



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

Annual Report 2011

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Annual Meeting of the Congregation Minutes: Sunday, November 14, 2010

1. Determination of presence of a quorum
 - a. Quorum of congregants determined by Robb Forward and Shawnthea Monroe
2. Call to Order & Invocation
 - a. Robb Forward called the meeting to order at 11:30 a.m.
 - b. Shawnthea led the meeting with prayer.
3. Call for motion to dispense with reading the 2009 Annual Meeting Minutes which appear in the 2009 Annual Report.
 - a. Motion to waive the reading of the minutes by Norma Adams and seconded by Andrew Cleminshaw. The motion was approved unanimously.
4. Call for a motion to approve the 2009 Annual Meeting Minutes
 - a. Motion to approve the minutes by Christine Bretz and seconded by Bob Green. The motion was approved unanimously.
5. Senior Minister's Report
 - a. Shawnthea's message centered around the need for Plymouth Church of Shaker Heights, as a community of faith, to take a closer look at who we are – where we are - and where we're headed. Shawnthea urged the congregation to come - connect - commit and turn vision into action.
 - i. To do the things which bring us closer together. Attend church, so we maintain a robust institution.
 - ii. Connect with one another on a consistent basis.
 - iii. Join in the ministry of the church and do good works.
 - iv. Commit to doing things at this church in the name of Jesus.
 - v. Find the joy and the desire to serve.
6. Recognition of Robb Forward
 - a. Shawnthea recognized Robb Forward for his commitment to the church having served the past two years as Council President. Shawnthea described Robb as "a man of faith – a rock" in leading the church through challenging times. Robb received a standing ovation from the congregation for his years of service.
7. Treasurer's Report
 - a. Christine Bretz gave the financial report. She reported that the church is within budget for 2010 and working towards a surplus. Christine thanked the congregation for their financial support during the year and reminded those who had not made a pledge that there is still time to make a formal pledge. She also stressed that the financial health of the church depends on the support of the membership. Christine went on to say that financial support, as well as

contributions of time and talent are also critical in maintaining a vibrant community of faith.

8. Foundation Fund Report

- a. Jim Bright gave the Foundation Fund Report. He reported that the Fund had shifted away from higher yield investments to more protected investments within the last year given the economic climate. The adjustments were made by the Foundation to protect and grow the assets of the Fund. The group will continue to manage the assets in a conservative manner.

9. President's Report

- a. Robb Forward thanked the wonderful staff of Plymouth Church. He recognized the staff as a tremendously talented and caring group of professionals. Robb urged the congregation to not only attend church on Sunday, but to make time for one another during the week. He also encouraged the membership to also give of their time as well as monetary gifts to the church. Robb closed by saying how proud he was to have served as President of Plymouth Church during the past two years.

10. Report of the Nominating Committee & Election of Officers

- a. Hans Hunzinger, Nominating Committee Member provided the report from the Nominating Committee. He thanked the committee for their commitment to the nominating process. Hans announced the nominees for the 2011 Church Council and incoming Council President Mary Bright and asked them to come forward.
 - i. Hans made a motion to approve the nominees. The motion was seconded by Sabra Qua and approved unanimously.

11. New Business

- a. Robb and Shawnthea recognized longtime Plymouth members starting at 50 years of membership.

12. Adjournment

- a. Motion to adjourn was made by Paul Qua and seconded by Bob Green. The motion was carried unanimously.

13. Benediction

President's Report

In 2011, Plymouth began putting into action the dreams and goals set forth in our 2010 strategic plan. Over the course of two widely attended retreats and much work by a core team, we identified three key characteristics of the church we want to become:

Come— – A larger church with members who commit their time and money

Connect – – A church in which members have authentic relationships with each other so as to foster our collective spiritual growth

Commit – – A church whose members live out their faith in service to the community.

Planning for becoming the church we envision led us to take a deeper, long term look at our resources. This year's initiatives included updating the membership roles to identify active members, considering our volunteers and how we use them, understanding our pledge base, looking at new uses for space inside our building and beginning to identify both historical building costs and future improvements needed to support increased membership.

These are the four initiatives to be undertaken in the next few years to move us toward the church we envision:

1. Learn about and intentionally connect members through social events;
2. Adopt modern technology in our communications efforts;
3. Conduct short term and long-term capital needs planning, especially with respect to areas such as restrooms and the elevator that in their current condition hamper our growth; and
4. Realign the responsibilities of our staff and governance structure to reflect our future direction.

~ Mary Bright, President, Church Council

Finance Committee

The Finance Committee is composed of the President (Mary Bright), Treasurer (Chris Karr), Vice President (Paul Qua), the chairs of the Buildings and Grounds Committee (Pam Markt), the Personnel Committee and the Foundation Fund (Jim Bright) and with special assistance from 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 2011. 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. The Finance Committee also reviewed the budget of the church and will make recommendations to the Church Council regarding the 2012 budget.

~ Paul B. Qua, Chair, Finance Committee

Report of the Treasurer

As with last year, Plymouth Church's finances continue to be negatively impacted by the economic headwinds we have faced. However, thanks to the generosity of members, tight cost controls by the staff and department heads, and support of the Plymouth Foundation, we were able to achieve a modest surplus for year-end 2010 and through nine months of 2011.

We continue to work to assure that Plymouth's financial resources are being managed in a responsible manner. Connie Spielman, our Director of Finance, does a great job keeping our financial house in order. The Finance Committee is actively involved in monitoring the church's financial position and making recommendations to Council regarding budget and other strategic financial decisions. This year, as is done every year, Connie, Shawnthea and the Finance Committee worked with our accountants, SS&G, to perform detailed procedures to assure the integrity of our financial statements and strong internal controls on our business processes. Finally, the Foundation directors, led by Jim Bright, continue to steer the Fund through extremely volatile market conditions thanks to their strong experience and expertise in investment management.

