



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

**Annual Report
2010**

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Table of Contents

Annual Meeting of the Congregation	
Minutes: Sunday, November 15, 2009	1
President's Report	2
Report of the Finance Committee	3
Report of the Personnel Committee	3
Report of the Treasurer	4
Foundation Fund:	5
Report of the Church Office	6
Fifty Year Members	8
Senior Minister, Rev. Dr. Shawnthea Monroe	9
Minister of Pastoral Care, Rev. Lois Annich	10
Minister for Youth and Children, Pastor Adam Hange	11
Minister of Music and The Arts, James P. Riggs	13
Facilities Manager, Sky Arsinchuck	13
Director of Finance, Connie Spielman	14
PDO Director, Jean Albrecht	15
Buildings & Grounds Department	15
Archives Committee	17
Green Initiative	17
Caring Department	17
ChristCare Groups	19
Stephen Ministry	20
Department of Children and Youth	20
Department of Evangelism and Growth	23
Partnership & Service Department	25
2010 Budgeted Giving and Special Collections Chart	27
Buckeye-Woodland School	28
Hunger	28
IHN	29
SERRV	29
Stewardship Department	30
Planned Giving - Legacy Society 2010	30
Witnessing Department	31
Fossil Fuel	31
Department of Worship	32
ArtsPlymouth	33

Annual Meeting of the Congregation Minutes: Sunday, November 15, 2009

- I. Determination of presence of a quorum
 - a. Quorum of congregants determined by Christine Bretz and Michael Kimmel.
- II. Call to Order & Invocation
 - a. Robb Forward called the meeting to order at 11:33 a.m.
 - b. Shawnthea led the meeting with prayer.
- III. Call for motion to dispense with reading the 2008 Annual Meeting Minutes which appear in the 2009 Annual Report.
 - a. Motion to waive the reading of the minutes by Carol Skoglund, seconded by Heidi Makela. The motion was approved unanimously.
- IV. Call for motion to approve the 2008 Annual Meeting Minutes
 - a. Motion to approve the minutes by Pam Markt, seconded by Chris Karr. The motion was approved unanimously.
- V. Senior Minister's Report
 - a. Shawnthea spoke of the annual report, and of the challenges of the coming year, and said that it showed that everything is in place, and is ready to go. She said that It is now up to us to discern the way forward. No more excuses.
 - i. Pray boldly. Pray for yourself and for Plymouth.
 - ii. Worship loudly. We are a bold, and lively congregation. Act as one body.
 - iii. Take some risks. We're a play-it-safe-people. If we're going to be what God wants us to be then we have to step out of our comfort zone, and take risks. Find ways to nurture your faith.
- VI. Treasurer's Report
 - a. Christine Bretz gave the financial report. She reported that a modest surplus for 2009 is projected. She thanked the congregation for their support with annual pledges. She reminded everyone that they still can pledge, but sooner is better than later. Time and talent can be pledged in addition to financial pledges. Plymouth faces challenges for the future. The foundation makes an annual contribution based upon 5%. This year the foundation gave \$1,000,000 for capital campaign. \$750,000 has been paid, and the balance is to be paid in 2010. Budget support will drop due to the economic situation. The Foundation contributions will be lower in 2010. The foundation has fallen from \$6mil to \$4mil in the last two years.
 - b. Gifts to the foundation will help to rebuild the foundation.
 - c. She encouraged us to consider trying to find the resources to continue to give if possible.
- VII. Foundation Fund Report
 - a. Jim Bright gave the Foundation Fund Report. He reported that the fund was sitting at \$3.8mil a year ago. In February, it was \$3.3mil. Plymouth stayed the course, and it is now currently at \$4.2mil. He gave thanks to Gillian Graham for her contributions to the process, and encouraged anyone with questions to find him after the meeting.

- VIII. President's Report
- a. Robb Forward gave the President's report. He reported that he inherited a smoothly run organization from Jeff Pollock. Plymouth brought in Adam Hange to work with Children and Youth, and Plymouth was able to increase Lois to three days per week. We are now comfortably staffed.
- IX. Report of the Nominating Committee and Election of Officers
- a. Paul Qua from the nominating committee. Paul reported that the Nominating Committee began their mission in September. He thanked the Nominating Committee for their fast work. He then listed the names of the Committee members, and asked them to stand. He then asked existing Council member to stand. Finally, he announced the nominees for the 2010 Church Council, and asked for them to come forward.
 - i. Paul made a motion to approve the nominees. The motion was seconded by a congregation member, and approved unanimously.
- X. Robb and Shawnthea honored longtime Plymouth members starting at 50 years of membership. All 50 year members received their name badge.
- XI. New Business
- a. Paul Qua passed out a sheet, prepared by Janet Neary, that described what each department does, and asked everyone to take it home, and read it, and see where they think they can help. He then asked the congregation to bring it back filled out, the following Sunday.
- XII. Adjournment
- a. Motion to adjourn by Robb Forward, and seconded by Debbie White. The motion was carried unanimously.
- XIII. Benediction

Respectfully submitted,
~Michael Kimmel, Clerk of Council

President's Report

Occasionally, I'll just sit there and giggle! Now that's no way for a President of Council to act, I know. But, when you get to sit where I sit and get to watch, from my perspective, the actions, efforts and commitment of the members and staff of this church, well my sense of pride and amazement just makes me giggle!

It's been a wonderful and fulfilling two years for me and I will always be grateful to you all for your trust and support. I have seen the offices of the lead staff repopulated and energized. I have seen the administrative staff reorganized and strengthened by their new responsibilities. I have seen the congregation increase their financial commitments to this beloved spiritual home and then go on to increase their time commitment to the programs we have developed for ourselves and our surrounding community. The members of your council have seamlessly matriculated in and out of the departments, bringing new eyes and ideas to their charge. What a wonder, as the excitement of the incoming chairs and vice-chairs have initiated their heartfelt plans and programs.

The Strategic Planning and Discernment process this year has given us the tip of the iceberg. It's up to us

to fulfill the promise of the whole. That's a challenge for our future council. I have seen you at work, members of Plymouth Church. That's a challenge you are all able to meet. I know this, and that's why I giggle!

Again, thank you all for your faith in me, your service to yourselves and our outreach community. We certainly worship in a magnificent building, but the beauty of Plymouth is that we are blessed with a committed, loving and caring clergy, staff and congregation. I was so proud to serve you.

~Robb Forward, President, Church Council

Report of the Finance Committee

The Finance Committee is composed of the President (Robb Forward), Treasurer (Christine Bretz), Vice President (Mary Bright), the chairs of the Buildings and Grounds Committee (Pam Markt), the Personnel Committee (Gillian Graham) and the Foundation Fund (Jim Bright) and with special assistance from Chris Karr, Noel Nilson, Rev. Dr. Shawnthea Monroe and Connie Spielman.

This year, the Finance Committee was engaged in the following key activities in addition to routine monitoring of the Church's financials and guiding the annual budget process:

1. Capital Debt Repayment Extension. The Committee made recommendations to Council for their final approval regarding the timing of the repayment of the remaining capital campaign debt. The intent is to repay immediately that part of the debt that can be offset by members' paid capital campaign pledges. The remainder of the debt is to be repaid from the Foundation Fund. To take advantage of debt service costs forecasted to be lower than potential gains in the Foundation Fund, we plan to extend the PNC line of credit and our repayment schedule.
2. Agreed-Upon Procedures (AUP). The Committee developed the agreed upon procedures which were followed by our auditing firm, Saltz, Shamis & Goldfarb, for the year 2009. We then worked with staff to update our internal controls to respond to both the auditors' recommendations and to the changes in staff structure and responsibilities.

~Mary Bright, Chair, Finance Committee

Report of the Personnel Committee

The Personnel Committee had a busy year due to the departure of the Director of Operations and Finance. This resignation triggered a review of the church's current operational and administrative needs and a detailed compensation analysis of the position. The newly defined position was advertised and the resulting applications screened and a short list of candidates interviewed. During the interview and negotiation process, it became apparent that we already had the necessary expertise in-house and the decision was made to fill the newly defined Director of Operations position with Sky Arsinchuck (Facilities Manager) and the role of Director of Finance with Connie Spielman. Splitting the responsibilities between these two talented individuals allowed us to leverage their strengths and only left one piece of the original position uncovered. The missing piece is the Human Resource component, and while the Director of Finance will handle most of the day-to-day HR processing, employee reviews, compensation, HR policy and any dispute resolution will be handled by the Senior Minister with greater involvement and assistance from the Personnel Committee.

