be a part of your faith community, and I am deeply grateful for the opportunity you have extended to me to serve the loving, caring and faith filled people of Plymouth Church of Shaker Heights.

~ Robb Forward, President, Church Council

Report of the Finance Committee

This year, the Finance Committee was engaged in three key activities above and beyond its routine activities of regularly monitoring Church financials and guiding the annual budgeting process:

1. The Harriett Dively Youth Fund - we engaged the donor's son, Michael Dively, in a collaborative effort to update our standing agreement of the donor's intent and conditions that govern the use of the funds; an agreement was last updated in 2001. In addition, Mr. Dively was presented with -- and approved of -- a proposal made to Church Council by the Children & Youth (C&Y) committee for use of the funds to make enhancements to the Krumbine Room for youth activities.

2. Agreed-Upon Procedures (AUP) - our auditing firm, Saltz, Shamis & Goldfarb (SS&G) conducted an AUP audit for the fiscal year 2008. The recommended procedures and results of the review were presented and accepted by Council.

3. Declaration of Interest Policy - acting on a recommendation made in last year's audit by SS&G, the Finance Committee drafted a Declaration of Interest Policy that was presented to Council for implementation in 2010. The purpose of this Policy is to set the highest standards in conduct of the Church's affairs and operation by its Council Members and Committee Members by providing clearly stated procedures for identifying and resolving potential conflicts of interest.

According to the church constitution, it is the duty of the Finance Committee to "oversee the Treasurer to assure that appropriate financial controls are in place and are being followed, and to monitor overall budgetary compliance."

Carol Skoglund, Chair, Finance Committee

Report of the Treasurer

Plymouth Church was impacted by this year's worldwide economic upheaval but is staying on track. The Plymouth Foundation made its operating contribution at intervals during 2009 and delayed its final capital campaign matching contribution until 2010 so as not to have to sell securities all at once in order to fulfill its obligations. In this way we were able to take advantage of an upswing in the stock market and sell some securities when they were not at their lowest level during the past year. We remain on track with the 2009 budget despite the economy and the current projections indicate that Plymouth will be in the black. This has been achieved not only with budget-minded spending, but cost savings in various categories and careful monitoring of the capital campaign expenditures. Periodic reviews of the finances occur not only during Finance Committee meetings but throughout the year as needed to ensure that we are on track.

It should be noted that because the Foundation's annual campaign contribution is based on an average of the prior 3 years' fair market values of stock, due to the decline in the market over the past 18 months or so there is a projected decrease of \$36,000 in the Foundation's contribution for 2010 compared to 2009. Also, the Foundation's holdings have been reduced by \$750,000 during the last 3 years as a result of the capital campaign contributions. Therefore, it is critical for the Church to economize even more in the future due to this reduction in the Foundation contribution. Also, increased contributions to the Foundation will become important to mitigate this impact.

In 2009 the specific accomplishments include:

- Completed and accepted the Agreed Upon Procedures from SS&G. Achieved year-to-date surplus in the actual operating results;
- Participated in quarterly meetings of the Plymouth Foundation Fund, assisting Foundation Directors in review and reallocation of investments;
- Participated in periodic meetings with the Finance Committee to review compensation, annual and capital campaign results.
- Weekly review and signing of checks.

General Funds:

The General Fund is the operating fund of the church. This is the fund referred to when we discuss pledging and offerings and from which expenses such as compensation and benefits, building operations and all department charges are drawn. Capital campaign needs during the year have been monitored to allow for the timely transfer of funds for such expenditures.

Special Funds

The Special Funds are those funds which are restricted for a specific purpose. These funds are managed by Department Chairs who monitor activity for adherence to the budget.

In 2009, as in the last few years, the Special Funds were included in Council's budgeting process to permit departments to include these assets in their budgeting. Many of the Special Fund accounts line items are funded by distributions from the Plymouth Church Foundation. These Foundation funds were created by donors for specific uses. Proper planning and spending of these gifts is another way in which the financial team works to safeguard the congregation's gifts.

Foundation Fund

The Foundation Fund is the endowment of the Church and provides important support to the General Fund and to specially authorized activities and programs.

A detailed report of the Foundation's 2009 activities will be incorporated into the year-end Treasurer's financial report, which is issued in The Perspective. Some investment changes were made in 2009 to generate the Foundation's \$225,000 contribution to the operating budget and to reposition the remaining investments. The Foundation Fund's investments did decline with the reduction in the financial markets but have begun to improve. We will continue to monitor the investment allocation to maximize returns while following our investment strategies. Contributions to the Foundation are encouraged from all members of the congregation.

I commend Rachel Perry and Connie Spielman for their continued capable work not only on the day-to-day tasks but on the Agreed Upon Procedures with SS&G as well. It is a pleasure to work with such a competent team.

~ Christine Bretz, Treasurer

Report of the Church Office November 1, 2008 through October 31, 2009

Summary of Changes in Membership:

Total membership as of November 1, 2008:	655
New members received during this period:	25
Members who transferred to other churches:	6
Deceased Members	7
Members who resigned their membership	4
Members culled (officially removed)during this period:	0
Total membership as of October 31, 2009	663

Additions to Membership

Members were received as follows:

4 by Confirmation:

Alysse Eberhard	Collin Marvin
Aleska Kaups	Nicholas Witchey

1 by Associate Membership:

Eleanor Carey

7 by Letter of Transfer:

Erica Barnhill	Joslyn Kaye	Kathryn Tucker
David Faulx	Neil Mueller	
Juanita Faulx	Jennifer Prater-Cleary	

9 by Re-affirmation of Faith:

Jeremy Bound	Melanie Prepetit	Katherine Stuart
Christian Grostic	Andrea Roberts	Elizabeth Stueber
Gerard Prepetit	Rebecca Sarkos	David Welsh

4 by Confession of Faith:

Alex Galicz	Adam Hange
Sue Galicz	Kathleen Swan

Losses to Membership

6 members were removed by Letter of Transfer:

Stephen C. Adams	Stewart L. (Don) Rice	Scott Sutorius
Martha Bays	Judith Petrequin Rice	Camelia Sutorius

4 members who resigned their membership

Matthew Brown	Margret Oethinger	Sandy Boyatzis
Edrice Ivory		

5 Members were removed due to death, for whom a Funeral or Memorial Service was conducted at Plymouth

Church or by Plymouth Church staff:

Barbara Dennison	William Robinson	Betsy Schrader
Wilma Evans	Sue Rowen	

2 Members were removed due to death:

Miriam Freer	Florence Franck
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Other Funerals and/or Memorial Services

4 Funeral and/or Memorial Services were conducted at Plymouth Church or by Plymouth Church staff for a non-member:

William Louis Chapin	Issa	Walter Jennings
Nancy Brubaker Meyer	Clinton Warne	

Baptisms

4 received the sacrament of Christian Baptism:

Julia Kathleen	Malatesta	Anna Katherine Oeflein
Max LcLay Oeflein	VanSweringen	
Barbara Kate		

Weddings

2 Weddings were conducted at Plymouth Church or by Plymouth Church staff:

Jeremy Bound & Katherine Stuart	August 1, 1009
Kristen Romans & Eric Mason	August 15, 2009

Fifty Year Members

Name	Date Joined	Name	Date Joined
Mrs Ruth Dunn	4/12/1925	Mrs Margaret Tritton	10/5/1952
Ms Mary Bowers	3/29/1931	Mrs Betty Newman	10/5/1952
Mr Donald Campbell	4/5/1936	Mr Albert Swain	3/29/1953
Mr John Doxsey	5/9/1937	Mrs LaVerne Swain	3/29/1953
Mrs Ruth Kennedy	4/2/1939	Mr Frank Carpenter	1/3/1954
Mr Glenn Crow	10/1/1939	Mrs Priscilla Cross	1/3/1954
Dr Robert Spurney	10/6/1940	Mrs Margaret Mahannah	1/3/1954
Mr Robert K. Bissell	3/29/1942	Mrs E. Bruce Chaney	3/7/1954
Mrs Joanne Ross	3/29/1942	Mrs Barbara Kacir	4/15/1954
Mrs Gerald Cannon	4/18/1943	Mrs Anne Cook	10/3/1954
		Mr J Paxton Van	
Mrs Olga McMahon	4/18/1943	Sweringen	10/3/1954
Mr John Horner, Jr	12/19/1943	Mrs Georgia Garner	10/3/1954
Mr Richard Gray	4/2/1944	Mrs Ruth Nowicky	1/2/1955
Mr Charles Davis	3/25/1945	Mr Robert Ginn	3/6/1955
Mrs Roland Hill	3/25/1945	Mrs Barbara Ginn	3/6/1955
Mr Thomas Murphy	12/23/1945	Dr Francis Owens, Sr	3/6/1955
Mrs Marguerite			
Campbell	4/14/1946	Mrs Vilma Buell	3/4/1956
Dr Marcia Christian	4/14/1946	Mrs Hetty Griffiths	3/4/1956
Mr Richard McCrea	4/14/1946	Mrs Mary Alice Horner	3/4/1956
Mrs Lorrie Robertson	4/14/1946	Ms Karen McCloskey	3/29/1956
Mrs Lydene Rutter	5/26/1946	Mr James Chaney	5/6/1956
Dr Carl Gray	3/21/1948	Mrs Gloria Donato	5/6/1956
Mr Norman Mandell	3/21/1948	Mr John Schier	10/7/1956
Mrs Margaret Campbell	12/19/1948	Mrs Mary Jordan Davis	11/18/1956
Mrs Virginia Rondeau	12/19/1948	Mrs Anna Zverina	1/5/1958
Mr C. Richard			
Brubaker	4/10/1949	Ms Joyce Johns	10/5/1958
Mrs Donald C. Opatrny	10/2/1949	Mrs Carol Mau	11/23/1958
Mrs Jean Forrest	12/18/1949	Mr George Qua	3/1/1959
Mr William Ginn	12/24/1950	Mrs Sabra Qua	3/1/1959
Mr Terry Shockey	4/6/1952	Ms Kathy Fortunato	3/26/1959
Mr Lee Wagner	4/6/1952	Mrs Karole Baird	5/3/1959
Mr Michael Weil	5/11/1952		