A balance of \$122,422 remains on the PNC bank line of credit. This debt was incurred to support the capital campaign. It has been decided to delay repaying the debt for the near term. This is because the interest rate on the debt is very low. The current returns earned on the Foundation investments, that would be used to repay the debt, have been in excess of the interest carry on the loan. In addition, it is preferable to minimize the liquidation of Foundation assets during the current period of heightened market volatility.

General Funds

The General Fund is the operating fund of the church. This is the fund that receives annual pledges and offerings and from which expenses, such as compensation and benefits, building operations and all department charges, are drawn.

Special Funds

Special Funds are those funds which the donor has restricted for a specific purpose. These funds are managed by the Department Chairs to assure prudent monitoring and expenditures consistent with the donor's intent. These funds are reported and monitored separately in our financial statements. The Foundation balances that represent restricted funds are also tracked in the Foundation reporting.

Foundation Fund

The Plymouth Foundation is the endowment of the Church. It provides important support to the General Fund and for special activities and programs authorized by Church Council. The Foundation is overseen by the directors recommended for appointment by Church Council. It strives to maintain a well-diversified portfolio that balances maximizing income and capital gains with maintaining a moderate risk profile. We continue to welcome your support of the Foundation by considering it your estate planning process.

The Foundation's contribution to Plymouth's operating budget is based on an average of the prior three year's ending value of the Fund. Based on the fund value as of the end of September 2011, the Fund's contribution to the 2012 operating budget is expected to be marginally (about \$12,000) higher than in 2011.

I will continue to provide summary information regarding Plymouth's financial condition, including revenues and expenses, Operating, Special and Foundation fund balances, as well as details regarding Foundation investments, in the Perspective each quarter. Please do not hesitate to reach out to me if you have any questions regarding any of this information or Plymouth's finances in general.

The future presents financial challenges for Plymouth. Our current level of pledge support is not sufficient to support any material additional needs of our building and grounds, human resource needs or department activities. We continue to rely on distributions from the Foundation for almost 20% of our annual operating budget. This limits our ability to build the Foundation for use for future capital expenditures or other important missions for Plymouth that God has yet to reveal to us. Plymouth's long term financial health depends on growth in our membership and a materially higher level of financial support from our congregation. With

the help of the Holy Spirit, we can accomplish this through the successful implementation of our strategic plan.

Finally, I would like to thank Christine Bretz for helping me transition to into the Treasurer role. I look forward, with the consent of the congregation, to continuing in this role in 2012.

~ Christopher Karr, Treasurer

Report of the Church Office

November 1, 2010 through October 31, 2011

Summary of Changes in Membership:

Total membership as of November 1, 2010	669
New members received during this period	23
Deceased members	7
Members who transferred to other churches	3
Members who resigned their membership	6
Members culled (officially removed) during this period	0
Total membership as of October 31, 2011	676

Additions to Membership

23 Members were received as follows:

6 by Confirmation:

Nicholas Gilbert	Sara Martin
Spencer Gilbert	Andrew Megerian
Morgan Kiener	Grace Williams

7 by Letter of Transfer:

Judy Haines-Hricik	Nicolas Peters
Kandy Haines-Hricik	Ron Werneke
Klara Hricik	Vicki Werneke
Meghan Peters	

1 by Re-Affirmation of Faith:

Ramona Wiles

9 by Confession of Faith:

Massimo Capretta	Terry Foster
Nicole Capretta	Craig Martin
Vanessa Coterel	Eric Wellman
Michael Deemer	Rachel Wellman
Mary Foster	

Losses to Membership

3 members were removed by Letter of Transfer:

Jane Duncan Eric Goodman Jeff Vidt

6 members resigned their membership:

Jeremy Bound	Stephen Rose
Sarah Mulligan	Alexander White
Jeanne Rose	Lauren White

5 due to death for whom a Funeral or Memorial Service was conducted at Plymouth Church or by Plymouth Church staff:

Warner Adams	Karen McClosky
Jack Doxsey	Richard Renkert
Ruth Kennedy	

2 due to death:

Jane Peeling
John Schier

Other Funerals or Memorial Services

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

Christopher Brown	Doris Jeanne Persing
Todd Gauchat	Martha Rand
Fred Heinlen	Jim Wilsman
Marcia M. Long	

Baptisms

6 Received the Sacrament of Baptism:

Iris Louise Chrobak	Anna Elizabeth Kimmel
Nicholas Adam Gilbert	Madelyn Adelle Rathsack
Spencer Scott Gilbert	Cooper Steinwart

Weddings

Alice Christine Bretz & Paul Qua

July 23, 2011

Fifty Year Members

<i>Name</i>	<i>Date Joined</i>	<i>Name</i>	<i>Date Joined</i>
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 Glenn Crow	10/1/1939	Mrs LaVerne Swain	3/29/1953
Dr Robert Spurney	10/6/1940	Mr Frank Carpenter	1/3/1954
Mr Robert K. Bissell	3/29/1942	Mrs Priscilla Cross	1/3/1954
Mrs Joanne Ross	3/29/1942	Mrs Margaret Mahannah	1/3/1954
Mrs Gerald Cannon	4/18/1943	Mrs Barbara Kacir	4/15/1954
Mrs Olga McMahan	4/18/1943	Mrs Anne Cook	10/3/1954
Mr John Horner, Jr	12/19/1943	Mr J Paxton Van Sweringen	10/3/1954
Mr Richard Gray	4/2/1944	Mrs Georgia Garner	10/3/1954
Mr Charles Davis	3/25/1945	Mrs Ruth Nowicky	1/2/1955
Mrs Roland Hill	3/25/1945	Mr Robert Ginn	3/6/1955
Mr Thomas Murphy	12/23/1945	Mrs Barbara Ginn	3/6/1955
Mrs Marguerite Brown Campbell	4/14/1946	Dr Francis J. Owens, Sr	3/6/1955
Dr Marcia Christian	4/14/1946	Mrs Vilma Buell	3/4/1956
Mr Richard McCrea	4/14/1946	Mrs Hetty Griffiths	3/4/1956
Mrs Lydene Rutter	5/26/1946	Mrs Mary Alice Horner	3/4/1956
Dr Carl Gray	3/21/1948	Mr James Chaney	5/6/1956
Mr Norman Mandell	3/21/1948	Mrs Gloria Donato	5/6/1956
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
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	Mrs Christina Webster	3/30/1961
Mrs Betty Newman	10/5/1952	Mrs Lois Brucken	5/7/1961
Mr Albert Swain	3/29/1953	Mr Robert Brucken	5/7/1961