In order to complete the revision of the administrative staff, additional reviews of compensation and job descriptions will be completed prior to year-end. Going forward, the Personnel Committee will be assisting Shawnthea with HR tasks and also spending some time reviewing and updating the employee handbook to bring it more in line with current standards and practices. As this is my last year on the committee I would like to thank all the committee members for their guidance, counsel and time.

~Gillian Graham, Chair of Personnel

Report of the Treasurer

Plymouth Church continues to be challenged by economic uncertainties but is staying on track. The Plymouth Foundation made its operating contribution at intervals during 2010 when cash was needed, rather than contributing the \$222,157 all at once, so as to be able to sell securities throughout the year in order to fulfill its obligations. In this way we were able to take advantage of changes in the stock market. We remain fairly well on track with the 2010 budget despite the economy. This has been achieved, not only with budget-minded spending, but cost savings in various categories and careful monitoring of expenditures. Periodic reviews of the finances occur not only during Finance Committee meetings, but throughout the year as needed, to ensure that we are operating in a fiscally responsible manner.

At the time of this writing it is expected that the line of credit with PNC Bank will be extended for 2 years. It was decided, that since the interest rate on this line is very low, we were better off to delay the repayment and generate investment income that is at a higher rate than the interest.

In 2010 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, assist with the budget process and 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 2010, 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 account 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 2010 activities will be incorporated into the year-end Treasurer's financial report, which is issued in The Perspective. Some investment changes were made in 2010 and the Foundation Fund's investments have increased by approximately \$190,000 since the beginning of the year. However, the financial markets remain unsteady. 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.

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 securities which have declined over the past few years, there is a projected decrease of approximately \$14,000 in the Foundation's contribution for 2011 compared to 2010. Also, the Foundation's holdings have been reduced by \$1,000,000 during the last 3 years as a result of its capital campaign contributions. Plymouth has been diligent in creating its 2011 budget in recognition of these economic realities. Increased contributions to the Foundation are important to mitigate this impact.

I commend Connie Spielman for taking on an increased role during this year - not only on the day-to-day tasks but on the Agreed Upon Procedures with SS&G as well.

As a final note, it has been my pleasure to serve as your Treasurer over the past few years,

~Christine Bretz, Treasurer

Report of the Church Office
November 1, 2009 through October 31, 2010

Summary of Changes in Membership:

Total membership as of November 1, 2009	663
New members received during this period:	16
Members who transferred to other churches:	3
Deceased Members	6
Members who resigned their membership	1
Members culled (officially removed)during this period:	0
Total membership as of October 31, 2010	669

Additions to Membership

Members were received as follows:

3 by Confirmation:

William Naugle	Daniel Reed	Heather Smith
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4 by Letter of Transfer:

Marlee Clarke	Amy Clum Holbrook
Claudette Cole	Anne Price

5 by Re-affirmation of Faith:

Todd Boling	Mai Moore	Jeffrey Vidt
Joy Bostic	Jane Peeling	

4 by Confession of Faith:

Daniel Buch	Estina Goertz
Sarah Buch	Hannah Hange

0 by Reinstatement by Church Council:

Losses to Membership

3 members were removed by Letter of Transfer:

Steven Patton	Keith Rasey	John Townsend
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5 Members were removed due to death, for whom a Funeral or Memorial Service was conducted at Plymouth Church or by Plymouth Church staff:

Donald Campbell
Virginia Chaney

Jean Forrest
Hermann (Bud) Menges, Jr.

E. Lorrie Robertson

1 Member was removed due to death:
Anne Crow

1 Members resigned her membership:
Lydia Veliko

0 Members were removed as a result of a report by the Membership Review Task Force, Dept. of Evangelism & Growth, and presented to Church Council:

Other Funerals and/or Memorial Services

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

Charlotte Braverman
Ann Osbourne Coulton

Rodger Doxsey
JoAnn Stillman

Baptisms

5 Received the sacrament of Christian Baptism:

Bohden Ivan Chrobek, III
Noah Eric Goodman

Aiden James McCabe
Carol Sue Miller

Robert William Miller

Weddings

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

Heather Connelly & Jason Adams

Joslyn Kaye & Christian Grostic

Nicole Batson & Peter Bush

Ashley McWilliams & Michael Boorstein

Fifty Year Members

Name	Date Joined	Name	Date Joined
Mrs Ruth Dunn	4/12/1925	Mrs Betty Newman	10/5/1952
Ms Mary Bowers	3/29/1931	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 Barbara Kacir	4/15/1954
Mrs Joanne Ross	3/29/1942	Mrs Anne Cook	10/3/1954
Mrs Mary Alice Cannon	4/18/1943	Mr J Paxton Van Sweringen	10/3/1954
Mrs Olga McMahon	4/18/1943	Mrs Georgia Garner	10/3/1954
Mr John Horner, Jr	12/19/1943	Mrs Ruth Nowicky	1/2/1955
Mr Richard Gray	4/2/1944	Mr Robert Ginn	3/6/1955
Mr Charles Davis	3/25/1945	Mrs Barbara Ginn	3/6/1955
Mrs Marion Hill	3/25/1945	Dr Francis Owens, Sr	3/6/1955
Mr Thomas Murphy	12/23/1945	Mrs Vilma Buell	3/4/1956
Mrs Marguerite Campbell	4/14/1946	Mrs Hetty Griffiths	3/4/1956
Dr Marcia Christian	4/14/1946	Mrs Mary Alice Horner	3/4/1956
Mr Richard McCrea	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 Marilyn Opatny	10/2/1949	Mrs Carol Mau	11/23/1958
Mr William Ginn	12/24/1950	Mr George Qua	3/1/1959
Mr Terry Shockey	4/6/1952	Mrs Sabra Qua	3/1/1959
Mr Lee Wagner	4/6/1952	Ms Kathy Fortunato	3/26/1959
Mr Michael Weil	5/11/1952	Mrs Karole Baird	5/3/1959
Mrs Margaret Tritton	10/5/1952		

Senior Minister, Rev. Dr. Shawnthea Monroe

Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God-what is good and acceptable and perfect. Romans 12:2

Ready, Set...

Churches can get set in their ways. Instead of risking change, congregations sometimes fall into the rut of the status quo, doing things exactly how they did them in the past. Who can blame them? Change is scary and carries the risk of failure. It also demands creativity, energy, leadership and new ways of thinking.

Pondering Paul's letter to the Romans, it occurred to me that change might be the way of the Lord. As long as this world remains broken and alienated from God, God cannot rest. God is always doing a new thing: healing, challenging, supporting, guiding, speaking, and loving.

2010 has been a year of change or, more accurately, transformation. Indeed, this has been a year of transformation - some expected and some unexpected. The addition of Pastor Adam Hange has transformed our youth and children's ministry, and suddenly we have youth programs that are high-energy and attract lots of teens and tweens. Rev. Lois Annich has expanded our pastoral care ministry to include spiritual development and discernment. Jim Riggs and ArtsPlymouth have continued to transform Plymouth with gifts of music and art. The Green Initiative transformed some of our grounds with beautiful gardens. We've welcomed new members and have enjoyed a steady stream of visitors.

The departure of Rachel Perry, our talented Director of Finance and Operations, set in motion another transformation; we discovered new talents and capabilities within our own staff. Instead of replacing Rachel Perry, Connie Spielman and Sky Arsinchuck were given new responsibilities and promoted to Director of Finance and Facilities Manager, while I moved into a position of staff management. Out of necessity, the staff now works together more as a team.

This was also the year we undertook a careful self-study. Our Strategic Planning and Discernment process, led by Sally Parker and her team at Currere, revealed some of the hidden talents, desires, and dreams at Plymouth Church. At the end of the process, we emerged with an executive summary describing three strategic long-term goals: Growth in active membership, becoming a highly connected and loving congregation, and investing time and money in high quality and high impact place-based mission work. These goals are exciting, bold, and radically faithful. But if we are serious about moving towards them, we're going to have to change a few things. How can we do it?

Paul tells us how it can be done: by transforming the way we think. Let's not get caught up in who or what Plymouth was. Let's attend to the movement of the Spirit, the ever changing God, who calls us to new life in Jesus Christ, and new lives of meaning and service and transformation. It's going to require creativity, energy, leadership, and a willingness to let the past go and follow God into the future.

I can't wait to see what the new year will bring!