Senior Minister, Rev. Dr. Shawnthea Monroe

As I near the end of my second full year at Plymouth Church, I find myself wondering where the time has gone. Wasn't it just yesterday that I preached my candidating sermon? In truth, it's been over two years since I first felt God calling me to Plymouth - and so much has happened in that time.

Since our last annual meeting, there have been a number of signs and wonders that point to God's grace in our midst. The most exciting event was calling Adam Hange to be our new Minister for Youth and Children. Adam hit the ground running in June, bringing new vision and leadership to our Sunday school and Youth program. What a blessing it is to see children of all ages engaged in worship, fellowship and service! Many thanks to the members of the search committee: Russell Lamb (chair), Shelli Smith, Robb Forward, Ann Eberhard, Tracy Williams, Simon Williams, Lynn Eberhard, and Walter Mueller.

Adam is the most recent addition to our gifted staff - another sign of God's presence at Plymouth. It is such a privilege to serve with these talented people. Lois Annich continues to touch the lives of our "in-group" while revitalizing our prayer ministry and Stephen Ministry program. Jim Riggs continues his remarkable music ministry with the choir, bells and soloists. We're also blessed to have Dana Steele to add her gifts to the mix. Rachel Perry has done outstanding work this year, especially with the Green Initiative and the final phase of the Capital Campaign project. Thanks to her diligence and attention to detail, Plymouth has come through these very challenging economic times in sound financial shape. We are also blessed with a dedicated support staff, including Karen Schmauder, Rachel Gardiner, Sky Arsinchuck, James Lake, Rose Munn, Connie Spielman, and Jean Albrecht, who keep Plymouth Church running smoothly. As the head of staff, I cannot say enough about these wonderful people.

Personally, I was able to meet some personal goals. I finished my second book, Living Christianity: A Pastoral Theology for Today with Shannon Craigo-Snell, and I continued my growth as a preacher, attending one homiletics conference and teaching a course on preaching. I continue to serve at the board of the Louisville Institute and was asked to join the board of the Deaconess Community Foundation this summer. I also became more active in the Western Reserve Association. Now that our ministerial staff is complete, I am looking forward to being a more visible presence in the greater Cleveland area, spreading the good news of Plymouth Church.

There are other signs of God's presence. Attendance at worship continues to grow, especially this summer. Our Summer Sermon Series was a big hit and some Sundays there was hardly an empty seat. We added 25 new members to our church family (thanks E&G!), which included four confirmation students. Our Monday night Bible study continues to thrive and we've added a monthly book study to the list of our spiritual development opportunities.

If you walk through the building, you'll see other signs of life. The Candy Circle Conference Room, a joint project of the Candy Circle and the Green Initiative, was dedicated in September. Outside, the last phase of the Capital Campaign Project was completed on-time and on-budget. You may also have noticed that The Perspective was given a major facelift to match the new Plymouth logo and letterhead.

The last year was wonderful at Plymouth Church, full of challenges met and goals accomplished. But none of this would be possible without you - the faithful and devoted

members and friends of Plymouth Church. You are the surest sign of God's blessings I have seen to date. I've never been part of such a diverse and gifted congregation. From the departments to the committees to the lay leadership - Plymouth Church is blessed to have so many people willing to share their time and talents. I'm especially grateful to the chairs of the departments as well as Robb Forward (Council President) and Carol Skoglund (Vice-President).

In the coming year, my goal is to continue to nurture the spiritual life of Plymouth Church. Our worship will continue to be intelligent, relevant and inspiring. Our Christian education opportunities for adults and children will continue to expand. We will continue to connect with the greater Cleveland community, seeking to serve those in need in Christ's name. Plymouth will continue to be a place of extravagant welcome where all people can worship, serve, and grow in faith. With God's blessings, we will continue to discern what it means to be the body of Christ in this place and time.

I look forward to another year of ministry together at Plymouth Church. May God's continued blessings be with us all!

Minister of Pastoral Care, Rev. Lois Annich

This is my first annual report at Plymouth Church. However, as I sit down to write this report I realize that I can no longer truly say, "I'm new here." It's hard to believe that a year has passed since I began my (part-time) work as Minister of Pastoral Care. My first Sunday was All Saints' Day last year and I've been getting to know the saints of Plymouth Church ever since!

A top priority has been providing a pastoral presence to people who are homebound or in other ways unable to attend worship or other church events. It has been a pleasure to get to know these members. I am passionate about assuring them that they are still a vital part of our community. Regular communication via personal visits, phone calls, handwritten notes, and emails has been an essential part of the process.

I have also provided brief pastoral counseling to individuals and families. Topics covered have included premarital preparation, grief work, and dealing with life's stresses. Additionally, I have called on or met with actively involved members of the congregation when they've been hospitalized or in crisis.

I have enjoyed sharing in the worship life of the church, preaching approximately every other month and helping lead worship on other Sundays and at special services in Advent and Lent. I had the privilege of sharing in the leadership of the funeral of one our beloved members, Betsy Schrader, whom I had visited regularly.

I am in charge of our prayer ministry, named "The Prayer Circle" by its members. I convey prayer requests to them and communicate how widely those requests are to be shared. Some parishioners prefer that only the pastors receive their requests, others want the Prayer Circle involved, and still others are happy to have the whole congregation praying for them. At a gathering of The Prayer Circle last spring, the group talked about a desire to learn more about prayer. Accordingly, I led a day long retreat in October called "Paths to Prayer" that was open to the entire congregation and attended by over 30 people.

I serve as staff to the Caring Department and Stephen Ministry. I am very impressed by the competence and dedication of our Stephen Ministers and am committed to supporting

them in their efforts. I provided leadership at their retreat last winter and continue to meet with them on a monthly basis. I also work with the Flower Delivery ministry, a wonderful group of volunteers who take arrangements of flowers to various members of the congregation who are sick or homebound. I bless the beautiful offerings of the Prayer Shawl Ministry before they are given to members and friends in the community who are experiencing life's joys or challenges. Although I am not officially staff to Witnessing Department, I have interfaced with Pam Beck on a number of educational programs. If pastoral care is to be effective we must provide people with tools such as reading lists, retreats, and seminars. When we face life's crises it's helpful to have a way to talk about them from a spiritual perspective. To that end, I see my teaching and book recommendations as pastoral care. With the generous help of a number of dedicated women, I was able to offer the Women's' Retreat last February and the Prayer Retreat in October. Additionally, I was able to organize and host a six-week Bereavement series, drawing on the wisdom and leadership of clergy and laity from a number of churches in the Heights area.

Plymouth has offered me space to teach a yoga class that is open to church members and the community at large, and I am very grateful. Participants consistently say that yoga helps them deal with physical pain and mobility issues, as well as anxiety and stress. I feel a clear call to help people experience God's peace and calm. Yoga is an extremely effective practice for becoming centered. However, I strive in all that I do-- visiting, counseling, preaching, and teaching--to share Christ's peace with our members and friends

In Bread for the Journey, Henri Nouwen wrote, "As Jesus was one human person among many; the Church is one organization among many. And just as there may have been people with more attractive appearances than Jesus, there may be many organizations that are a lot better run than the Church. But Jesus is the Christ appearing among us to reveal God's love, and the Church is his people called together to make his presence visible in today's world." I rejoice in the opportunity to work with the staff and members of Plymouth Church to make Christ visible in a world in need of healing and hope.

Minister of Youth and Children, Adam Hange

After joining the church at the end of March, I began work June 1st. I can hardly believe how fast the time has gone by. It took me a few weeks to get settled into things in the office, meet with the C&Y department, meet with other ministers doing youth and children's programming in the area, and basically get accustomed to the general processes for worship and administration at Plymouth Church.