Senior Minister, Rev. Dr. Shawntea Monroe

Face to Face

There are a number of ways to serve communion, but my favorite is by intinction. There is something exciting about seeing the whole congregation come forward as one moving body. Then, one by one, each person receives the elements with the same words, "This is the bread of heaven and the cup of salvation, a blessing for you." It is both corporate and intimate, something we do as a whole, and yet something that happens to each person individually.

I also like communion by intinction because it is done face to face. If I can, I try to call people by name. "Mary, this is the bread of heaven and the cup of salvation, a blessing for you." Now that I've been at Plymouth for four years, I've learned many of your names. As I age, I find it takes more time and energy to remember names but I think it's important – especially in church. Is there anything more welcoming than being known by name? Like theme song from "Cheers" says: Sometimes you want to go where everybody knows your name.

"Paul, this is the bread of heaven and the cup of salvation, a blessing for you."

In the letter to the Ephesians, the Apostle Paul describes the church this way: "So then you are no longer strangers and wanderers, but you are equally citizens with the saints and also members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the cornerstone" (Eph. 2:19-20) It is the phrase "no longer strangers or wanderers" that quickens my pulse. No matter where you came from, no matter who you are, you are welcome here. This is your church.

"Janet, this is the bread of heaven and the cup of salvation, a blessing for you."

Yes, this is your church – because YOU are the church. It's not the building – that's just where we meet. It's not the staff – we're just the people you've called to help facilitate the ministry. Plymouth Church is YOU. It's like communion – it's something we do together – but it requires each person to participate – face to face.

"Mike, this is the bread of heaven and the cup of salvation, a blessing for you."

So as you read this annual report, I invite you to ask yourself, "How are we doing?" As your senior minister, I think we're doing great. But can we do even better? Absolutely! God has more in store for us - more ways for us to grow in faith, in fellowship, and in service.

Which is why Christ calls us by name and meets us at the table face to face. It's not so we can rest on our laurels or slip into comfortable complacency. It's not so we can enjoy the work we've done. Jesus feeds us on the bread of heaven and the cup of salvation so we are prepared and inspired to do the next great thing: to love, to pray, and to serve. This is our work; this is our call - because WE are the church.

May God bless and prosper this faithful congregation!

Minister of Pastoral Care, Rev. Lois Annich

As we enter the season of Thanksgiving, I am mindful of what a privilege it is to be in ministry! I have just completed my third year (part-time) at Plymouth, and continue to marvel at the many things I have learned from all of you. Sometimes the learning has come through hard circumstances and struggle, and the good news is that faith, resilience and hope still abound. It is comforting to be part of a community in which we can rejoice with those who rejoice and weep with those who weep.

Looking back over the year, I am struck by the richness of the visits I have had with different members of the congregations in homes, hospital rooms, and nursing units. We've also had meaningful pastoral connections in my office, by email or phone, and in coffee shops and restaurants around town. In a world that increasingly turns to secular resources for comfort or guidance, I am glad you are willing to share your lives with me as a representative of the church. I am firmly persuaded that God's love encompasses all the details of our lives and so, irrespective of the topics discussed, our conversations have felt very holy to me.

I have continued to coordinate Women's Association luncheons because fellowship is vitally important to the health of body, mind, and spirit. We welcome women and men of all ages to enjoy delicious meals, warm conversation, and inspiring programs.

I still serve as staff liaison to Caring Department, working with the Flower Delivery Ministry, Prayer Circle, Prayer Shawl Ministry, and Stephen Ministers who are now known as "Caring Connections." All of these groups play vital roles in reaching out to congregants and the community.

I enjoyed teaching several courses through the Witnessing Department that were aimed at providing "proactive" pastoral care; i.e. concepts and language to support greater health and wholeness. To that end I also led two retreats, and worked with congregants on putting together devotionals for Advent and Lent that supported our inner journeys during those important seasons in the life of the church.

I preached approximately every other month and presided at several memorial services. I was also responsible for coordinating The Healing Services and Blue Christmas, services that promote healing on many levels. This year Adam and I had the privilege of presiding at a Pet Blessing and meeting some of the adorable creatures who provide comfort and joy to a number of our congregants and neighbors. I am still teaching yoga every Tuesday night to Plymouth members and people from the community. It is one of the best tools I have ever found for quieting the mind and promoting physical health.

As I think about my role at Plymouth, I realize that I am a facilitator for all of our work. Each one of us is called to serve God through caring for others. I am reminded of something Henri Nouwen once wrote, "Although we tend to think about saints as holy and pious, and picture them with halos above their heads and ecstatic gazes, true saints are much more accessible. They are men and women like us, who live ordinary lives and struggle with ordinary problems. What makes them saints is their clear and unwavering focus on God and God's people." May it ever be thus with the saints of Plymouth Church!