Minister of Pastoral Care, Rev. Lois Annich

As I complete the second year of my (part-time) ministry at Plymouth Church, I realize that it is shaped in large part by a passion for connection. I work hard at creating opportunities for people to be connected to God and to one another. I have continued to provide pastoral care to people who are unable to worship regularly or participate in church events. I enjoy meeting with these members of our congregation, hearing their stories, and reminding them that they are still part of Plymouth Church. I have used all the tools at my disposal to maintain these relationships such as personal visits, telephone calls, e-mails, and handwritten cards or notes.

I have worked with members of the Women's Association to make the monthly programs informative and uplifting. Thanks to Shelli Smith and her delicious cuisine, we have been well nourished. A wide range of speakers have entertained, informed, and engaged us. This monthly luncheon is open to men and women of all ages and is an opportunity for people to gather together for fun and fellowship.

Juanita Faulx and I have worked to rebuild the Flower Delivery Ministry because we have lost a number of volunteers. The Flower Delivery Teams make small arrangements from the flowers that grace our altar on Sunday mornings, and deliver them to people after church who are hospitalized, homebound or celebrating major milestones. This is another means of maintaining the bonds of love and connection in this church family. Juanita and I work to coordinate this ministry, including making the deliveries ourselves when we don't have the volunteers. We remain hopeful that people will once again volunteer to keep this ministry viable.

I also serve as staff to Caring Department which includes the important work of the Stephen Ministers, Prayer Shawl Ministry, and Drivers Program. I work with the Prayer Circle and have had deeply significant pastoral conversations with members of that group about the way prayer has transformed their lives. The Prayer Circle continues to lift up people whose needs are brought to our attention, paying strict attention to the levels of confidentiality that are asked of us. For example, we can share a request with the whole congregation, we can keep it within the Prayer Circle, or we can simply share the request with the ministerial staff. In this way, we hope to encourage people to avail themselves of this ministry and to grow in their own understanding of the role of prayer in the Christian life.

I participate in Sunday worship as assigned, preaching approximately every other month and working with special services such as the healing services and Blue Christmas. I also presided at three memorial services for members of the church. Along with other members of the lead staff, I served as a host to the Lenten Labyrinth Walk.

I have provided brief pastoral counseling to individuals and families and pastoral care to people undergoing surgery and other medical procedures. I have also begun to connect with members of the congregation for the sake of simply getting to know them. We have met for coffee or a meal to learn more about each other. These meetings have provided me with much food for thought. Pastoral care is not just responding to emergencies; it is also celebrating the many ways God is at work in our individual and communal lives.

I took part in the retreat on June 19th for discernment and planning. I was delighted to discover that my concern about connection is echoed by lay people as well. We had a number of enthusiastic conversations about ways to get to know one another better. One of the ways I see us drawing closer as a community is through the kind of personal sharing and caring that takes place at retreats. With Sharon Midura's help, I was able to offer a retreat on October 16th entitled "Letting Go and Letting God." The gathering was marked by deep sharing, laughter, and prayer. I believe I received far more than I gave because of the wonderful group of people I got to know at a deeper level.

I continue to teach yoga every Tuesday night from 6:15-7:30 p.m. I've designed the class to be inclusive and welcoming. We've had participants ranging from 11 years old to 82 years old and everything in between. People can perform the exercises on the floor or in a chair. The postures are taught so they can be done in an easy way or in a harder way for those who want more challenge. NO matter what a student's level, he or she ultimately experiences deep relaxation and stress reduction. I feel called to teach this class for many reasons: helping people develop greater flexibility and strength, addressing stress and its effect on health and relationships, and finally, being faithful to the words of Psalm 46, "Be Still and Know that I am God."

As I reflect on my ministry, I think of Henri Nouwen's words, "Community is first of all a quality of the heart. It grows from the spiritual knowledge that we are alive, not for ourselves but for one another. Community is the fruit of our capacity to make the interests of others more important than our own. The question, therefore, is not how can we make community, but how can we develop and nurture giving hearts?" I pray, that as the body of Christ is called to this time and place, we will all continue to develop and nurture giving hearts for one another and for a world in need of God's abundant love.

Minister for Youth and Children, Pastor Adam Hange

Discernment of Call

Last year I reported beginning the Discernment of Call (DOC) process with the Western Reserve Association (WRA), and this year I am happy to report that I am finally nearing the end of that journey. In the past year I have undergone a three-day assessment for ministry, met with Rev. Scott Patterson for mentoring, written two short papers and an additional ordination paper, shadowed other ministers for funerals and weddings, met with the DOC Working Group on several occasions, and completed my ordination exam.

Going forward, I will meet with the DOCWG in November for them to observe me leading a worship service and meet finally to approve my ordination. Because of the group's schedule over the next few months and because of the requirement that I be in the process for a full calendar year before they can consider my ordination at their next meeting in November, we have postponed my ordination until some point in January of 2011. This year I have truly enjoyed preaching, giving Children's Messages, and helping lead worship.

I truly appreciate the support and encouragement Plymouth's congregation has shown me this past year and the freedom I have been given here to grow in ministry. Thank you!

Children and Youth

This past year has been an exciting one for Plymouth's children and youth! Last Spring, I had the privilege of teaching the 9th grade Confirmation class with Gloria Sturghill. We used the *Affirming Faith* curricula and three teens chose to be confirmed at the end of the course. I was deeply blessed to be able to walk alongside these youth on their journey of faith, and I am excited about Gloria and I teaching our class again next year.

Our summer youth mission trip to Alamosa, Colorado was another big success in our C&Y calendar year. Our 27 youth and chaperones worked on finishing a Habitat for Humanity home, dug a foundation for another home, and painted at a nearby Forestry office. We had many teens from our youth groups participate, but also were able to bring in other youth from the community who are not regular attendees to Plymouth. This trip continues to be a draw to Plymouth's youth programs and we are already planning our

trip for next year.

After the mission trip, I helped lead our "ReNew" Vacation Bible School with Peter Sweeney, Janet Wilkens, Hannah Hange, Norma Nelson, Janet Neary and the help of several other parents. We had a lively group of 14 kids participate, and the week focused on teaching kids the lessons about how God's love grows in us, and how we can care for our world. It was a terrific revival of VBS programming for Plymouth and I am already excited about next year's program.

Our youth groups are growing, with our Sr. High group averaging between 8-10 teens and our Jr. High group averaging 6-8 teens. Robb Forward, Gloria Sturghill, and Shelli Smith continue to help lead the Sr. High youth group. Erica Barnhill, Dan Buch, and Karl and Sandy Kaups have committed to helping with the 6th-8th youth for 2010-2011. I am very privileged to work with such great volunteers.

One change for this year is that I have decided to dedicate more energy and time to our Jr. High youth group, adding more events for them each month and treating them as a greater priority in our programming. In our Sr. High group, I hope to establish a youth leadership team this fall and get them to weigh-in more regarding the kinds of service and fun they will participate in during the coming year.

One exciting venture that was new this year was that, in September, we joined youth from St. Dominic and St. Paul for a joint kick-ball fundraiser called to raise money for pediatric cancer. "Kick-It" was a great opportunity for ecumenical engagement in a fun atmosphere and we hope to plan another joint event in the late winter or early spring.

Another new development is that in October I began a monthly Sr. High Sunday School class called Caffeine and Christ. The vision for this program is to allow our teens to go deeper in Bible study and discussion than our usual weekly youth meetings typically allow. We are just beginning but things are off to a very good start.

In November our youth and kids will participate in a city-wide service project along with other churches and the boy scouts, called Serving Shaker Faith in Action. I have personally assumed the leadership for this program this year, taking over for Nick Borchers of St. Dominic, who led in past years. Last year over 200 volunteers helped rake leaves at over 80 homes in Shaker Heights. This year we hope to raise that number to 85 homes served.

Looking forward to our holiday season, I am working with Heather Smith to organize the Advent Wreath Workshop, and Aleksa Kaups to direct the Christmas Pageant. I will be working with Jim Riggs to prepare for our Lenten AND (A New Day) and "More Light" children's programs. Planning has also already begun for our 2011 mission trip, and I am working now with Gloria Sturghill to plan a Senior High trip in the spring.

In conclusion, there have been a lot of great things going on in C&Y this past year, and we have even more in the works for 2011. Our kids are truly blessed to have a church that cares for them so much, and I am blessed to be able to serve in a church where children, youth and families are so valued by their congregation.

Minister of Music and The Arts, James P. Riggs

This report reflects information beginning in January 2010 to the present.