For my first tasks I organized teachers for the summer Children's Church and then left on the first of two summer mission trips with the senior high youth group. The first trip to Almost Heaven, WV, gave me a great opportunity to get to know the youth and adults on the trip at a much deeper level. I prepared devotions each day, and worked with others on the construction projects, trying to build relationships with the youth. July came quickly and I began work on planning the second mission trip to Harlan, Kentucky, picking a new Sunday School Curriculum, starting a new young adults group (Young and the Restless), and sponsoring a Family Service Day. A reinvigorated VBS is a goal of ours for 2010.

August brought our second mission trip, which was much smaller but also a rich time of fellowship and service for our youth. Our goal for next year, however, is to do one trip for both senior and junior high students, or to sponsor two truly separate and age-appropriate

trips. During August and September I worked on several other big projects. One was finalizing a decision on a new Sunday School curriculum and organizing teachers for the 2009-2010 year.

I discussed with the C&Y department our priorities in terms of curricula, then looked at several options, and presented "Living the Good News" as a good option for us to try for the 2009-2010 year. It is lectionary-based, multi-denominational, and has good training materials for teachers. Another big change for us was to do away with "Children's Church" model and put Sunday School back during the worship hour. Despite our concerns over people not wanting to miss worship, we seem to have been able to secure the necessary teachers for this by limiting the commitments to 6 week sessions. During the Adult Education hour we made a Children's Drop-In room for kids to have a place to play or do a craft while their parents attend choir or the Adult Ed. We are watching the results of these changes to our C&Y programs to see their effects on attendance and will adjust accordingly as the year progresses.

Another project that has been occupying my attention has been preparing a proposal for the renovation of the Krumbine Room with funds from the Harriett Dively Youth Fund. This was approved and the first changes are now underway. We hope to make this a fun, bright, and functional space for all our youth. It will be open to other groups, but it was determined it's priority use was for youth programming.

I have helped lead Bible Study several times, and I also preached my first sermon in July and a second in September. I have begun the History and Polity of the UCC course and I am starting the In-Care process towards ordination in the UCC, now, planning to complete the process just over a year from now. My first meeting with the WRA went very well and I'm excited about the coming year of discernment.

Minister of Music and The Arts, James P. Riggs

This report reflects information beginning in January 2009 to the present.

The third season of AND (A New Day) launched in January with about 15-20 children participating. During the season of Epiphany "MoreLight" services were offered with the children offering musical leadership. In addition, these children participated in Sunday morning worship almost every Sunday through March. The older children served as acolytes.

In March, The Chancel Choir enjoyed its third year partnership with Fairmount Presbyterian Church and First Baptist Church for a performance of Franz Joseph Haydn's, *The Creation* with orchestra under the leadership of distinguished conductor Robert Page. This event raised \$3,000 for the Interfaith Hospitality Network.

Patrick Wickliffe, Plymouth's Music Intern, completed his time with us in May. Dana Steele has been hired as our new Music Intern. Dana is a junior organ major at CIM. This ministry is an asset to me, but also is an opportunity for the intern to experience church work and to put their studies to use. I meet with the intern weekly to discuss upcoming music, and to offer feedback, guidance and support.

Our talented soloists coupled with faithful volunteers bring the Chancel Choir participation to thirty-one. In addition, the Plymouth Ringers has a full ensemble of committed folks

ringing the church's four-octave set of handbells. I remain grateful at the devotion and leadership of these folks.

I played for three funerals/memorial services and I played for three weddings. I oversee and meet with ArtsPlymouth, attend meetings of the Worship Department and Church Council. Outside of Plymouth I sing in the Baldwin Wallace Men's Choir and I am serving on a task force for the Cleveland Chapter of the American Guild of Organists.

Looking ahead-PipeScreams VII is back again in a few weeks. The choir and soloists will mark the 200th anniversary of the birth of Felix Mendelssohn with music on November 8. Plymouth's ongoing partnership with the Cleveland Museum of Art "Viva and Gala Around Town" continues in November. Marking its 60th anniversary season, The Cleveland Chamber Music Society is presenting two concerts at Plymouth. Plymouth remains a home to CIM, Music Together, and the Cleveland Pops Orchestra.

As I completed my eleventh year at Plymouth in July, I was blest to have a sabbatical from May 1-August 1. This time of being away from the daily activities of the church offered much rest and much renewal.

During this time of economic distress, health care reform, a war, and other challenges facing our nation, our world, and our personal lives we must not forget what Theologian Thomas H. Troeger says, "Beauty supplies energy to deal with the strenuous challenges of our time. Beauty does not displace compassion or action, beauty feeds compassion and action. Beauty is balm to the wounded and the world-wearied souls that are coming to church during these troubled times." My heartfelt thanks to you Plymouth Church, the staff, and the leadership for your ongoing support of me and sacred music in this place. It is a blessing "to behold the beauty of the Lord" (Psalm 27:4) through music and the arts.

Director of Operations & Finance, Rachel Perry

I want to thank the staff and church members with whom I have worked closely this year, in particular Beth & Chris Karr (P&S), Karen Nordstrom (Green Initiative), Carol Skoglund (Finance Committee), Christine Bretz (Treasurer), and Pam Markt (B&G). Major projects are highlighted below:

Financial

- Capital Campaign exterior restoration work was completed this year on time and on budget. To date, 90% of capital campaign pledges have been fulfilled. The financing structure includes pledges, matching gifts from the Foundation and short-term borrowing from National City. The timing of the Foundation matches and borrowing are being managed to ensure liquidity, positive earnings on unspent funds and lowest costs for borrowed funds. The final Foundation match was rescheduled to early 2010 so that we could enjoy market recovery during 2009. The National City debt will be repaid in early 2010.
- Successfully completed the Agreed Upon Procedures Review of FY2008 and implemented three policy changes as a result (including formal approval for wage adjustments in each employee's file, having two staff persons count Sunday offering cash together on Mondays, regularly filing unclaimed funds reports).
- The annual campaign for FY2009 asked members to consider Giving In Faith To Serve (GIFTS). The campaign raised \$615,000 from 201 pledge units. I provided

- data and data analysis for the campaign.
- The annual campaign for FY2010 is currently underway. Its theme is *Abundant Life*. The most significant challenge to this year's campaign is the current economic uncertainty. At the time of this writing, those who have pledged for 2010 have increased by 0.20% over what they pledged for 2009. I am providing data and data analysis for the campaign and assisting with mailings.
 - The FY2008 \$90,000 surplus was distributed 1/3 to the church's rainy day fund and 2/3 to the Partnerships & Service Department which solicited proposals from area agencies. I assisted P&S with the process of determining which projects to fund and with the distribution of the funds to eleven organizations and church projects (including the Samaritan Fund).
 - At the time of this writing, the budgeting process for FY 2010 has just begun. I am estimating all revenue numbers and fixed costs (operational and compensation-related) and Departments are preparing their budget requests based on the previous three years' average actual spending. Once 2010 annual pledges are received and the Finance Committee make its recommendations regarding fixed cost spending levels, Council will pass the FY2010 budget in December of 2009.
 - In consultation with Mike Dively, I updated the restrictions and conditions on the use of funds from The Harriett Dively Youth Fund.
 - Throughout this year, I have provided detailed analyses for various purposes: understanding the impact of increased staffing and increased health insurance costs, identifying expense reductions, and determining the timing of both the Foundation capital campaign match and the Foundation operating support distributions.

Personnel

- Selected a new health insurance plan from our current provider after much research into costs. By selecting a higher deductible plan, we were able to save substantially in premium costs.
- Learned about and implemented the new State Continuation/Cobra policies for former employees.

Information Technology

- Initiated online donation service through our website.
- Continued managing all tasks associated with server management, setting up new users, installing new software, managing and updating virus software, upgrading hardware, performing weekly server backup function, website updates, ACS backups and updates, and dealing with urgent problems as they arise.

Facility

- Managed all aspects of the capital improvement project, from financial to construction with much assistance from Sky Arsinchuck, Property Manager. We received the Cleveland Restoration Society/American Institute of Architects 2009 Stewardship of a Sacred Landmark Award. Our project was featured in articles in the Sun Press, Shaker Magazine and Properties Magazine.
- Served as the staff member of the Green Initiative, which had a very busy and productive year, including participation in the Entrepreneurs for Sustainability Faith Based Organizations Sustainability Implementation Group, performed a dumpster dive to measure waste, worked with the Brakeys on an informal energy audit, started the Green Corner in the Perspective, renovated the conference room with

green building principles including use of salvaged materials (Candy Circle marble used as kitchenette counter top for example), offered Adult Education presentations both here at Plymouth and at St. Paul's Episcopal Church, minimized light usage for Sunday worship, started a recycling program building-wide, began purchasing more sustainable materials and supplies, attended the Green Energy Ohio/Cool Congregations meetings, and hosted the Habitat for Humanity tool drive.

- A frozen and burst pipe in January in the upper breezeway between the Chapel and the Bell Room required extensive plaster, plumbing, electrical, and flooring repairs to the main level and upper level breezeways. Asbestos abatement was required as well. The repairs were covered by our property insurance.
- The PDO playground underwent a major renovation because of changes required by the state.
- Resolved a long-standing programming problem with the new web-based HVAC system.
- Conducted ongoing analyses of gas and electric utility costs and supplier options to enjoy the best savings possible with helpful advice from Mike & Cindy Brakey.
- Continued to work on sound system for both amplification and recording.