Minister for Youth and Children, Rev. Adam Hange

Professional

It has been a good year, and it began with, perhaps, one of the most wonderful and humbling experiences of my life when I was ordained on January 16th, 2011. I was overwhelmed by the support and encouragement I felt from my colleagues at Plymouth, the congregation of Plymouth Church UCC, and the Western Reserve Association. I am slowly getting used to seeing the letters "Rev." in front of my name, and I am deeply indebted to this congregation.

Over the past year I have experienced great growth in my professional work, especially in the areas of preaching, teaching, and worship leadership. Shawnthea, Lois, and Jim are a terrific ministry team to be a part of as a young minister. I have realized that by the end of the 2011 year, I will have given many children's messages, led communion several times, led the rites of both confirmation and baptism, and preached almost ten sermons. I feel blessed to have had so many opportunities to serve.

Another blessing from this year is the formation of my "Pastor Parish Relations Committee" (PPRC). On Shawnthea's urging, I invited Heidi Makela, Lee Makela, Stacey Reed, Eric Wellman, and Tracey Williams to help me reflect on my work, set new goals, discuss challenges, and advise me in all things related to working at Plymouth. Already, I am grateful to know this group exists and is praying for me and supporting me in my work.

Most recently, I had the opportunity to travel to Boston and receive continuing education training in the UCC and UU (Unitarian Universalists) sponsored Our Whole Lives sexuality education program. It is a terrific values-based program with curricula for all ages and I cannot speak highly enough about the program.

Children's Ministry

As much of this material may already be covered by the C&Y Department's report, I will try to keep this section brief. In short, our children's programs are alive and growing. Last winter we began regular "open gyms" for families, and these were big hit in the wintry Cleveland months. AND (A New day) continues to be a wonderful collaboration with Jim Riggs. Our Summer Vacation Bible School – "Let's Shake it Up!" was a great hit with our kids, but the real "win" in my mind was seeing our Jr. and Sr. High youth so involved in the leadership of that program. The numbers went from 14 kids in 2010, to 24 kids in 2011.

Our Sunday School programs continue to ground our kids in the basics of faith and Christian community, and though we sometimes still face difficulties finding enough teachers, we are consistently praised by newcomers for our nursery and Sunday School Program. I know this is because of the quality of our nursery staff and volunteer Sunday School teachers. Each brings a level of energy, excitement, responsibility and real faith to their service which helps new families feel welcomed at Plymouth.

This year we also sponsored or co-sponsored, with other departments, several new programs, including a Talent Show, Bicycle Blessing, Sing-A-Long, Pet Blessing and All-Church Karaoke

night which have provided valuable intergenerational fellowship opportunities as well as taking our faith out of the church and into the community in a way that is non-threatening and fun for those new to the congregation.

Youth Ministry

One of my goals for the past year was to invest more in the Jr. High youth of Plymouth, and already I can see the difference this investment has made. Karl Kaups assisted me in leading 5 students on the 6th-8th Youth Mission Trip to Cordia, KY. Though our group was a small one, and young, the teens had a terrific spiritual, cross-cultural, and service experience working alongside other UCC youth from Northeast Ohio. They are already clamoring to return to Cordia next year.

Peter Sweeney and Chris Karr have done a wonderful job teaching the Jr. High Sunday School class over the past year, and taking the supportive role held by Erica Barnhill and Dan Buch in past years. Donna Dickinson has come on board this Fall to help coordinate the 6th-8th Youth Group. We have planned more events and more "Jr. High ONLY" events for this group this year and already we are seeing more teens involved.

The 9th-12th Grade Youth have also had a very exciting year. We had six terrific young people undertake, complete, and choose to join the congregation through the Confirmation program. We sent a group of eight teens to Washington, D.C. for a Fun, Faith and Learning Trip where they learned, among other things, about the Justice and Witness Ministry of the UCC.

We took another wonderful 9th-12th Youth Mission Trip, this time to Nashville, TN, where the teens made amazing and "real" relationships with our homeowners' families who were rebuilding from flooding this last year. Finally, in addition to our regular youth group meetings and Caffeine and Christ, we are working towards launching a 9th-12th Grade OWL class, which promises to be an educational, spiritual, and community-building experience for the group.

One additional way we are continuing to be involved in our community is through interchurch activities such as the Serving Shaker Faith in Action Leaf Raking Project and a new 6th-8th Grade Shaker Youth Inter-Church Coffeehouse. These programs help to bring together kids from the various Shaker churches and provide great service and fellowship opportunities in new ways. In summary, I am very excited about the level of community that has developed in the youth groups over the past two years and I am excited to see what the next few years can do for these groups.

Young Adult Ministry

With more young adults and young couples beginning to call Plymouth "home," this year has also seen the birth of "The Plymouth Young Adults Group." Eric Wellman organizes the group and, together, we try to plan 2-3 events per month that are related to fellowship, fun, or service. Some of the highlights included apple picking, Whirlyball, bowling, riding for the Pedal to the Point - MS150, volunteering at the Cleveland Foodbank, and sponsoring the All-Church Picnic. This is a terrific new ministry that is just beginning and we are excited about the direction it is headed. In December, I plan to attend "LinK," an event sponsored by the UCC national office for those working in young adult's ministry. I hope to share some of what has worked for our group with others, and hear new ideas from others working in this area around the country.

Minister of Music and The Arts, James P. Riggs

I have to confess that I do not like writing these reports. A church musician once wrote for her annual report each year, "The organ played and the choir sang." That was it year after year. There is so much more to write about music and art at Plymouth since January of 2011.