The fourth season of AND (A New Day) launched in January with about 10-15 children participating. During the season of Epiphany "MoreLight" services were offered in the Krumbine Room with a roaring fire. I am grateful to Pastor Adam Hange for his leadership this year.

Plymouth's excellent Music Intern, Dana Steele, is with us again this year. Dana is a senior 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. Both Dana and I will be featured in the December issue of CIM "Notes" on this Sacred Music internship program.

Our talented soloists, coupled with faithful volunteers, bring The Chancel Choir participation to thirty-two. In addition, The Plymouth Ringers has a full ensemble of committed folks ringing the churches four-octave set of handbells. I remain grateful at the devotion and leadership of these folks. This year member Pam Markt recovered all the bell cushions and after ten years of service the bells were professionally cleaned.

I played for five 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 Chorus and I am serving as Dean of the Cleveland Chapter of the American Guild of Organists.

Looking ahead - PipeScreams VIII is back again in a few weeks, with a twist. Two performances will be held; one at 7:00 p.m. for young children and then an 11:00 p.m. performance with "Phantom of the Opera" accompanied by Todd Wilson. The choir and soloists will participate in a hymn festival with five other church choirs on October 24 and will sing Benjamin Britten's "Rejoice in the Lamb" on Nov. 21.

I remain grateful to Plymouth Church for this opportunity to serve and to make music. This sacred calling means sacrifices are many. I wish to thank my parents and my partner, Scott, for their ongoing support of me and my ministry.

Facilities Manager, Sky Arsinchuck

What a year it has been since I moved into my new role as Facilities Manger here at Plymouth. The action started right away. On Rachel Perry's last day, actually 30 min before she left, part of the ceiling in the sound room came down; not a big part, just a large corner section that was right above all of our sound equipment. And so it began, the trial by fire, but I like fire and I seem to do well by it.

The biggest challenge has been to grow into my new duties while still performing my old duties and merging them together: Some of my old duties include: keeping up with all the repairs which seem to be happening at a record pace; monitoring the outside contractors; overseeing our wonderful cleaning staff of James Lake, who also has his hand in some of the repair work, Rose Munn our daytime housekeeper, and Devon Smith, our part-time assistant. Devon, who works with James and myself on cleaning and repair projects, is a full-time student at Tri-C and will be with us through May of next year.

I would like to thank all of my co-workers and the Building & Grounds Department for their help and support, and Dewey's for the coffee, all of which I am grateful for during this transition.

The transition to new responsibilities has me taking on the building rentals and contracts, not only for the events that we hold here (i.e. concerts) but also for our tenants, (Head Start, PDO, CIM, Music Together, etc.); working with Ashton Technology Solutions to manage our IT needs, researching new software programs that will make recording and distributing the sermons an easier process; and replacing our outdated calendar program, just to name a few. I also make sure the office equipment leases are current and maintained. I work closely with B&G and Connie, our new Director of Finance, to not only adhere to our budget, but also to predict our upcoming building needs. This seems I am a fireman with a long view. In a nutshell, if it has something to do with the building, from repairs to shoveling snow, I am either planning it or having it done or out there doing it myself.

So through it all, a lot of things did happen this year. Fellowship Hall and Head Start were painted, using a low VOC paint. One of the Head Start classrooms had an area of carpeting removed and new tile was installed. The ED wing had all of the exterior windows painted. We replaced the two areas of down spouts that were stolen this past July. The roof over the main door was repaired to give us a few more years of life before we have to replace it. We were able to upgrade two of our computers in the main office. Oh yes, the event that started it all was also taken care of: the sound room had the ceiling patched and a new dropped ceiling was installed, along with new, more efficient lighting. All of the equipment was cleaned and tested. We only had to replace our mixing board. Adam and I had a good time finding a mixer that would work for us today as well as down the road as we expand how we use our sound system.

I am looking forward to continuing working with the Building & Grounds (B&G) Department as we tend to the needs of the building and the Green Initiative Committee as we look to implement more green ideas, that will not only save us money in the long run, but will also help us in our sense of community and ownership of our building. Also, above all, how to be a better FIREMAN.

Director of Finance, Connie Spielman

The Finance Department went through a complete restructuring this summer following the departure of the Rachel Perry, the Director of Operations and Finance. Her position was split between facilities management and finance. Sky Arsinchuck was retained as Facilities Manager, and after an initial search for a Finance Director and thoughtful consideration, I was asked, and eagerly accepted, the position of Director of Finance.

The summer was spent balancing the daily tasks of the Financial Assistant job with the overall financial duties the church requires, including the yearly Agreed Upon Procedures by the accounting firm of SS&G. With the help of SS&G, we were able to identify and change the formal Financial Policies of the church to ensure the continued strong control over the finances with the change in my position. I would like to thank the staff and the Finance committee for all their help with this task!

As I write this report, we are in the midst of both the 2011 Annual Campaign and the 2011 budget process, both of which I am participating in fully for the first time. It is wonderful to see how the departments, committees and staff really pull together to help this church move forward through this process. We are looking forward to a successful annual campaign and to faithfully managing the resources the church is given.

The advent of online donations has greatly helped to streamline the deposit process. We are trying to do a better job of advertising the Donation link on our website, in the *Perspective*, and in the bulletin, especially for those persons who prefer to pay online. I expect the number of online donations to significantly increase in the coming years, and have already noticed a large rise in online donations this fall.

I am grateful for the warm welcome I have received, and especially grateful for the help and support of the ministers, office staff, Facilities Manager, Finance Committee, and Treasurer. Please be sure to stop up and say hi next time you visit Plymouth!

PDO Director, Jean Albrecht

Parent's Day Out officially changed its name to PDO Preschool this year. Over the years our program has moved away from the traditional "Parent's Day Out" format which typically is a part-time, drop-in program. Our program now more closely follows a traditional preschool program. We are still part-time, but children register for specific days and only registered children can attend. The daily schedule is also structured to incorporate different activities such as circle time, story time and free play. To avoid confusion for people who are learning about our program for the first time, we felt that we needed to reflect these program changes by adding "Preschool" to our name. Because we have been known unofficially as "PDO" for years, the change has been nearly seamless. Most people have not noticed the difference. As noted before, this name change reflects program changes that have taken place over many years. The way PDO is run this year is no different than last year, despite the new name.

PDO 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 2009-2010 school year was very successful, with a full roster and a waiting list for Session II.

This fall we have 51 children enrolled, representing 47 families. The PDO Pre-K program (ages 4-5) is not full this year, for the first time in many years. The PDO Kids program (ages 2 ½ - 4) also has availability, however, there is a waiting list of children who turn 2 ½ in late fall/early winter. Once we do registration for our second session (January - May) we will be full. This year there are 4 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 are a popular 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 class takes field trips to Eddy's Fruit Farm, Heinen's 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 the same strong staff for the third year in a row.

Buildings & Grounds Department

The year 2010 was focused on maintaining and improving the interior of the church building, as we continued to proactively address maintenance needs.

- The Sound Room, which houses the church archives and the recording equipment, was damaged in May when a suspended light fixture fell, causing a large section of plaster ceiling to fall on the sound equipment. The ceiling repair work was completed during the summer and a new dropped

ceiling with recessed lighting was installed. The sound equipment was cleaned and repaired and a new sound mixing board was purchased.

- Improvements were made in the Head Start wing, including painting of classrooms, hallways and bathrooms, and installation of a new tile floor in one of the rooms to facilitate easier maintenance.
- The exterior windows on the Education Wing were painted during the summer. This is work that was removed from the Capital Campaign in order to contain costs.
- The roof over the parking lot entrance was repaired, in order to prevent leaking during the winter months.
- Approximately 30 feet of copper downspout were replaced on the sanctuary building, after several area churches were the victims of theft during the summer. The missing downspouts were replaced, and a decision was made not to incur the cost of more securely fastening the downspouts this year, because of the high labor costs for removing and re-installing the downspouts. The B&G Department and Sky Arsinchuck will continue to monitor this situation and will take action to more securely fasten the downspouts when it becomes cost effective to do so.
- Some warranty work was completed on the waterproofing around the sanctuary. During the execution of the warranty work, an additional area of concern was identified and repaired to prevent leaking into the Krumbine wing.
- Fellowship Hall was painted this year with earth-friendly low VOC paint.
- The Green Initiative committee and B&G are planning to replace toilets in the Head Start wing of the church with water-saving toilets by the end of the year.
- The Department also spent some time this year addressing and resolving the issue of increased electricity charges, due to the correction of a metering issue by First Energy.