Other

- Served as the staff member to Partnerships & Service which had a very exciting year, including the first annual Service Pledge Drive connecting Plymouth members with volunteer opportunities and through which our members pledged to increase their community service in the coming year. We also distributed surplus funds to eleven area agencies focused on hunger, senior issues, homelessness, empowering youth, and sustainability.
- Continued to plan staff volunteer projects, including two trips to the Cleveland Food Bank.
- Served as a work site for the Youth Opportunities Unlimited/Shaker Heights Youth Center summer internship program designed to teach high school students about a positive work ethic while allowing them to earn some income. We hosted three Shaker Heights High School students who helped us with maintenance, cleaning, and a flower planting project.
- Continued to serve on the Board of Senior Outreach Services, as the Vice President of the local chapter of the National Association of Church Business Administrators, and I began the Cleveland Bridge Builders program.

Tenants

- The Cleveland Institute of Music's Department of Continuing and Preparatory Music continues to hold lessons here five days a week in three rooms during the school year. In addition, CIM held five concerts in our Chapel.
- Continued relationship with the Cleveland Museum of Art which will host Garth Knox, viola and viola d'amore with Lauren Radnofsky, cello in November as part of its *Viva! & Gala Around Town* concert series.
- Continued relationship with the Cleveland Pops Orchestra which holds rehearsals in our Fellowship Hall five times a year.
- The Cleveland Chamber Orchestra has come back to Plymouth for concerts.
- We hosted various one-time concerts, performances and classes, including a Justin Roberts concert, a diabetes education class, an Eastview Church retreat and an Orchard Arts benefit performance.
- Our ongoing affiliations with Music Together, Interlochen, and several individual

- musicians make Plymouth a music center for the community.
- We continued to work with the Head Start and PDO programs to meet their ongoing maintenance, cleaning and scheduling needs, including projects mandated by changing codes.
 - Continued to host many additional groups, including several AA groups, the Cleveland Ecumenical Institute, English Language classes, Girl Scout activities, IHN, Tai Chi, Zumba, Yoga, and others.

Parent's Day Out

Parent's Day Out continues to be a popular preschool option for families from a wide range of eastern suburbs. We get wonderful feedback from current and former families, and positive word-of-mouth is our best advertisement. The 2008-2009 school year was very successful, with a full roster and a waiting list.

This fall we have 54 children enrolled, representing 51 families. The PDO Pre-K program (ages 4-5) is full and had several people on a waiting list. The PDO Kids program (ages 2½ - 4) currently has availability, however there is a very long waiting list of children who turn 2½ in late fall/early winter. Once we do registration for our second session (January - May) we will be full. This year there are 5 families enrolled who are members of Plymouth Church. Church members receive priority registration as well as a discount on tuition. Thanks to a scholarship fund set up by Debbie White, former director of PDO, we are able to offer financial assistance to families who need it.

Music and Movement classes continue to be part of our program as well as visits by the Shaker Heights Library Outreach Program. We also have yearly visits from the Cleveland Metroparks Zoo through their zoo education program. The Pre-K program takes field trips to Eddy's Fruit Farm, Heinens grocery store, and the Natural History Museum.

A strong and dedicated staff continues to be the heart of our program. The child care industry typically has a high staff turnover rate and we are very lucky to have teachers who have devoted themselves to PDO for many years. We have no new staff members this year.

This past summer we renovated our playground. The main reason for undertaking this project was new standards in playground safety which will go into effect in January 2010. Under the new rules, our old playground would have been out of compliance. The new playground has a climbing structure, swings, an enlarged blacktop area for riding toys and new storage units. The fence was also moved to expand the overall area of the playground. This was a huge job that took a full year from the start of planning until the last woodchip was shoveled. PDO would like to thank all the Plymouth Church staff for their help and patience during the process. An extra big thank you goes out to Sky Arsinchuck for the many hours he put in to assisting us with this project!

~ Jean Albrecht, Director

Buildings & Grounds Department

2009 was a year of celebration for Plymouth's Buildings & Grounds Department, as we marked the successful completion of the work of the capital campaign, involving over two

million dollars of improvements to the exterior of the church building. The campaign completed with a balanced budget, and Plymouth Church was recognized by the Cleveland Restoration Society for the enhancements to our church building. Many thanks to the entire congregation of Plymouth for their support of this work, and to Dave Fulton (past chair of the B&G Department) and Rachel Perry (church administrator) for all of their hard work on this initiative!

Other items of business during 2009 included:

- Consideration and implementation of suggestions from an energy audit provided by Michael and Cindy Brakey
- Ongoing monitoring of contracts for HVAC maintenance and grounds keeping, and oversight of parking lot repairs
- Oversight of the repair of approximately \$23,000 in damages from a burst water pipe on January 17, 2009, which caused Sunday services to be cancelled
- Establishment of designated parking spaces in the church parking lot for Sunday visitors, at the suggestion of the Evangelism & Growth Department
- Oversight of the conference room renovations (see details in the report of the Green Initiative Committee, chaired by Karen Nordstrom)
- Oversight of activities of the Archives Committee (more details in the report of the Archives Committee, chaired by Jack Doxsey.)

Looking forward:

The department will focus its attention on the interior of the church building, including:

- Providing an assessment of church building use, identifying the various rooms in the church and the activities that take place in the church, to determine if there are any additional needs that can be met. This effort will be undertaken in partnership with the Fossil Fuel group.
- Planning for improvements to or replacement of the existing church elevator
- Planning for improvements to or replacement of the sign in the front of the church.

~ Pam Markt, Chair

Green Initiative 2009 Summary

Plymouth's Green Initiative was formed in September 2008. The main focus this year was on our collaborative learning process with other faith based organizations in the Entrepreneurs for Sustainability strategic implementation group. The monthly meeting topics covered waste elimination, energy efficiency, green procurement, local food, green building, and sustainable culture. We visited sites of other participating organizations and hosted the "Green Building" meeting. Our implementation plan for sustainability will be completed in December and will be presented to the congregation in early 2010.

Throughout the year, we met monthly to work on our goals, which we had set in late 2008. A "Green Corner" educating the congregation on environmental conservation issues was created for every edition of the Perspective. In June, the annual picnic included the use of reusable supplies and sustainable practices. We also helped collect used hardware for the Habitat for Humanity Tool Drive. In August, we attended a workshop on the "Cool Congregations" program of Ohio Interfaith Power and Light, which we hope to implement in 2010. A building wide recycling program for co-mingled materials, paper and cardboard

was launched in September reusing cardboard boxes decorated by the children, youth and members.

In September, we had a Grand Opening for the Candy Circle Conference Room. The renovation was a 9 month process, in which we enlisted the help of Kevin Dreyfuss-Wells from City Architecture for design and sustainable material choices and Jim Karlovec of Karlovec & Company to oversee the renovation. The Green Initiative worked with Candy Circle representatives to make the design decisions and create a functional kitchenette to be used for meetings and events in the parlor. The highlight of the project was being able to reuse the marble which had been used to make candy. We also reused roof slates and a door in the project. We chose a sustainable poplar wood for the cabinets, appliances with well above energy star ratings, low VOC paints and stains as well as energy efficient lighting.

~ Karen Nordstrom, Chair

Archive Committee Report

Organization of existing church materials through 2008 is nearly complete.

A new, up-to-date scrapbook of church memorabilia is in process. This will combine material previously contained in several different scrapbooks.

Historic material in a church safe has been reviewed and listed. Extraneous items and duplications have been reviewed and removed. The remaining materials will be identified and filed according to a logical plan.

Beginning with calendar year 2009, Plymouth archives will be prepared from existing files now located in the Church's computer records. A separate file will be created containing copies of essential documents relative to the existence and current operations of Plymouth. Separate files for each year will be prepared from existing file records and two copies will be made; one stored in a church safety deposit box and the other available in the church office. This digitization will save office and storage space, improve safety, and make it easier to locate records from the recent past.

~ Jack Doxsey, Chair

Caring Department

The Caring Department has been busy in 2009 and accomplished much. The Department's meetings are open to all. We have tried to meet more often this year and have found that a day meeting works well and enables more to attend. The various committees are listed below with a brief update about each:

Stephen Ministry:

See following report.

ChristCare:

ChristCare Groups are entering their eighth year at Plymouth Church. During this period,

we have served over 100 members and friends of Plymouth Church. There are currently seven active groups, six adult and one youth group. See the ChristCare report for more details.

Meal Ministry:

This Ministry has been busy and working well. Beth Karr links meal makers with those people in the congregation who could use a meal due to illness, birth of a baby or any other reason. There are many individuals willing to prepare a meal and the communication between ministers and Beth has been good. It appears that all those in need are served. Out of this ministry it was found that church members were in need of transportation occasionally. We currently have 4 or 5 members who are willing to be "on call" when the need arises.