The year began with the dedication of a newly commissioned Baptismal Font by Norbert Koehn (of Koehn Sculptors and Designers Ltd of South Euclid). The design of the font is the Tree of Life that embraces a clear bowl. The font is moveable to be used in both the sanctuary and the chapel. The font was made possible by support from ArtsPlymouth, the Women's Association, members of the Confirmation Class of 1945 as well as gifts to ArtsPlymouth in memory of Dr. Herman "Bud" Menges and a gift by Terry and Barbara Shockey in memory of Florence and Bud Shockey.

I partnered with The Rev. Lois Annich to co-lead a twelve-week course on Julia Cameron's book "The Artist's Way." Some forty folks from Plymouth and the community participated in this course. This year, I added to my schedule music at the healing services.

I have played for twelve funerals and two weddings. For continuing education I attended a day conference (Festival of the Liturgical Arts) in Hudson. I was honored to be selected to spend a week with noted American composer Alice Parker for a week of study at her home. I continue to serve as Dean of the Cleveland Chapter of The American Guild of Organists. I am also a member of the Baldwin Wallace Men's Chorus.

Our Artist in Residence, Les Délices, finished their second season with rave reviews, an increased audience, and made their New York debut. In return for using the chapel, Les Délices offered music at Plymouth worship services throughout the year. The Chamber Music Society continues to offer concerts at Plymouth. CIM and Music Together continue their programs on a weekly basis. The Cleveland Pops Orchestra uses our space occasionally for rehearsals.

In addition to singing weekly for worship, The Chancel Choir sang services for The Rev. Adam Hange's ordination in January and partnered with Faith UCC in Richmond Heights for a peace service marking the 10th anniversary of 9/11. The choir marked the retirement of Anne Cook from the choir after fifty-one years of service.

The Plymouth Ringers has a full ensemble of folks ringing the churches four-octave set of handbells. AND (A New Day) was co-led with The Rev. Adam Hange. Thirteen children participated in this ministry, learning about the various parts of the worship service and then helping lead those parts on Sunday mornings. Under the leadership of Cindy Hill, The Plymouth Pulse assists with worship occasionally. The newest ensemble is a brass group, Jubilate, led by Mary Foster.

The music staff saw several changes this year. Music Intern, Dana Steele completed her degree at CIM and left Plymouth in May, after two wonderful years of service, to do graduate work at Yale. Alto Soloist, Elizabeth Tredent also completed her degree at CIM and left to do graduate work. Tenor Soloist, Robert Davis departed to focus on his career. Kyle J. Ballantine is

Plymouth's new music intern, Danielle Arndt has been hired as Alto Soloist, and Bradley Kohl has been hired as a Choir Scholar in the tenor section.

At the launch of the Stewardship season, an entire service consisted of music by Plymouth composers/musicians. This service was a wonderful testament to the diversity of music talent that is present at Plymouth. As we move forward I have been pondering what music and art is going to look like at Plymouth in the year 2015. What conversations are we having? What have we kept? What have we let go to make room for new ideas? If you have any thoughts, feel free to drop me a line at jriggs@plymouthchurchucc.org

Yes, I do not like to write these reports, but they are a great reminder of all that has taken place during the past year.

Thank you to choir members, bell ringers, children, instrumentalists, soloists and music staff for your continued commitment to music at Plymouth.

Facilities Manager, Sky Arsinchuck

Well, it's been a year now and I seem to be a little more settled in my role as Fireman here at Plymouth. Oops, I mean Facilities Manager. I don't feel like I am just a fireman anymore. Don't get me wrong, some days are just that. But, on the whole, the chaos seems to have an order to it, a flow, if you will. Like a river, some days the river is calm and other times there is a rapid in sight. Hopefully, there are no waterfalls coming on this river.

This year has brought some changes to Plymouth. We have a new color copier in the Main Office. That gave me a chance to work closely with Karen, Rachel, and Connie. Their input really helped define what our copier needs are. We also added some new color to the walls in the Sunday school classrooms and hallway. When you have time, check out the new color scheme in rooms 205 & 207; Adam & I think it works well. Let us know. We also finished the last phase of outside painting, which was started during the Capital Campaign. It consisted of painting the outside of the Chapel and breezeway windows.

Our Green Initiative Program is moving along. We have replaced 8 old style 5-gallon flush toilets, with Gerber brand toilets with a 1.6 gallon flush. This means we now have 10 low-flow toilets, out of the 18 toilets we have. Hopefully, by this time next year, we can replace the other 8, as well as putting timed flush valves on our two urinals. It's too early to tell how much of an impact this will have on our water bill; in time the savings will be there. Our recycling program of paper, plastic, cans, and ink cartridges, has grown a bit as Head Start is recycling more. Our Metro Mags program is going strong. Thanks go out to Janet Neary. She takes the time to deliver the magazines to Metro Hospital.

This summer PDO worked on upgrading the playground and has nearly wrapped up their project. The final touch will be planting new privet bushes along the east side of the playground fence. This will happen next month.

Well, here's to another year of river riding. This year, I am going to try and remember this: No matter what the river is throwing at me, or you, here at Plymouth none of us are alone.

Thanks for all you help this year.

Director of Finance, Connie Spielman

2011 was a year of firsts – first full year working on both the Annual Campaign and the budget process, in addition to the daily, weekly, and monthly financial duties the church requires as part of the finance position. The economic downturn experienced by the world at large has finally made its way to Plymouth, and I am grateful for the guidance provided by Chris Karr, Treasurer, and the Finance Committee of Paul Qua, Mary Bright, Chris, Shawnthea Monroe, Noel Nilson, Pam Markt, Shelli Smith, and John Markt. 2012 looks to be a similarly tough year – with the help and guidance of the Finance Committee, and our generous Plymouth members and friends, I am sure we will weather the storm the new year may bring.