With the departure this year of our Director of Finance & Operations, both Sky Arsinchuck and Connie Spielman will expand their job duties to support the B&G Department going forward. Sky will plan and will continue to execute all maintenance activities in order to eliminate future problems and to insure that painting and other repairs are done proactively. Connie will work closely with the Department to set a realistic budget that takes into account the size, age and condition of the church building, and to help manage the spending of the budgeted funds.

The Department will continue to work with the Finance Committee and Church Council to budget funds responsibly while maintaining the structural integrity of our church building. We also continue to work collaboratively with the Green Initiative and the Archives Committees, whose reports follow.

In 2011, the Department will focus on working with the Worship Department to address sound issues in both the chapel and the sanctuary, as well as with the Green Initiative Committee to generate ideas for continuing to contain utility costs.

Pam Markt, Chair

Archives Committee

Our work is virtually complete. The digitization of past historic records is complete, and procedures for doing this for each year, is underway. We have yet to find a secure remote location for these memory sticks, due to the departure of Rachel Perry. Also, we have yet to set up a TV screen, etc., in the Sound Room for use with our memory sticks. Secondly, we need to recover, identify, and properly store certain archival material displaced when repairs to the roof and lighting fixtures in the Sound Room become necessary. Finally, physical inability on my part and the need to locate a satisfactory replacement has been slowed this summer.

~Jack Doxsey, Chair

Green Initiative

We are charged with "Caring for and respecting Earth as a gift from God" Therefore we will focus on three areas:

- At Plymouth: creating a sustainable building & grounds and a culture of sustainability.
- Among our members: educating ourselves to implement sustainability practices at home.
- For our community: serving as an example in our neighborhood, our town, the region, within the UCC, and among faith-based organizations.

After the nine month collaborative, peer based Entrepreneurs for Sustainability's (E4S) strategic implementation process, we graduated in December 2009. The goals we set for our group at Plymouth are long term and forward thinking.

- Zero Waste by 2019
- Cut utilities usage by 50% by 2013
- Participate in Cool Congregations (Earth stewardship program) and get 200 of our active member families to participate by 2012
- Start a Community Garden by 2011

In 2010, we mostly focused on garden planning and created a small 3 bed garden on the West side of the building, outside the chapel. We were successful in maintaining the perennial garden throughout the hot summer and also harvested herbs and grape tomatoes to share. Our group has expanded as a result of Plymouth members' interest in the garden project. We also completed an energy audit in February, by the Renaissance Group. Along with many other money and energy saving suggestions, our first projects will be to replace several toilets with water saving models and address wasted energy from lighting. Plymouth's building use policy now includes a clause to encourage outside users to follow our guidelines for greater sustainability. We continue to recycle much of our waste and compost our coffee grounds.

~Karen Nordstrom, Green Initiative Coordinator

Caring Department

The Caring Department works to coordinate and support various committees of Plymouth church. This past year we have tried hard to work together as a whole group providing support to those that are in need. Through Lois' leadership and assistance, the group has provided rides, flowers, meals and prayer shawls to those in need. All members helped sponsor the lovely 50 Year Member reception, as well as lending a hand with Memorial Receptions.

Stephen Ministry:

See following report.

ChristCare:

Groups are entering their ninth year at Plymouth Church. During this period, we have served over 100 members and friends of Plymouth Church. There are currently four active groups. See following report.

Meal/Ride Ministry:

This Ministry has been in transition. Meals have been easy to provide and they are not often needed. Transportation has been a bit more difficult. It is usually at the last minute that someone calls on Caring for help and our list of available drivers has dwindled. The department might want to consider making this Ministry a goal for the coming year.

Wednesday Night Food & Fellowship:

Shelli Smith continues to cook suppers which are held primarily during Epiphany and Lent when there is evening programming for children, and when there are special programs at Plymouth (PipeScreams, etc.). There are typically around 50 people attending; many are families, or members coming before an evening meeting. All are welcome to come enjoy this causal mid-week gathering.

Memorial Receptions:

Memorial Receptions are under the leadership of Lydene Rutter and Jeannie Chaney. They continue to provide lovely receptions after memorial services and are funded by the donations of thankful recipients. As the members of this group continue to age, it will be important to find some younger men and women to step into their shoes.

Flower Ministry:

Jaunita Faulx has just begun coordinating this ministry. She is looking for more individuals to deliver bouquets after church on Sunday's.

Women's Association:

Last year's monthly luncheons were a huge success so they are again planned for this year. They are now scheduled for the 3rd Wednesday of every month. 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 before the Women's Association Luncheons to knit and crochet. The group is currently working hard on hats and scarves for the children at Buckeye-Woodland School. 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 Sunday, November 15th, 2009 after the Annual Meeting. Over 100 members participated to honor this elite group.

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.

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

ChristCare Groups

ChristCare Groups are entering their ninth year at Plymouth Church, and for many members and friends of Plymouth, these groups have become an important part of what makes Plymouth Church so special. Over the past nine years, 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 four active groups. The Youth Christ Care group for senior high students ended this past year and we hope to start a new one in the future. There have also been groups based around Bible Study, Book Discussions, and Mothers of Young Children. There's always room to expand the opportunities available, so if you are interested in joining a current group, or have an interest in starting a new one, please let us know.

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, continued its focus on poverty and the homeless during 2010. Unfortunately, due to life changes with the majority of the members, this group will no longer continue after the end of this year. However, they hope to organize volunteers to continue the work at the Cleveland Foodbank and will continue to volunteer in many ways both inside and outside Plymouth.

The current ChristCare groups are:

Church & Society I	1st & 3rd Wednesdays, 7 - 8:30 p.m.	led by Laurie Rose
Frantic Fathers	Once a month	led by Simon Williams
Second Stage Women	1st & 3rd Sundays, 5 - 6:30 p.m. led by Mary Bright	
Plymouth Cinematics for members and nonmembers	Once a month	led by Pam Beck

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 Foodbank, 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 on how it's going, either 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.

Stephen Ministry

Since 1988 Plymouth's Stephen Ministry, part of a nationwide program of lay caring, has been available to persons who are going through difficult transitions in their lives and are open to the support of lay persons trained to listen carefully. Overall, Plymouth's Stephen Ministers have served 166 care receivers, and during the past year, have made well over 100 contacts to 5 care receivers.

Our annual retreat, led by Lois Annich, focused on the Jungian concept of the shadow which affects relationships with care receivers and others. We gained insight into ourselves that will help us minister to care receivers.

Linda Tuthill attended the annual day-long seminar sponsored by Hospice of the Western Reserve. This year's topic, "Can We Talk? Communication Across the Spectrum," addressed end-of-life issues.

We have eight lay people active in the Stephen Ministry program and are grateful for the support of Lois Annich as our staff liaison.

~ Norma Adams , Ellie Neuhauser, Kathy Smyth and 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 2010, 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 PDO.

The members of C & Y are: Adam Hange (Minister of Children and Youth); Joslyn Grostic (Chair); Virginia Williams (Vice-Chair); Taryn Rapp (Member-At-Large); Shelli Smith; Gloria Sturghill; and Jean Albrecht (PDO).

Sunday School and Pre-School Church

This year Sunday School has been conducted during the worship hour. Children from Kindergarten and up participate with the adults in the sanctuary until the Children's Message, and then proceed to their Sunday School classes. Pre-School Church runs during the entire worship period. We honored our teachers with a Teacher Appreciation Breakfast in May and presented each teacher with a tote bag emblazoned with the new "Plymouth Kids" logo.

January-May:

We used the "Living the Good News" curriculum. Classes were taught in teams of two, and teachers committed to teach during a six-week block of time. Classes were divided up as follows: Preschool, K-2, 3-5, 6-8.

June-August:

Our summer Children's Church program was built around the parables, with each session focused on a different story. Room 102 was converted into a Biblical village with stations where the children learned about the story through different activities. We started making the first Sunday of each month an intergenerational service where all children (except preschool) are in the Sanctuary for the entire worship service.

September-Present:

We are continuing with the "Living the Good News" curriculum, but have changed the way classes are taught. Teachers are now committing to teach for the entire year (September-May). The committee believes this will help better cement the teacher-student relationship, encourages mentorship, and builds trust and commitment in our community. Classes are divided as follows: Preschool, K-2, 3-4, 5-6, and 7-8. The Preschool and K-2 classes are taught in teams of two. The other classes have one teacher.