Wednesday Night Food & Fellowship:

Shelli Smith continues to cook as well as oversee use of the kitchen. Suppers will be hosted when there are programs scheduled by various Plymouth groups, such as ArtsPlymouth or the youth choir. The first dinner this fall will be held the evening of Pipe Screams.

Memorial Receptions:

Memorial Receptions are under the leadership of Lydene Rutter and Jeannie Chaney. They provide lovely receptions after memorial services and are funded by the donations of thankful recipients. With the renovation of the conference room, it will be much easier to manage these receptions. Several new members are now available to serve on this committee, thanks to the volunteer drive last spring. This past year there were funds available to repair some of the silver pieces.

Flower Ministry:

Teams take turns arranging bouquets from the altar flowers on Sunday and delivering them to brighten the days of others as suggested by the ministers and prayer requests. Caring is currently looking for some one to coordinate this ministry.

Women's Association:

The monthly lunch was reinstated last fall with Shelli Smith preparing the light lunch. The group plans to continue meeting the 3rd Tuesday of every month this year. Lois Annich was the featured speaker for October 2009. It seems to be a wonderful social time and much appreciated by both men and women.

Prayer Shawl Ministry:

Prayer Shawl Ministry is flourishing. Members gather at noon two Wednesdays a month to create prayer shawls which are given at times of joy and of stress. More than 215 shawls have been created and delivered since the ministry began in 2006. The group continues to make hats and scarves for children at Buckeye-Woodland School as well as baby blankets for newborns in the congregation. Anyone is welcome to participate even if they cannot join the group in person. If anyone wants to give a prayer shawl to someone they know, even if it's not a Plymouth member, they can contact Peggy Stephens.

Reception:

The reception for 50-year-and-more members was held November 9th, 2008. There were 75 plus attendees to honor 8 of our most senior members. This fall the event will take place on Sunday, November 15th, after the Annual Meeting.

Feed Our Neighbors:

Church members have responded overwhelmingly to this initiative and we now have a small food pantry as well as grocery store gift cards to give to those in need. The need has been increasing as the economy suffers. We have given out approximately 29 store gift cards since last fall.

~ Debbie White (Chair) and Connie Naugle (Vice Chair)

Candy Circle

Since the number of candy makers had dwindled to a very small number, it was decided, with consultation with Shawnthea, that there would be one last session. Since it was the last, it was called "Good to the Last Dip."

We were able to come up with enough workers to do the last run. There was a special commemorative label for the boxes of one pound, one-half and one-quarter pound with a new price of \$20 per pound. These were sold out in record time the only day it was offered to the congregation.

Both The Plain Dealer and The Sun Press newspapers had covered the story of "the end" after 95 years with articles and pictures. This seemed to cause people to line up before church was over for the sale.

There was appropriate recognition of all the workers in attendance and listed all the workers' names in the program (as far as records could tell us) on Sunday, November 23. After worship there was a special coffee hour.

With the money left in the account the Candy Circle was able to renovate the Conference Room (next to the Parlor) into a more useful and beautiful area.

~ Jeannie Chaney, Chair

ChristCare Groups

ChristCare Groups are entering their eighth year at Plymouth Church. These groups have become an important part of what makes Plymouth Church so special. During that period, we have commissioned 21 group leaders (including five equippers, two of which serve as the trainers and support system for group leaders) and over 100 members and friends of Plymouth Church have been members of various groups. There are currently seven active groups (six adult and one youth group for senior high students).

Our groups are maturing and constantly evolve to meet the needs of their members. As you can see from the list below, we have groups that meet the needs of parents; groups that focus on society's issues; and groups with a fellowship/social, as well as spiritual, focus. One group, Church and Society II led by Tim Mendelsohn, continues its focus on

poverty and homelessness. They also continue to volunteer the third Wednesday of each month at the Cleveland Food Bank and have also started volunteering on occasion at St. Paul's on the near west side.

ChristCare Groups have four elements - Prayer and Worship, Fellowship, Biblical Equipping and Missional Service. Each element is essential and is what sets ChristCare apart from other small groups. However, each group's focus determines how they best use each one. One other component, and possibly the most important, is that all groups maintain strict confidentiality. Members are free to share as much or as little as they choose knowing that whatever is said remains within the group. All groups are also designed to be open at all times to visitors and new members. The Missional Service element is increasingly apparent at Plymouth. For example, group members coordinate and serve communion, host coffee hour, serve as ushers on Sunday morning, and volunteer for IHN. Outside Plymouth, they are volunteers at the Cleveland Food Bank, New Life Community, the Shaker Hunger Center and Merrick House.

What is very apparent for ChristCare members is the special bond that develops between them. In times of difficulty, these connections have provided comfort and support in a very special way. Groups have experienced many significant transitions of their members - births, deaths, divorces, becoming empty nesters. These events have been made easier by the love, care and prayers given by other members. Many have said that, for the first time, they are comfortable praying aloud and talking about the Bible. Deep relationships have developed between people who have, up until recently, only worked on committees together.

Every other month, on the first Tuesday, the group leaders meet with the equippers at SEA (Support, Encouragement and Accountability) Group. It gives each leader a chance to tell how their group is going, to ask questions and bring up problems, if any. Two leaders also give a detailed "in-depth" report either on how it's going for their group or for themselves as a leader. SEA Group is essentially a ChristCare group for the leaders with the same functions, including confidentiality, prayer & worship, fellowship, missional activities and Biblical Equipping.

The current ChristCare groups are:

Church & Society I	1st & 3rd Wednesdays, 7 - 8:30 pm	led by Laurie Rose
Church & Society II	1st & 3rd Wednesdays, 7 - 8:30 pm	led by Tim Mendelsohn
Readings on Faith w/Fellowship	Dates & Times: TBA by group	led by Megan Bhatia
Frantic Fathers	Once a Month: Contact Simon for the schedule: simonjawilliams@gmail.com	led by Simon Williams
Parents of Youth & Young Adults	1st & 3rd Sundays, 5 - 6:30 pm (Offsite)	led by Mary Bright

Youth ChristCare	Alternating Sundays, 11:45 am - 1:15 pm (based on school schedules)	led by Jeannie Clarkson and Gloria Sturghill
Plymouth Cinematics for members & nonmembers	Meetings, times and locations vary Once a month	led by Pam Beck

~ Gloria Sturghill, ChristCare Leader

Stephen Ministry

Plymouth Church is part of a nationwide network of more than 5000 churches in 70 denominations, which are enrolled in the Stephen Ministry program of lay care giving. The program has been in place at Plymouth since 1988 and has served approximately 165 care receivers. This year Plymouth's Stephen Ministers have had approximately 120 contacts with their care receivers. One Stephen Minister also supported her care receiver by attending a Family Council meeting.

The Stephen ministers meet twice monthly for peer supervision and continuing education. These meetings help us to improve our skills and support each other in our ministry. Continuing Education this year was quite varied as we worked on discerning our future caring activities and attended the "Pathways to Prayer" retreat presented by Lois Annich. Sharon Midura designed the clever cartoon posted on our bulletin board.

Our annual retreat was held in the Krumbine Room at Plymouth. We used a "word" exercise using Kathleen Norris's Amazing Grace, reviewed the Stephen Ministry referrals video, Plymouth. The Stephen Ministers were asked to vision where Stephen Ministry was going at Plymouth and what needed to be done to revitalize the program. We were happy that Rev. Annich came to speak to us and to give us communion at the end of the day.

Linda Tuthill attended two continuing education events: "Lessons of Loss: Meaning-Making in Grief Therapy" at Metro Hospital and "The Power of Silence in the Ministry of Health Care" sponsored by the Catholic Ministry of Health Care Professionals. Norma Adams attended a meeting about Advanced Directives presented by Lisa Newburger, L.I.S.W.-S

We are delighted to have Lois Annich as our staff liaison and are working with her to enhance the pastoral care at Plymouth.

If you or someone you know would like a Stephen Minister, or if you wish to learn more about Stephen Ministry or are interested in becoming a Stephen Minister, we urge you to contact one of the Stephen Ministry leaders. We are considering starting a training class in 2010.

Norma Adams, Ellie Neuhauser, Kathy Smyth Rasey, Linda Tuthill

Department of Children and Youth

The Department of Children and Youth carries out the responsibility to "coordinate the religious education functions of the church and to promote the spiritual formation of

Plymouth's children and youth." During 2009, this included overseeing Sunday School, Pre-School Church, Children's Church, the Nursery, the Junior and Senior High Youth Groups, Pre-K through 4th Grade Activities, the Mission Trips and the administration of the Dively Fund and Parent's Day Out. Perhaps most importantly, the department and Plymouth Church welcomed our new Minister of Youth and Children, Adam Hange.

The members of C & Y are: Neil Mueller, Chair; Jean Albrecht (PDO); Gracia Green; Shelli Smith; Gloria Sturghill; Virginia Williams; Adam Hange. Lindsay Robison was present through May as Interim Director of Children's Programming.

2009 marks the end of a three-year transitional period, which the department hopes will lead to continued strengthening of, and greater stability in, our programming. Please refer to Pastor Adam's report for his perspective on our shared work this year.