The summer of 2011 brought our annual Agreed Upon Procedures with the firm of SS&G. The past year we focused on changing and updating the financial controls of the church; this year the Finance Committee decided to focus on PDO and identifying and changing its financial structure and reporting methods. With the help of Jean Albrecht, PDO director, and Ellyn Lefko of SS&G, we were able to revamp the financial controls of PDO and bring it fully under the financial auspices of Plymouth Church. I am grateful for the help that Rachel Gardiner provides for completing the financial tasks of both the PDO deposit and the weekly Sunday collection. Our number of online donations and payments for various Plymouth activities continues to grow more and more with each passing month. If you have any questions on how to donate online, please give me a call.

Currently we are in the midst of the 2012 Annual Campaign and budget process. Plymouth has made such wonderful progress with its Come – Connect - Commit strategic plan. We have many new and pledging members who bring an excitement and energy to our church, which I am hoping will carry over to the Annual Campaign. We use the Annual Campaign to help plan our budget for the coming year, which along with the Foundation yearly distribution to our accounts, provides the majority of our funding for Plymouth endeavors. If you are reading this report for either your first or your fiftieth time, please consider donating generously to help sustain not only our incredible building and staff, but also the many plans and activities of our multi-faceted church!

Thank you to everyone who has helped me this year; I could not do it without your help.

PDO Preschool (Parent's Day Out) Director, Jean Albrecht

PDO Preschool continues to be a popular preschool option for families from a wide range of eastern suburbs. We have a large number of new families this fall, which is very exciting. Many of them have enrolled their oldest child which gives us the opportunity of serving these families for many years as younger siblings will possibly attend PDO as well.

This fall we have 52 children enrolled, representing 49 families. The PDO Pre-K program (ages 4-5) is full and has several people on a waiting list. The PDO Kids program (ages 2 ½ - 4) currently has availability, however, there is a waiting list of children who turn 2 ½ in late fall/early winter. 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. This year have 3 families benefiting from that fund.

This past summer we continued the renovation of our playground. After living with the renovations that were done in 2009, we discovered there were a couple of projects that we felt needed to be done to improve the overall usefulness and safety of the playground. First, the concrete stairs were removed. The stairs posed a safety hazard for the children running on the playground and since we had added a new gate during the original renovation, we no longer needed to use the gate to which those stairs lead. After the stairs were removed, a new retaining wall was put in and a concrete pad was poured to serve as a base for the storage sheds. The removal of the stairs also allowed us to position the sheds side-by-side (in accordance to the original playground plans) giving the children more room for riding toys on the blacktop and allowing better visibility for teachers monitoring children on the playground. Overall, this was a simple fix which made a huge difference in our use of the playground. This fall we will be planting/transplanting shrubs all around the playground fence as the final step of the renovation project.

One of my goals for the coming year is to launch a website for PDO. Currently PDO has a page on the Church's website which has basic information about our program. Because so many people rely on the internet when looking for preschools (especially those moving from out of town/state), I think it is very important that PDO has a more complete and functional website. I am exploring many options and considering whether it is better to continue as a part of the Church's website or to have a separate website that can then be linked to the Church's site.

Finally, the staff of Plymouth Church is always an invaluable support system for PDO and I would like to thank them all for their help!

Buildings & Grounds Department

The year 2011 focused on continuing to maintain and improve the interior of the church building, reducing utility costs, increasing congregational awareness of the building and its use, and finding ways to update and adapt the building spaces to meet the current needs of Plymouth's congregation.

Maintenance issues that were addressed this year include cracked and uneven exterior concrete walls, sidewalks and steps, replacement of carpeting and paint in upstairs Sunday School rooms, wall repairs in Fellowship Hall, painting of exterior windows on the chapel, installation of storage units on the PDO playground, and repair of speed bumps in the parking lot.

The Green Initiative continued to monitor church energy costs and make suggestions for improvements. Several toilets throughout the building were replaced this year with low-flow toilets which resulted in lower water use and reduced water costs. The Green Initiative also provided energy saving light bulbs for church use and to the congregation for home use.

We continue to monitor the status of the church computer system and evaluate alternatives that will increase the effectiveness of the church computer system as well as allow for level budgeting, seamless upgrades and reduced computer maintenance over the next several years. A recommendation has been made to form a computer committee as a sub-committee of the B&G Department in 2012. Several office computers will be replaced this year, with the possibility of a server replacement if funds are available at the end of the year.

The Department organized and led a detailed church building tour for Church Council members to increase awareness of the building and the variety of needs that are served by the many building spaces. The tour prompted much dialog around church restrooms (number and size, as well as remodeling needs), the church library (age and relevance of the current collection of library materials), and rooms that might be updated to meet current needs such as the former Sunday School material storage room being converted to a meditation room.

Discussions have also begun on creating a reserve fund for future high cost building needs (such as elevator replacement.) Finance committee will be working in conjunction with the B&G Department to study the feasibility and logistics for creating such a fund.

Mark McCue joined the Department this year as Vice-Chair and contributed much needed energy and new ideas! Gus Schrader completed his third consecutive year as Member-at-Large of the Department, and Pat Pogue and Dave Fulton continued to provide oversight of building costs. Karen Nordstrom continued as chair of the Green Initiative committee.

Harry and Helen Mercer have assumed the duties of caring for the church archives. Sadly, the Department experienced a great loss in the death of Jack Doxsey who had served for many years as the Chair of the Archives Committee. We will miss Jack and the tender loving care he expressed in preserving our church history.

~ Pam Markt, Chair

The Green Initiative

The Green Initiative energies were mostly focused on our garden and plantings. We grew many herbs, a few tomatoes, and lots of perennial flowers appropriate for cutting and sharing with members and visitors. A group of members worked together to manage the gardens. We also worked with ArtsPlymouth on landscaping plans and the installation of shrubs in the Peace Pole area on the east side of the church.