We are also continuing to have the first Sunday of each month intergenerational, so there is no Sunday School on those days. Pastor Adam has recently started a once-a-month discussion with the Senior High teens called "Caffeine and Christ." This discussion takes place during the worship hour.

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 a.m -12:00 p.m. on Sundays and is staffed for special events throughout the church year.

Additional Child Care

Beginning in the fall, the C&Y Department has coordinated to provide child care for adults who attend Monday Bible Study.

Mission Trips

In June, youth and adults from Plymouth went to Alamosa, Colorado with Habitat for Humanity to build environmentally friendly houses. The department sponsored a number of fundraisers for the trip which were generously supported by the congregation. These fundraisers included a pancake breakfast, a babysitting event, a silent auction, a car wash, a church cookout and a Poinsettia sale. Plans are underway for next year's trip to Nashville, Tennessee.

Confirmation

Confirmation was led by Pastor Adam Hange and Gloria Sturghill. Four ninth graders began the confirmation process; three were confirmed on Sunday, May 23rd. Confirmation candidates participated in two retreats. The opening retreat in January was held at Plymouth and the closing retreat was in Vermilion, Ohio.

Vacation Bible School

Under Pastor Adam's leadership, this year's VBS theme was Renew and focused on sustaining the planet. Fourteen children participated and we had six adult volunteers. Based on the success of this year's VBS, the plan is to think bigger next year and do more public outreach to bring in new families to participate. We are also considering the possibility of combining next year's VBS with another church, such as Heights Christian.

Pre-K through 4th Grade Activities

Activities include baking Resurrection Buns, Easter Egg Decorating, the Sugar Plum Workshop, AND (A New Day - led by Jim Riggs), Valentine Cookie Baking, and the Christmas Pageant.

Senior High Youth Group

Led by Pastor Adam Hange, with assistance from Shelli Smith, Gloria Sturghill, and Robb Forward, the Senior High Youth Group consisted of 6-15 students. Learning events included the Underground Railroad and the Maltz Museum. Service events included Serving Shaker, Doan Brook Clean-Up, and the Cleveland Foodbank. We also had a number of just-for-the-fun-of-it events, such as Whirlyball, Bowling, Lock-Ins, Swings and Things, Snowtubing, Game Nights, Halloween and Christmas Parties.

Junior High Youth Group (6th-8th Grade)

Led by Pastor Adam Hange with assistance from Erica Barnhill, the Junior High Youth Group participated in a few events with the Senior High Youth Group as well as putting together several just-Junior-High events.

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 following purposes: the annual Senior Recognition Book Awards; a number of scholarships to attend UCC camps or mission trips; renovations to the Krumbine Room; the new Plymouth Kids and Plymouth Youth logos; inflatables for our VBS and Youth programs; and a new digital camera.

OWL

This fall, Plymouth has started teaching the Our Whole Lives curriculum for grades K-2. This program teaches children about human sexuality through age-appropriate curriculum. We plan to add a 5-6 grade class in the spring.

Parenting Classes

This fall, thanks to a generous donation from an anonymous donor, we have offered a series of classes entitled, "Empowered Parenting." These classes are taught by parenting coach Amy Speidel from Senders & Associates and take place during the Adult Education hour. The classes have been well received. In

addition to the Empowered Parenting series, Ms. Speidel also taught a grandparenting class and a class for parents of teenagers. We have also had our own Sharon Midura teach a class on advocating for your child.

Service Projects

The C&Y Department has coordinated a number of family-oriented service projects including the Doan Brook Clean Up, Kick It for Cancer, and the Shaker Fall Clean-Up.

Parent's Day Out - renamed PDO

See Jean Albrecht's report.

~Joslyn Grostic, Chair

Department of Evangelism and Growth

This Department's primary mission is: *to introduce Plymouth Church to the wider community, to welcome all visitors, and to help assimilate joining members into their new church family.*

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

Welcome Ministry:

We have been blessed by Roberta Gilles who chaired the Welcome Ministry for 13 years. With her warm smile and welcoming demeanor, she was the first Plymouth friend for many visitors who have since joined our church. With her retirement from the ministry this year, we have experimented with different ways to welcome and inform visitors about the church. Presently, we use Welcome Bags given to visitors by the ministers as they greet attendees after service. The Bags contain information about Plymouth, plus the DVD.

Re-Member Dinner Ministry:

This year we launched a new initiative to encourage deeper friendships within the Plymouth family. Spearheaded by vice-chair Bebe Chiarito, Re-Member Dinners are small gatherings for 6-8 people in a member's home. To date, there have been 8 dinners involving approximately 60 members. We consider the program to be a great success in promoting connections within the congregation!

Publicity and Marketing Ministry:

This ministry creates marketing tools, designs advertising and writes press releases, all with the purpose of increasing public awareness of Plymouth Church within the greater community.

1. *Plymouth Church DVD Committee:* The year began with the introduction of the Plymouth DVD to the congregation with a festive "premiere party" in Fellowship Hall. Eleven months in the making, the DVD will be an important centerpiece of our outreach efforts for years. Its theme is based on the four elements of the church logo, with each segment showcasing Plymouth and its congregation in worship, service, and friendship. This DVD is distributed to members and visitors. It is also linked to the home page of Plymouth's website. 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), Michael Parry (vocal talent), Sue Galicz (graphic design), Jim Riggs (music), and Steve Hill (music rights).

2. *Advertising and Public Relations Committee:* Sue Galicz created ads placed in The Sun Press and The Plain Dealer for Christmas and Easter. We also placed an ad in the Cain Park playbill for all productions. In addition, we submit weekly press releases announcing activities, programs, and special events. We have had success coordinating with newspaper editors on more extensive feature coverage.

New Neighbor Ministry:

This initiative continues to reach out to new homeowners in the area. We updated and reprinted "Our Neighborhood Worshiping Community: A Guide to Houses of Worship in the Shaker Heights Area," a brochure we created several years ago. 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. The City of Shaker Heights has agreed to include this brochure in their "Welcome New Neighbor" packet. We thank Barb Shockey for serving as a liaison to Shaker Heights for this project. We also appreciate the faithful work of Pat Pogue who personally distributes the brochures to new area homeowners.

Prospective Member Gatherings and "New Member Sunday" Ministry:

Frequent visitors are invited to Prospective Members' Gatherings held three times this year. The Gatherings serve as an introduction to Plymouth Church and an orientation for membership. New members are welcomed into the church with a reception in their honor following service. This year, we welcomed 16 new members into our church family.

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.

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.

It has been an honor to serve Plymouth Church this year.

~ Sharon Mendelsohn, Chair
Bebe Chiarito, Vice Chair
Sheryl Harris, Member-at-Large

Partnership & Service Department

In 2010 Beth Karr has served as chair, Chris Karr as vice chair, Rebecca Sarkos as Member-At-Large, and Rachel Perry, followed by Shawntea Monroe, as staff liaison. Our liaisons with partner organizations for this year are: Jeannie Clarkson, Barb McCue, Merce Robinson and Gloria Sturghill from Plymouth IHN; Heidi Makela for Buckeye-Woodland School; Tim Mendelsohn for Merrick House, Cindy Chapman for Cleveland Botanical Garden Green Corps; Mary Bright for New Life Community; Catherine Hankins for Shaker Hunger Center; Rachel Perry for Senior Outreach Services; and Leslie Landreth, SERRV. We are grateful for their work and thoughtful input provided by those listed above and those we don't have room to name individually. Without our volunteers, we would be unable to fulfill our missions in the community.

Partnership and Service hosted Plymouth's second annual Service Pledge Drive and Service Fair. The Service Fair was held on May 2nd in Fellowship Hall during coffee hour, and representatives from our partner agencies came to educate our congregation about their agency and ways that we could get involved in their causes.

With this year's Service Pledge Drive we asked for the congregation to pledge in any of the following ways:

- To do at least one additional hour over the next year in service of others
- To do some service that you have never done before over the next year
- To do service you have done before, but with a new group of people this year
- Some other creative pledge that we may not have thought of

440 hours were pledged and six people elected to try some new kind of service this year. Plus Jan Larsen pledged her hours in the Peace Corps over the next year which will be 24/7, amounting to 8760 hours over the course of a year! We look forward to hearing how these service activities changed both the lives of the donors and the recipients.

We continued our ongoing task as a department this year of educating ourselves and the congregation about the partner organizations we fund. Besides connecting the congregation to the partner agencies through the Service Fair, we have put articles in the Perspective and put materials on the Partnership and Service Department bulletin board about our partner agencies. We also spread the word about the work of InterAct Cleveland by inviting the Executive Director, Sr. Donna Wilhelm to speak to Church Council.