Sunday School and Pre-School Church:

The biggest change in Sunday School has been going back to a "during the worship service" schedule, starting in September. The committee felt that this was our best chance to increase regular attendance at Sunday School. While the feedback has been positive, we will gather information from parents and teachers to assess this new schedule. Pastor Adam is experimenting with ways of interacting with the Sunday School students - one of the advantages of Children's Church that we want to preserve. The curriculum for January - May was "Gather Round." Starting in September, the curriculum is "Living the Good News". Pre-School Church remains unaffected by the Sunday School time change and is continuing successfully.

Children's Church:

Assuming that the Sunday School schedule remains the same, Children's Church will occur during worship in the summertime in room 102.

Infant and Toddler Nursery:

The Infant and Toddler Nursery (room 202) cares for children from birth to 4 years old. Karen Sommers is the main staff support person. The nursery is staffed from 9:15-12 on Sundays and is staffed for special events throughout the church year.

Mission Trips:

Two mission trips were undertaken by youth and adults from Plymouth this year, one in June to a Habitat for Humanity site in Almost Heaven, WV and in August to Christian Outreach to Appalachian People in Harlan, KY. Paint was scraped, boards were sawn, nails were pounded, and community was built. To raise funds for these trips, a pancake breakfast, a silent auction, car wash and church cookout were sponsored by the department and generously supported by the congregation. Plans are underway for next year's trip.

Confirmation:

Confirmation was led by Shawnthea Monroe, Gloria Sturghill and Jeannie Clarkson. Five students, in 9th or 10th grade, took part in the program. Adam Hange will be responsible for Confirmation, starting in January and meeting on Sunday evenings.

Vacation Bible School:

Unfortunately, a victim of the transition between Lindsay Robison and Adam Hange, Vacation Bible School did not occur this summer with no one able to conceive, organize and run this program. Pastor Adam scheduled a Family Service Day in August, an afternoon activity which went some way toward filling this gap. VBS will return during summer 2010 under Paster Adam's leadership.

Pre-K through 4th Grade Activities:

These include the Easter Egg Hunt, the Sugar Plum Workshop , A.N.D. (led by Jim Riggs), Valentine's Cookie Baking and the Christmas Pageant.

Senior High Youth Group:

The Youth Group was led by Lindsay Robison (Jan-May) and Adam Hange (June-present), with assistance by Jeannie Clarkson, Robb Forward, Shelli Smith, and Gloria Sturghill,

Junior High Youth Group:

Leaders of the Junior High Youth Group were Shelli Smith (Jan-May) and Erica Barnhill and Adam Hange (Sept - present).

Dively Fund:

The Dively Fund was established by Michael Dively in 1983 in memory of his mother Harriet "to enhance the youth programs of the Plymouth Church as determined by the Church Council. " With the full support of both the council and Michael Dively, a portion of this fund was used for the annual Senior Recognition Book Awards, for a number of scholarships to attend UCC camps or mission trips and for a renovation of the Krumbine Room.

Parent's Day Out (PDO)

See Jean Albrecht's report.

~ Neil Mueller, Chair

Department of Evangelism and Growth

Now concluding its 5th year, the Department continues its efforts to introduce Plymouth Church to the wider community, to welcome all visitors, and to help assimilate joining members to their new church family.

The Department has numerous committees and ministries working hard to achieve these goals:

Publicity and Marketing Ministry:

Their mission is to create marketing tools, design advertising and write press releases, all with the purpose of increasing public awareness of Plymouth within the greater community.

Creation of DVD: This year's significant project was the creation of a DVD to tell Plymouth's story. This DVD will be distributed to members, visitors and new area residents. Its theme is based on the four elements of the new church logo, with each segment showcasing Plymouth and its congregation in worship, service, and friendship. Eleven

months in the making, the DVD will be an important centerpiece of our outreach efforts for years. Our deepest gratitude is given to Mark McCue who generously gave his time and professional expertise in the DVD's filming and editing. Our technical "crew" also includes Sheryl Harris and Sharon Mendelsohn (writers), Roberta Gilles and Brian Smith (logistics), Mike Kimmel (film assistant), Sue Galicz (graphic design), Jim Riggs (music), and Steve Hill (music rights).

Advertising and Public Relations: Sue Galicz created ads placed in The Sun Press and The Plain Dealer for Christmas and Easter. The Department also placed an ad in the North Coast Men's Chorus playbill; wrote a program insert for the Cleveland Museum of Art's VIVA concert held at Plymouth; and supported the "Pride Guide." In addition, we submit weekly press releases announcing activities, programs, staff changes, and special events. Also, we have had success coordinating with newspaper editors on more extensive feature coverage.

Welcome Booth Ministry:

This Ministry, chaired by Roberta Gilles, reaches out to visitors on Sunday, providing literature, answering questions, and connecting visitors with members. This ministry has continued to flourish as we find ourselves more welcoming as a congregation. The Welcome Booth hopes to serve as an important part of the Sunday morning worship experience as we extend the Christian hand of fellowship to those visiting our church.

Visitor Information Ministry:

This behind-the-scenes ministry, chaired by Sharon Mendelsohn, is responsible for managing the roster of visitors' names, addresses, attendance, and other information in the church database. Welcoming letters are sent to all first-time visitors, and Visitor Reports on new and returning visitors are prepared for the ministerial staff's weekly review. Each week, Marisue Besse makes phone calls to first-time visitors to welcome them and answer any questions.

Prospective Member Gatherings and "New Member Sunday" Ministry:

Frequent visitors are invited to Prospective Members' Gatherings held twice a year. The Gatherings consist of two parts: an informal dinner to build connections and fellowship, followed by a membership orientation program. New members are welcomed into the church with a reception in their honor following service. We thank Jim and Mary Bright and the "Parents of Young Adults" ChristCare group for hosting a dinner gathering; we also thank Rob and Jennifer Kiener for their gracious hospitality in hosting the New Member receptions.

Website Ministry:

Almost all visitors have indicated that they first learned about Plymouth Church through our website. We appreciate the creative work of Karen Schmauder and the Plymouth staff in keeping the site current and informative.

New Neighbor Ministry:

This initiative continues to reach out to new homeowners in Shaker Heights through the faithful work of Pat Pogue. She distributes our brochure *Our Neighborhood Worshipping Community: A Guide to Houses of Worship in the Shaker Heights Area*. This brochure

features a welcome letter from our senior minister and includes the names, addresses, phone numbers, and web addresses of area churches and synagogues.

It has been an honor to serve Plymouth Church this past year, and we look forward to the new year with enthusiasm.

~ Sharon Mendelsohn, Chair; Brian Smith, Vice Chair; Sheryl Harris, Member-at-Large

Department of Partnership and Service

In 2009 Beth Karr has served as chair, Chris Karr as vice chair, Connie Steinwart as Member At Large, and Rachel Perry as the staff liaison. The department meetings have benefitted from the regular attendance of our liaisons with partner organizations: Jeannie Clarkson, Barb McCue and Merce Robinson from Plymouth IHN; Heidi Makela for Buckeye-Woodland; Tim Mendelsohn for Merrick House, Cindy Chapman for Cleveland Botanical Garden Green Corps, Mary Bright for New Life Community, Catherine Hankins for the Shaker Hunger Center, Rachel Perry for Senior Outreach Services, and Leslie Landreth, SERRV. We are grateful for the passion, work and thoughtful input provided by those listed above and those we don't have room to name individually - thank you!

Partnership and Service hosted Plymouth's first annual Service Pledge Drive and Service Fair. The Service Pledge Drive kicked off on April 19th and culminated in the presentation and blessing of the pledges on "Celebration Sunday" on May 10th. On May 3, we held a Service Fair in Fellowship Hall during coffee hour where representatives from our partner agencies could educate our congregation about their agency and ways that we could get involved in their causes. In total, 1,343 incremental service hours were pledged. We look forward to hearing how these service activities changed both the lives of the donors and the recipients. Based on this tremendous response, we plan to have another Service Pledge Drive and Service Fair in 2010.

Our ongoing task as a department this year was to better educate ourselves and the congregation about the partner organizations we fund through Partnership and Service. Besides connecting the congregation to the partner agencies through the Service Fair, we have put articles in the Perspective about these agencies. Also, several members of the department have visited agencies in order to educate ourselves about their mission and operation.

Plymouth is "5 for 5" again this year, a designation the United Church of Christ has created to recognize those congregations that fulfill their covenant with the UCC by supporting:

- Our Church's Wider Mission Basic Support;
- One Great Hour of Sharing (for Global Ministries and Church World Service);
- Neighbors in Need (for Justice and Witness Ministries and the Council for American Indian Ministry);
- Strengthen the Church (for leadership development in small new and renewing congregations); and
- Christmas Offering (for support for retired UCC pastors).

Plymouth also collects special offerings from time-to-time for other purposes.