The large majority of our budgeted funds have gone toward saving Plymouth Church money. We had been watering the gardens and planter boxes with city water when needed. However, the rain barrels we've purchased will be installed next spring to provide for all the garden watering needs. Even greater savings will be seen on future water bills, thanks to the installation of more water saving, replacement toilets. These toilets are being purchased for the fellowship hall bathrooms, which are in need of improvements. In addition, we are purchasing window treatments for the conference room, which will keep the room more comfortable in all seasons, and reduce heat loss in the winter.

2012's focus will be on educational programs about sustainable practices (saving money in our own homes too).

~ Karen Nordstrom

Caring Department

The Caring Department coordinates and supports the various caring committees of Plymouth Church. While each individual committee within the department provides a very distinctive service to the church and community, the department, as a whole, is committed to providing care and support to others. Through Rev. Lois Annich's leadership and assistance, members have provided food, flowers, rides, prayer shawls, and comfort to those in times of need, and hosted several events for those seeking food and fellowship.

Stephen Ministry:

See following report by Linda Tuthill

ChristCare:

See following report by Gloria Sturghill

Meal Ministry:

Debbie White coordinated the meal ministry which provides meals for church members and friends who are experiencing life events that call for food and friendship. The committee has been ready to prepare and deliver meals when needed. In addition, committee members prepared soups, cookies, and bread to be available to share with others during pastor visits.

Transportation Ministry:

Without a coordinator or volunteer drivers this year, the department evaluated the feasibility of providing rides for individuals. While we have continued to arrange for rides on several occasions and still consider it an important act of caring, a more efficient and reliable system is required.

Wednesday Night Food & Fellowship:

Shelli Smith prepared and served warm, wonderful meals for Wednesday Night Food & Fellowship dinners. These dinners are held primarily during Epiphany and Lent or when evening programs are scheduled for Wednesday evenings. While sign-up is suggested, all are welcome. Attendance has remained steady this year.

Memorial Receptions:

Lydene Rutter and Jeannie Chaney coordinated many receptions following memorial services. Generally held in the parlor or fellowship hall, receptions vary according to family requests. Committee members arrange the tables, prepare and serve the food, and clean-up following the reception. A detailed guide to hosting memorial receptions is in process this year.

Flower Ministry:

Jaunita Faulx coordinated the delivery of flowers to church members and friends. Following church services, Jaunita's committee members have gathered to create flower arrangements

and deliver them to those identified by the ministers each week. Making sure there are enough flowers and drivers each week remained a challenge this year.

Women's Association:

Jeannie Chaney and Lois Annich worked together to plan Women's Association luncheons and programs. Both men and women are encouraged to attend these events which are scheduled for the 3rd Wednesday of most months. This year's events were very successful, offering both a variety of programs and delicious luncheons prepared by Hans Hunziker.

Prayer Shawl Ministry:

Peggy Stephens coordinated a group of talented members who knit and crochet prayer shawls, hats, and scarves for individuals in the church and the wider community. Once again this autumn, the knitters made hats and scarves for children attending Buckeye-Woodland School. The group gathers to knit and train new knitters prior to Women's Association luncheons.

50+ Year Member Reception:

The 50+ Year Member Reception is hosted by the Caring Department and takes place in the parlor following the Annual Meeting each November. All department members joined in to coordinate this special event which celebrates and honors members who have attended Plymouth Church for 50 years and more.

Feed Our Neighbors:

Church members continued to donate items to the small food pantry maintained at Plymouth Church. Through generous donations, food items and grocery store gift cards are readily available for the staff to give to community members in need.

~ Leslie Landreth, Chair

ChristCare Groups

ChristCare Groups are going into their tenth 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. We have commissioned 21 group leaders (including the equippers, who are specially trained to 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 five active groups:

Church & Society I (led by Laurie Rose):

They currently meet the 1st and 3rd Tuesdays of each month. The focus remains "social issues" and Laurie reports that everyone finds the group very meaningful, as they support each other in prayer. They have also developed a strong friendship bond over the years.

Projects for Peace (led by Pam Beck):

Pam started this group earlier this year and their focus is to support projects for peace and to bring information to the congregation. Two projects for this fall were a light buffet and presentation by the executive director of Churches for Middle East Peace, and an afternoon service organized by Veterans for Peace.

Plymouth Cinematics (led by Ann Eberhard and Steve Kaufman):

This year has been a transitional year for Cinematics as Pam Beck stepped down as leader. The basic meeting format has not changed – meeting once a month to attend a movie in a nearby theater (or occasionally in a group member’s home) and afterward have supper at a restaurant to discuss the movie. The group will continue to have fluid membership, with new members always welcome to join.

Frantic Fathers (led by Hans Hunziker):

As Simon and Ginny Williams prepared to move to England, Hans agreed to lead this group which meets once a month to provide support and discuss a wide range of topics.

Second Stage Women (led by Mary Bright): Formerly “Parents of Youth and Young Adults,” this group has been in existence since March 2002. There are currently seven members who meet regularly to provide each other support and explore their faith together.

Our groups constantly evolve to meet the needs of their members. As you can see, we have groups that meet the needs of various individuals, but there is room for more. If you are interested in joining a current group, or have an interest in starting a new one, please let us know.

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 Family Promise (formerly IHN). Outside Plymouth, they are volunteers at the Cleveland Foodbank, New Life Community, and the Shaker Hunger Center.

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.