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.

Plymouth supported 17 groups and causes through the Department's 2010 budget of \$82,450.00. This year we asked organizations to submit a request for funds, including what plans they had for the funds and what population they served. Building on the work of past chair, Cindy Chapman, and the previous Partnership and Service Department, we came up with giving guidelines. They are as follows:

The leadership of Partnership & Service, after prayerful consideration, will apply the following philosophy and guidelines when allocating the funds given to the Department by Plymouth to do God's will:

1. *We will support the UCC by participating in the five annual UCC special offerings.*
2. *We will address needs across the country and world by allocating a significant amount of our annual giving to the UCC Our Church's Wider Mission.*
3. *We will support the good works of our partners in the local community. We will target missions and needs that have the following characteristics:*
 - *Plymouth has an active partnership with the agency, as evidenced by a Plymouth representative who acts as a formal or informal liaison.*
 - *The agency, if applicable, has been vetted by the Deaconess Foundation or other reliable source. Ideally, a member of P&S has visited the organization.*
 - *The use of the funds is in one, and ideally more than one, of the following areas of focus:*
 1. *Poverty*
 2. *Homelessness*
 3. *Hunger*
 4. *Green initiatives*
 5. *Inclusion, reconciliation and justice*
4. *We will also respectfully and prayerfully consider support for worthy causes outside these areas of focus that Plymouth's members, departments or staff members bring to our attention.*

Using these guidelines, we prayerfully made decisions about where to use Plymouth's Partnership and Service Department funds. We had many worthy causes to support again this year. With God's help, Plymouth is doing good work in the world and local community through your pledge dollars.

~ Beth Karr, Chair

See next page for Partnership and Service's 2010 Budgeted Giving and Special Collections Chart

2010 Budgeted Giving and Special Collections Chart

ORGANIZATION	AMOUNT	% OF TOTAL
P & S Annual Contributions from Operating Budget 2010		
Our Church's Wider Mission (UCC)	\$45,000	39.47%
Interfaith Hospitality Network of Greater Cleveland	\$6,000	5.26%
Interfaith Hospitality Network (Plymouth)	\$2,000	1.75%
InterAct Cleveland	\$2,000	1.75%
Buckeye-Woodland School	\$3,000	2.63%
Merrick House	\$1,000	0.88%
Aids Taskforce of Greater Cleveland	\$2,500	2.19%
Chicago Theological Seminary	\$1,000	0.88%
Membership Dues	\$90	0.08%
Cleveland Foodbank	\$2,000	1.75%
P&S Administrative/Contingency Funds	\$200	0.18%
New Life Community	\$2,500	2.19%
UCC Coalition for LGBT Concerns	\$1,000	0.88%
Senior Outreach Services	\$2,500	2.19%
Cleveland Botanical Garden Green Corps	\$4,000	3.51%
Care Alliance	\$4,000	3.51%
Entrepreneurs for Sustainability	\$2,500	2.19%
Plymouth Church - for student worker	\$500	0.44%
Special Offerings Collected Nov 09- Oct 10		
One Great Hour of Sharing	\$2,875	2.52%
Neighbors in Need	\$2,185	1.92%
Peg Gray Book Fund	\$4,185	3.67%
Hunger- InterAct Cleveland	\$1,004	0.88%
Hunger - Shaker Hunger Center	\$502	0.44%
UCC Haiti Fund	\$10,569	9.27%
Thanksgiving Hunger-2009 - Shaker Hunger Center	\$387	0.34%
Thanksgiving Hunger-2009- InterAct Cleveland	\$387	0.34%
Thanksgiving Hunger-2009 - UCC Hunger Action Fund	\$193	0.17%
Christmas - Veterans of the Cross & Zelma George-2009	\$3,139	2.75%
Christmas Eve - Cleveland Food Bank-2009	\$3,360	2.95%
Strengthen the Church	\$1,942	1.70%
S.E.R.R.V.	\$1,484	1.30%
GRAND TOTAL	\$114,002	100.00%

Buckeye-Woodland School

Buckeye-Elementary School has been Plymouth's partner school for many years. This year, Plymouth supported the school by providing volunteers to tutor reading, judge the Science Fair and help with the June carnival. They made gifts of handmade hats and scarves, donated backpacks filled with school supplies, and donated money for the Book Fair, attendance at theatrical and instrumental performances, and student activities at the principal's discretion.

Volunteering under the auspices of the Public Education Initiative of the Jewish Federation of Cleveland, Bert Antoine, Heidi Makela, Sally Menges, Pat Pogue and Doris Vargo served as tutors, reading with the students on a weekly basis throughout the year.

For Buckeye-Woodland's May Science Fair, Plymouth supplied all the judges: Sally Menges, Jan Larsen, Adam Hange, Doris Vargo, Barb Linear-Jofferion, and Pax Van Sweringen.

A Motivational Carnival on the school playground in June 2010 celebrated the school years' end. Janet Neary and Doris Vargo assisted at this event.

The Knitting Ministry contributed 42 hat and scarf sets, plus an additional 21 hats and 15 scarves for students in grades K - 3 in October 2009.

One-hundred twenty backpacks with school supplies were donated in September 2010 and given to those students who had no supplies to call their own. Because of school closings and reorganization, Buckeye-Woodland's enrollment almost doubled in September 2010, from 220 to 380. Plymouth responded to the increased need by supplying twice as many backpacks in 2010 as in 2009.

The Peg Gray Book Fund collected \$4185 to purchase books for a Book Fair on May 19. Students in Grades K- 8 were each able to select 4 or 5 books for their home libraries. Labels within each book acknowledged Plymouth's gift.

ArtsPlymouth generously contributed \$1,592.50 in August 2009 to provide opportunities for students to attend theatrical and instrumental performances during the 2009-2010 school year. For the 2010-2011 school year, ArtsPlymouth contributed \$1,285 to bring to the school two music programs through Young Audiences of Northeast Ohio.

In August 2010 the Partnership and Service Department gave \$3,000 to be used at the principal's discretion for students and activities at Buckeye-Woodland. The principal submitted a statement accounting for the 2009 contribution of \$3,800 in July 2010.

Thank-you letters, notes of appreciation, and photographs are on file.

~ Heidi Makela

Hunger

The Shaker Heights Hunger Center, located in Shaker Heights Community Church, continues to help meet the needs of households experiencing financial difficulties in Shaker Heights and surrounding cities. This year saw a nearly 20% increase in the number of people seeking food assistance. Plymouth collected both food and monetary donations in 2009, helping to meet this need.

Our volunteer ranks have shrunk, but thanks to increased participation from Community Church congregants, each shift has been well staffed. Many thanks to MaryAnn Davis, Diana Geddes, Beth Karr, Charlene Nevans, Shelli Smith and Jane Underwood for their faithful service this year. Along with our roster of substitutes, they continue to serve our brothers and sisters in need.

~ Catherine Hankins

IHN

Plymouth Interfaith Hospitality Network (IHN) had a successful year in providing shelter for homeless families. By the end of the year, 2010, we will have hosted the IHN guests three times: January, July and November. In January we took care of 1 family, in July we cared for four families. Currently, we are preparing to host in November. Since the last annual report we have cared for nine families including nine mothers, one father and 21 children.

For each host week approximately 70 volunteers came forward to share the work. This includes the direct caregivers that stay with the families during the week, and the supporting roles of dinner preparers, set up and take down, van driving, laundry, and food shopping.

Cleveland IHN has merged the East and West side day-centers into one center for the whole city, located at Pilgrim Church. Generally, there are still two host churches each week but in July we hosted families from both sides of the Network

Gloria Sturghill, Merce Robinson, Barb McCue and Jeannie Clarkson have shared the coordination duties this past year. Jeannie has resigned as a co-coordinator for the upcoming year. We appreciate her valued service to the IHN program. We will be recruiting someone from the congregation to take her place.

This past December Baby Jesus in the Plymouth Christmas Pageant was played by a newborn baby from one of the IHN families staying at Plymouth. What a powerful message - our Lord Jesus was born into a family, homeless and looking for shelter, and we continue to perform the IHN ministry in Jesus' name to others in need.