During 2009, Plymouth Church's financial donation to the Green Corps program at the Cleveland Botanical Garden funded approximately three summer interns for the ten-week program. The Green Corps program provides paid internships to inner-city youth to learn the skills of organic gardening, cooking and canning, and the business of bringing a

product to market. The Partnership and Service department of Plymouth Church was drawn to this program because it combines our church's commitment to addressing issues of poverty in Cleveland and to becoming more engaged in green initiatives. The Green Corps program partners with another Plymouth-supported organization, Senior Outreach Services of Cleveland. There is a wonderful symbiotic relationship between the seniors and the summer work interns at the city gardens. The interns help the seniors plant their own raised bed of produce, and the seniors, in turn, teach the interns how to prepare delicious and healthy meals using the produce. The Partnership and Service department is looking into new ways for Plymouth to become more involved in this highly successful program.

Plymouth supported 20 groups and causes through the Department's 2009 budget of \$82,890.00. In addition to the annual budget, Church Council allocated an additional \$64 thousand to P&S to help support Plymouth's partner agencies and the community.

These additional funds were allocated to the following causes:

- Plymouth Samaritan Fund (\$5,000) - This is a fund that allows the ministers to help members of the Plymouth family facing an emergency.
- Homeless Stand Down (\$286) - lunches made by Plymouth youth.
- Shaker Food Bank (\$1,097) - freezer and meat.
- Senior Outreach Services (\$8,500) - property manager for new facility.
- Cleveland Food Bank (\$10,000) - food.
- Plymouth Church (\$2,400) - part-time student worker from summer at-risk youth employment program.
- Merrick House (\$3,000) - Parent/child music therapy program.
- Interfaith Hospitality Network (\$16,000) - consolidation of their day centers to improve services and save costs.
- Care Alliance (\$10,000) - street health care outreach program.
- Entrepreneurs for Sustainability (\$1,300) - sustainability and poverty study.
- Cleveland Botanical Garden (\$2,502) - Green Corps.

Finally, thanks to Rachel Perry, Plymouth contributed an unused scanner to the IHN of Cleveland, a much-needed contribution.

As you can see, we had many worthy causes to support. Through the power of the Holy Spirit, your pledge dollars are doing God's work both within our community and all over the world.

~ Beth Karr, Chair

2009 Budgeted Giving and Special Collections Chart

ORGANIZATION	AMOUNT	% OF TOTAL
P & S Annual Contributions from Operating Budget 2009		
Our Church's Wider Mission (UCC)	\$45,000	26.88%
Interfaith Hospitality Network of Greater Cleveland	\$22,000	13.14%
Interfaith Hospitality Network (Plymouth)	\$2,500	1.49%
Shaker Heights Community Hunger Center	\$2,097	1.25%
InterAct Cleveland	\$5,500	3.29%
Buckeye-Woodland School	\$3,800	2.27%
Merrick House	\$6,000	3.58%
NE Ohio Coalition for the Homeless	\$3,500	2.09%
United Protestant Campus Ministries	\$2,000	1.19%
Chicago Theological Seminary	\$1,500	0.90%
Membership Dues	\$90	0.05%
Cleveland Food Bank	\$10,000	5.97%
P&S Administrative/Contingency Funds	\$50	0.03%
New Life Community	\$2,500	1.49%
Metro Youth Outreach	\$500	0.30%
UCC Coalition for LGBT Concerns	\$1,500	0.90%
Senior Outreach Services	\$10,500	6.27%
Cleveland Botanical Garden Green Corps	\$3,502	2.09%
Homeless Standdown	\$225	0.13%
Care Alliance	\$10,000	5.97%
Entrepreneurs for Sustainability	\$1,300	0.78%
Samaritan Fund	\$5,000	2.99%
Plymouth Church - for student worker	\$2,400	1.43%
Special Offerings Collected Nov 08- Oct 09		
One Great Hour of Sharing	\$2,482	1.48%
Neighbors in Need	\$3,454	2.06%
Peg Gray Book Fund	\$4,504	2.69%
Hunger- InterAct Cleveland	\$1,412	0.84%
Hunger - Shaker Hunger Center	\$706	0.42%
UCC Flood Relief	\$1,482	0.89%
Thanksgiving Hunger-2008 - Shaker Hunger Center	\$980	0.59%
Thanksgiving Hunger-2008 - InterAct Cleveland	\$1,959	1.17%
Thanksgiving Hunger-2008 - UCC Hunger Action Fund	\$735	0.44%
Christmas - Veterans of the Cross & Zelma George-2008	\$2,998	1.79%
Christmas Eve - Senior Outreach Services-2008	\$3,328	1.99%
Strengthen the Church	\$545	0.33%
S.E.R.R.V.	\$1,339	0.80%
GRAND TOTAL	\$167,388	100.00%

Buckeye-Woodland School

Buckeye-Elementary School, Plymouth's partner school, honors Plymouth Church not only for the abundant generosity but also for the variety of its help and support this past school year and wishes to thank us for the following contributions:

- Bert Antoine, Marlee Clarke, Heidi Makela, Sally Menges, Pat Pogue and Doris Vargo served as tutors, reading with the students on a weekly basis throughout the year. They are volunteers with the Public Education Initiative of the Jewish Federation of Cleveland and attended a training orientation session in September.
- The Peg Gray Book Fund collected \$4500 which was sent to the school, so that at least five books per student in grades K - 8 were selected for their home libraries. Labels within each book acknowledged the gift as coming from Plymouth Church during the Book Fair, organized by the Librarian, Beverly Murphy on May 19.
- Sixty-Five backpacks with school supplies were donated by you last September and given to those students who had no supplies to call their own.
- The Science Fair was held on May 6, and judges from Plymouth included Anne Cook, Sally Menges, Nancy Renkert, Sue Rowen and Pax Van Sweringen.
- The Prayer Shawl Ministry contributed seventy-one hats and sixty-seven scarves for students in grades K - 3 in October.
- The Partnership and Service Department contributed \$3800 in October, and the principal has submitted a statement accounting for its expenditure.
- ArtsPlymouth generously contributed \$1190.75, responding to a formal request by the principal -- to provide all students an opportunity to attend selected theatrical and instrumental performances during the school year. The teachers' evaluations of these experiences are on file.
- The Women's Association again sent a contribution to benefit the Library.
- A Motivational Carnival was held outside the school to celebrate the year's end. Heidi Makela and Doris Vargo assisted at this event, and Sally Menges took photos.
- Buckeye-Woodland School participated in the 1st Annual Service Fair and Pledge Drive held on May 3, at Plymouth. Frances J. Pursell, Director, Public Education Initiative of the Jewish Community Federation of Cleveland attended not only to talk about tutoring in the reading program but also to share a tri-fold exhibit and brochures.

All Thank-you letters, notes of appreciation, and photographs are on file for your information.

~Sally Menges

Hunger

Plymouth continues to support the Shaker Heights Hunger Center, now in its 27th year. This food pantry is located in the Shaker Heights Community Church, another UCC congregation. Last year's successful food drive, along with your financial contributions, assisted in providing relief for hundreds of our neighbors.

Dedicated Plymouth volunteers Mary Ann Davis, Diana Geddes, Barbara Ginn, Beth

Karr, Shelli Smith, and Jane Underwood assist monthly by sorting and packing groceries. Many others are on our substitute roster, helping on an as-needed basis. Our switch last year to a mornings only schedule continues to work well, maximizing volunteer time.

~ Catherine Hankins, Hunger Center Volunteer Coordinator

IHN

Plymouth IHN had a successful year in providing shelter for homeless families. By the end of the year 2009, we will have hosted the IHN guests three times: April, July and December. In April we took care of 4 families, In July, one family returned and three new families became our guests for the week. Currently, we are preparing to host in December.

Cleveland IHN is merging the East and West side day centers into one center for the whole city. There will still be two host churches each week. Plymouth made a donation to cover the cost of the HVAC system at the new day center.

Gloria Sturghill, Merce Robinson, Barb McCue and Jeannie Clarkson share the coordination duties. The huge coordination job has been broken down into groups of tasks and the IHN Leadership Group works together to accomplish the coordination responsibilities. We would like to encourage two more people to join the group in order to have a two person team handling each host week.

It takes 60-75 volunteers from the Plymouth congregation each host week, and we are blessed to have both experienced volunteers and volunteers new to IHN. This is truly a congregational mission trip within our church walls!

~ Jeannie Clarkson

SERRV

Plymouth's SERRV committee, which includes Jim and Jeannie Chaney, Leslie Landreth, Barbara McCue, Helen Mercer, Ginny Nix, Kathy Rasey, and Jane Underwood, meets in the fall of each year to order fairly traded handicrafts and foods from around the world through SERRV International. These products are then offered for sale in the weeks leading to Christmas.

SERRV is an organization that promotes living wages, women's rights and eco-friendly production through partnerships with small-scale artisans and farmer groups. SERRV prohibits child labor.

Proceeds from the sales are used to purchase merchandise for future sales and to support the giving missions of Plymouth as identified by the Partnership and Service Department. In 2009, \$500.00 was identified to support the Cleveland Botanical Gardens Green Corps and \$500.00 for the St. Paul's UCC near west side community

outreach program.