~ Merce Robinson

SERRV

Plymouth's SERRV committee, which includes Jim and Jeannie Chaney, Leslie Landreth, Barbara McCue, Helen Mercer, Ginny Nix, Kathy Smyth, and Jane Underwood, meets in the fall of each year to select and order fairly-traded handicrafts and foods from around the world through SERRV International. These products are then offered for sale in fellowship hall after church services the three Sundays before 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 of \$1851 from the 2009 sale will be used to purchase merchandise for the 2010 sale and to support the giving missions of Plymouth as identified by the Partnership and Service Department.

~ Leslie Landreth

Stewardship Department

The Stewardship Department helped to:

1. Launch an emphasis on planned giving expected to grow and become a permanent part of stewardship at Plymouth.
2. Establish a fall campaign team to encourage pledges and giving in support of the operating budget of the church.

The campaign included five phases:

1. Monthly piece in Plymouth *Perspective*;
2. Approaching lead givers and Council members so that the campaign could start with church leaders "walking the talk" of giving sought from the congregation, themselves pledging first; this year turned out to be almost two-thirds of the financial support the church needs;
3. Mailings to the congregation inviting their support, along with personal contacts as advisable with members of the congregation;
4. A kick-off picnic at the beginning of the campaign;
5. Six Sunday "witnesses" at worship to testify to the value and importance of supporting Plymouth.

~ Bill Green, Chair

Planned Giving - Legacy Society 2010

In 2010, the Plymouth Church Legacy Society was formed to honor and thank individuals who have shown their love for Plymouth by naming Plymouth as a beneficiary in their wills or trusts. A survey was sent to all Plymouth members to determine which members have already named Plymouth in their estate plans. The members identified so far are:

A. Christine Bretz
Anne and William Cook
Charles W. Davis and Mary Ann Davis
Robert and Janet Neary
Ginny and Bob Perkins
Rick Stege

In 2011, we hope to increase the membership in the Legacy Society by expanding the ways Plymouth members can make Planned Gifts. Plymouth members can:

- Name Plymouth in your will or living trust. When you write a new will or living trust with your attorney or amend an existing document, consider naming Plymouth as a beneficiary.
- Donate assets in return for life income. Charitable remainder trusts and charitable gift annuities provide you with secure lifetime income with annual payouts of 5% or more, with the remaining value coming to Plymouth upon termination.
- Make Plymouth a partial beneficiary of your retirement account IRA, 401(k), 403(b), etc. This is a quick and easy way to provide for Plymouth without the need for an attorney.
- Make Plymouth a partial beneficiary of your life insurance policy or donor-advised fund. This is another quick and easy way to provide for Plymouth without the need for an attorney.

All these planned gifts are added to the Plymouth Foundation Fund. Gifts can be unrestricted or, if you prefer, can be restricted to support a particular activity such as music, education or outreach.

If you decide to provide Planned Giving support for Plymouth or if you have questions or want assistance, please contact Anne Cook, Bob Perkins, Bill Green or Rev. Shawnthea Monroe.

~ Bob Perkins

Witnessing Department

The mission of the Witnessing Department in 2010 continued to be: *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 at other times; the Coffeehouse room, Fossil Fuel, and the library. We also support Rev. Dr. Monroe's weekly Bible Study, Rev. Annich's yoga class, Chris Grostic's Contemplative Christianity Group and Flourishing Families, facilitated by Cindy Hill and Sharon Midura.

Adult education programming this year was guided by a committee of approximately 12 people. Topics covered to date this year were: spiritual growth; music; Biblical studies by Dr. Cindy Chapman; societal issues; prospects for Peace in the Middle East; book discussion led by Dr. Joy Bostic, walking the labyrinth by Charlene Nevans, travelogues and the creative gifts of other Plymouth members. To complete this year's programming, on three successive Sundays in October, Plymouth's three ministers shared their journey to the ministry. In November one Sunday will be devoted to gay marriage and the courts led by Eric Nilson. Dr. Edith Russell, UCC Minister for Economic Justice, will present on immigration issues the following two Sundays. Advent programming will be led by Plymouth members, Chris Grostic, Norma Nelson and Rev. Lois Annich, sharing what Advent means to them.

Rev. Lois Annich led two retreats, one in the spring and another in the fall. She led a multi-week course on preparing for an elderly parent's death. Rev. Annich was assisted by Robb Forward and Dr. Tim Tuthill. She continued teaching weekly yoga classes. Weekly Bible study was led by Rev. Dr. Shawnthea Monroe. Bible study started offering child care in October with the help of Pastor Adam Hange. Fossil Fuel meets twice a month at the church; Plymouth in the City met once a month at the City Club through last May. The Plymouth Coffeehouse welcomes those who desire quiet or the fellowship of conversation on Sunday mornings. We are still praying on ways to make the Plymouth library a stronger resource for congregants.

The Witnessing department wishes to include in this report, a grateful thank you to our previous chair, Pam Beck. Pam performed an outstanding job of leadership in creating a new and dynamic Witnessing department.

~ Sharon Midura, Chair

Fossil Fuel

This weekly men's gathering, which is open to all, featured presentations and lively discussion on a variety of topics, cultural and political. The guiding spirit of this group is one of inclusion that inspires the

expression of contrasting, sometimes conflicting, views. Topics covered included civil society, as a mediating influence between citizen and government; "the world's first novel;" Islam and religious/political conflict; and the astonishing astronomical knowledge of the Dogon people of Mali.

The premise of Fossil Fuel is: *the church is a perfect place to engage issues that advance understanding of ourselves and our own views in response to realities of importance and difference in the world.*

~ Bill Green, Convener

Department of Worship

Much of the focus of the Worship Department has been on all aspects of the worship experience at Plymouth Church, from the greeting you receive when you enter the church on Sunday morning to the Coffee Hour you enjoy after service. The Department supports the ministerial staff to create vital worship which develops the church's openness to God's spirit and provides valuable lay input to worship and coordination of the many elements of Sunday morning and other worship.

This year, the tradition of greeters that welcome you as you come to worship on Sunday was revived through the work of Kendalle Cobb, who also took on the responsibility for nametags. She emphasized the wearing of nametags on several Sundays, and increased awareness in the value of nametags to help members get to know each other better.

The Coffee Hour continued to be a valuable fellowship opportunity for the congregation after each service, and through the efforts of Beth Sanborn, refreshments were served every Sunday. As in the past, it has been a challenge to find volunteers to assist in Coffee Hour, but that did not deter her from providing drinks and snacks after each week. Coffee Hour has been more than just food and drink; it has become an important fellowship time for the members, especially new members, and Beth has worked hard to make sure that it is welcoming and well-stocked each week.

The service of Communion has been ably handled again this year by Tim Mendelssohn and his Christ Care group, although this is the last year that they will be able to do so. Erica Barnhill has agreed to pick up this responsibility from Tim and carry forward this important part of the worship experience.

The recording of Sunday services resumed this fall after a hiatus during the summer due to the ceiling failure in the Sound Room. While it was unfortunate to lose the recording for a large number of worship services, especially those during the summer, the new equipment is appreciated, as we look forward to regular recordings again.

Next year, we look forward to the ordination of Adam Hange and the use of our new baptismal font which should be dedicated in November of this year.

~ Steve Hill

ArtsPlymouth

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

Now in its fifteenth season, ArtsPlymouth is partnering with the Music Ministry of the church for a wide variety of offerings. ArtsPlymouth is pleased to again name *Les Délices*, under the direction of Debra Nagy, as Artists in Residence for the 2010-11 season. Comprised of some of the nation's top early music specialists, this group performs works from the French Baroque. A collaboration between ArtsPlymouth and Verlezza Dance is taking place this season and a baptismal font has been commissioned by ArtsPlymouth for use in both the sanctuary and the chapel. Koehn Sculptors and Designers have been hired for this project. ArtsPlymouth and the Music Ministry of Plymouth Church continue on Facebook. Folks can join this group to stay informed of upcoming events and to post comments.

Programming this year remains diverse with two concerts by The Cleveland Chamber Music Society, CIM organ students play for Olivier Latry, Titular Organist of the Cathedral of Notre-Dame in Paris and professor at the Paris Conservatory, and a 12-week course on "The Artist's Way" led by Rev. Lois Annich and James Riggs.

ArtsPlymouth is proud of the partnership it has had with our partnered school, Buckeye-Woodland during the past ten 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 \$1,500.

Plymouth Church continues to hum with music as students arrive for musical lessons from the Preparatory Department of the Cleveland Institute of Music and Music Together classes are held weekly in the choir room.

The 2010-2011 ArtsPlymouth Team consists of Karl Kaups, Noel Nilson, Karen Reich, James Riggs, Jane Underwood and Jan Wilkens.