~ Leslie Landreth

Stewardship Department

The Stewardship Department came into existence on April 1, 2005 as a result of the adoption of a new Constitution by the Congregation in November 2004. It has two functions: (1) "to develop and implement a comprehensive fundraising strategy," and (2) "to raise the congregation's awareness of the relationship between our giving and our faith."

This year the Department consisted of Dick Pogue, Chair; Jill Goodman, Vice Chair; Anne Cook, Departmental Member-at-Large; Rev. Bill Green; Bob Perkins; Paul Qua; David Welsh; and Rev. Shawnthea Monroe. Church President Robb Forward attended most of the meetings of the Department, and Christine Bretz and Jim Bright attended certain meetings.

The Department held eight meetings (beginning in January and ending in October). Early on it decided to defer Planned Giving activities to 2010 (to be under the leadership of Bob Perkins and Anne Cook), but to collect relevant materials in 2009.

The Department appointed a 2009 Annual Campaign Committee, chaired by Rev. Bill Green, and adopted as a Campaign theme "Plymouth Church Abundant Life." The Department also decided to request a "leadership group" (the top 50 donors in 2008 plus any additional members of the 2009 Church Council) of 64 pledgers to make their pledges early - by September 29, before the October 11 launch of the Annual Campaign for 2010. (These early pledgers were solicited by Bud Menges, Janet Neary, Dick Pogue, and Jeff Pollock.) The technique produced 100% early pledging by the leadership group (resulting in pledges of over \$450,000, or 75% of the internal Campaign goal approved by Council of \$600,000) before the general Campaign was begun on "Dedication Sunday" (October 11).

Rev. Bill Green made arrangements to appear before each Department to promote the Campaign; and he and Dick Pogue conducted a "Tale of Two Stewards" exchange during the Adult Education period on October 11. In addition, the Department obtained approval for two members of the Congregation (Rev. Bill Green and Jeff Pollock) to preach during the Campaign, and for six "witnessing stewards."

The Department concluded that its narrow mission (fundraising, and explanation of the need therefore) does not meet the common or dictionary definition of "stewardship" (the act of managing property or funds of another), and therefore recommended to the Church Council that the Constitution be amended so as to re-name the Department to reflect more accurately the Department's function (e.g., "Development Department").

~ Richard W. Pogue, Chair

Witnessing Department

The mission of the Witnessing Department in 2009 was: To support diverse opportunities for the body, soul and intellect: (1) to gain knowledge, skills and wisdom, (2) to explore the mysteries of life, death and spirit and (3) to respond to personal,

community and world challenges.

The Witnessing Department includes Sunday morning adult education forums; programs, classes and retreats; the Coffeehouse room, Fossil Fuel and Plymouth in the City.

Programming this year was guided by a committee of approximately 12 people and two congregational surveys, one in December 2008 and one in May 2009. Topics covered this year included spiritual growth through prayer, study, music and movement; Biblical studies; societal issues and the creative gifts of Plymouth members.

A women's retreat, a prayer retreat, a six-week program on *Growing Through It* for people grieving death or divorce, and weekly yoga classes were facilitated by Rev. Lois Annich. Weekly Bible study was led by Rev. Shawnthea Monroe, who also began a book discussion group. A five-session week-night class *Not the Same Old Conversation: Privilege And Racial Identity - An Introspective Dialogue* attracted participants equally from the congregation and the community, led by facilitator Beth Robenalt. Fossil Fuel meets twice a month at the church. Rev. Shawnthea Monroe continued the tradition of monthly downtown luncheon meetings with members of the Congregation, at the City Club of Cleveland. Many interesting topics were discussed, including Business Ethics. The Plymouth Coffeehouse is a haven of sunshine and peace and the fellowship of quiet conversation on Sunday mornings.

Sunday forums included two multi-session Bible studies by Cindy Chapman: *Early Israelite Prophecy: Elijah, Amos, and Hose*, and *The Book of Ruth*. Several series focused on the economy (guest speakers Peter Lawson Jones and David Hammack, Plymouth members Chris Karr, Kristin Sweeney and Lynn Ruffner), the environment (Bill Green, Karen Nordstrom, Rachel Perry and the Green Initiative), rehabilitating veterans (Bob Ruff and guest speaker John Schupp), integrating our spiritual differences (Chris Grostic), how to host coffee hour (Shelli Smith) and special gifts and perspectives of Plymouth members: scapegoating (Steve Kaufman), prison ministry (Robb Forward), and creativity in cartoons (Derf Backderf), music composition (Norma Nelson) and social service (June Antoine). Other topics were an overview of the *Our Whole Lives* curriculum (guest speakers Jeff Chernin and Mary Ellen McNulty), a stewardship "face-off" (Bill Green and Dick Pogue), "holiday or stress-a-day" (Kendalle Cobb), travel in India (Lee & Heidi Makela) and a summary of the racial identity course (Tracy Williams, Tracey Key, Eva Garden, Pam Beck, Dee Burt, Sharon Midura). Coming in December is a series on Seeking Middle East Peace.

~ Pam Beck, Chair, Witnessing Department

Department of Worship

Coffee Hour

Coffee Hour has been chaired by Beth Sanborn. We have felt that Coffee Hour should be considered a marketing opportunity, as we work to attract new members, while also serving as an important fellowship time for our members. Keeping with that philosophy, the Easter Coffee Hour and the Coffee Hour following the installation of Lois Annich and Adam Hange were larger and very welcoming. During the summer, Coffee Hour was more casual and served outside of the Chapel. Beth has purchased paper goods and restocked the kitchen. It is also interesting to note that all of the food that is put out

during every Coffee Hour is eaten; our members appreciate the efforts.

Worship Highlights

- We welcomed Adam Hange after a long search as Minister for Children and Youth.
- Lois Annich and Adam Hange were installed as ministers at Plymouth.
- Hosted a Summer Sermon Series
- Purchased new microphones for the chapel and new hearing assistant devices for the main Sanctuary.

Chancel Committee:

We have worked this year to expand the Chancel Committee, by creating a group of people who will share the ministry of preparing the worship space through the use of flowers, cloths and banners.

Our hope is to have 12 people, working in pairs and assigned one month for each pair, to plan, oversee and finalize the look of the Sanctuary on Sundays. The entire Chancel Committee will participate in the Advent and Lent decorating. We hope to have a session with Martha Pollock to see what is available at the church and to learn more about the colors and themes within the liturgical year.

Carol Mau has again coordinated the Sunday Flower donations and Baptisms. Many thanks to Brian Smith and Martha Pollock for creating arrangements for specific Sundays. Pat Pogue coordinated our Lenten Sanctuary with the beautiful flower Easter cross and Easter Lilies. Jo Weber and Betsy Stueber arranged mums for a fall display within the Sanctuary.

Once again we asked our congregants to contribute flowers from their garden for the summer worship in the Chapel. Every Sunday vases were filled with water and placed in the worship area. The natural arrangements were beautiful. Thanks to everyone who brought in flowers, with a special thanks to Christine Bretz for her lovely arrangements.

Ushers:

Rob Keiner has five lead ushers, who each have a team of 6-8 ushers. Each team serves every five weeks. As Sunday morning attendance increases, the responsibilities of the ushers increase as well, we continue to need ushers to serve on individual usher teams.

~ Betsy Stueber, Chair; Tim Mendelsohn, Vice-Chair

ArtsPlymouth

Mission: ArtsPlymouth is dedicated to presenting arts events for the spiritual enrichment of the congregation of Plymouth Church and the community it serves.

ArtsPlymouth is partnering with the Music Ministry of the church this season for a wide variety of offerings. ArtsPlymouth is excited to be launching an Artist's in Residency program. The ensemble in residency this year is *Les Délices* under the direction of

Debra Nagy. Comprised of some of the nation's top early music specialists, this group performs works from the French Baroque. Another addition this year is that ArtsPlymouth and the Music Ministry of Plymouth Church are now on Facebook. Folks can join this group to stay informed of upcoming events and to post comments.

Our Lenten project, "A Photographic Meditation on Handel's *Messiah Part 2*" was a great success, so in November the chapel will display artwork by members of the congregation. "Many Gifts, One Spirit" is the theme of this display.

In February and March of 2010, ArtsPlymouth will host two events marking the tenth anniversary of the renovation of the sanctuary organ. In February the Baldwin Wallace Women's and Men's Choir's will offer a concert and in March, organists James Riggs and Todd Wilson along with Neil Mueller, trumpet, unites for a concert.

ArtsPlymouth is proud of the partnership it has had with our partnered school, Buckeye-Woodland during the past nine years. Again this year we will be providing funding that will enable the children in grades K-8 to experience art events. The cost of this project is \$1,592.

Lastly ArtsPlymouth is working on a three to five year vision plan to engage the arts and make a difference in our own space at Plymouth and in our greater community. As part of this plan we are looking at commissioning a baptismal font for the church, bringing in a sacred artist to explore creating a hanging for the chapel, and ways to embrace the other arts such as dance and theatre.

The 2009-2010 ArtsPlymouth Team consists of Karl Kaups, Noel Nilson, Karen Reich, James Riggs, and Jan Wilkens.

Plymouth Church Leadership Roster for 2010