The group leaders also support each other and also have SEA (Support, Encouragement and Accountability) Group meetings with the Equipper to go through any issues. It gives each leader a chance to tell how their group is going, to ask questions and bring up problems, if any. Leaders give a report on what is happening within their group and how it’s going for them as leaders. 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

After more than twenty years of offering one-to-one caring to persons in the Plymouth Congregation, the Stephen Ministry has begun a transition to a broader outreach that still maintains the goal of extending pastoral care. We hope to make regular visits to persons in assisted living and nursing home facilities, send cards during times of illness or bereavement, and offer support via the phone. Look for us in January under our new name: Caring Connections. We will be recruiting new members to the caring team and will offer instruction in developing care giving skills.

During 2011 we continued visits to previously assigned care receivers and reached out to inbound members. Rev. Lois Annich is pastoral liaison for this group which includes: Dee Burt, Robb Forward, Leslie Landreth, Sharon Midura, Ellie Neuhasuer (when in town), Kathy Smyth and Linda Tuthill. Norma Adams is currently on leave.

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 2011, 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, OWL, the Mission Trips and the administration of the Dively Fund and PDO (Parent’s Day Out).

The members of C & Y are: Rev. Adam Hange (Minister for Youth and Children); Joslyn Grostic (Chair); Ken Kangas (Member-at-Large); Shelli Smith; Gloria Sturghill; and Jean Albrecht (PDO). Taryn Rapp and Dan Buch were committee members for part of 2011; however, both have recently moved out of the area and are no longer on the committee.

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 they proceed to their Sunday School classes. Pre-School Church runs during the entire worship period. We honored our teachers with a Teacher Appreciation tote bag emblazoned with the new “Plymouth Kids” logo filled with fair-trade chocolate and mints.

January-May; September-Present:

We are using the “Living the Good News” Curriculum. Classes are taught in teams of two, and teachers commit to teach for the entire school year. From January-May classes were divided up as follows: Preschool, K-2, 3-5, 6-8. Starting in September, we changed the format to the following: Preschool, K-1, 2-4, 5-6, 7-8. The first Sunday of each month is Intergenerational Sunday, meaning all children (except preschool) are in the sanctuary for the entire service. We provide Children’s Bulletins that are related to the sermon topic. There is no Sunday School on Intergenerational Sundays. Rev. Adam conducts a once-a-month discussion with the Senior High teens called “Caffeine and Christ.” This discussion takes place during the worship hour.

June-August:

Our summer Children's Church program was built around learning the different parts of church service. Children's Church is a blend of ages from K-5th grade and meets in Room 102. Different adults volunteered to teach throughout the summer. The first Sunday of each month was Intergenerational Sunday, meaning all children (except preschool) were in the sanctuary for the entire service. We provided Children's Bulletins that were related to the sermon topic. There was no Children's Church on Intergenerational Sunday.

Infant and Toddler Nursery

The Infant and Toddler Nursery (room 202) cares for children from birth to 3 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 / Angel Fund

Although child care was already provided for worship services, the C&Y Department has coordinated to raise funds through the new Angel Fund to provide child care for adults who want to attend additional programming at the church (including committee meetings). It is our hope that providing this service will enable adults with younger children to more fully participate in the life of the church.

Mission Trips

In June, youth and adults from Plymouth went to Nashville, Tennessee with the American Red Cross to repair homes damaged by flooding. The department sponsored a number of fundraisers for the trip which were generously supported by the congregation. These fundraisers included a talent show and dinner, a rummage sale, a car wash, a church cookout and a Poinsettia sale. The Junior High students participated in a mission trip to Cordia, Kentucky, to learn about Appalachia, repair homes, and help prepare the Lott's Creek Community School for the next academic year. We plan to continue to do two trips next year and planning is already underway.

Confirmation

Confirmation was led by Adam Hange and Gloria Sturghill. Six ninth and tenth graders began the confirmation process; all were confirmed on Sunday, May 22nd. 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 *Let's Get Cooking* and focused on the idea that God has a recipe for You. Twenty-four children participated and we had six adult volunteers and ten youth volunteers. Based on the number of participants this year, VBS grew from last year and the plan is to continue this growth in subsequent years. We are currently exploring the possibility of hiring a summer intern who would, among other things, build and help implement next summer's VBS.

Pre-K through 4th Grade Activities

Activities include the Sugar Plum Workshop, AND (led by Rev. Hange and Jim Riggs), Valentine's Cookie Baking, the Christmas Pageant, Summer Sing-A-Long, Open Gym Nights, and the Talent Show, Bike Blessing, Pet Blessing, and Karaoke Night.

9th-12th Grade Youth Group

Led by Rev. Adam Hange, with assistance from Shelli Smith, Gloria Sturghill, and Robb Forward, the Senior High Youth Group consisted of eight to ten students. Our biggest trip this year was a Fun, Faith, and Learning trip to Washington, D.C. over President's Day weekend. This group participated in a number of events such as the Doan Brook clean up, rock climbing, skiing trip, laser tag, and whirlyball.

6th-8th Grade Youth Group

Led by Rev. Adam Hange with assistance from Erica Barnhill and Dan Buch, 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, including a monthly inter-church Coffeehouse for Shaker youth. Donna Dickinson will be assisting for the 2011-2012 year.

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 purchase, maintenance, and insurance for a van emblazoned with the Plymouth logo; the annual Senior Recognition Book Awards; 9th-12th Fun, Faith and Learning Trip to Washington D.C.; a number of scholarships to attend UCC camps or mission trips; inflatables for the bike blessing; the Sound of Music Screening and Sing-A-Long; 6th-8th Youth Coffeehouse; the All-Church Karaoke event; and Serving Shaker Vests.

OWL

The Our Whole Lives (OWL) curriculum teaches children and youth about human sexuality through age-appropriate curriculum. This year, Plymouth taught the 5th-6th grade class OWL in the spring and will teach the 9th-12th grade level OWL program in the fall. The high school program will run through the spring of 2012. We currently have five adult Plymouth members trained to conduct OWL classes.

Intergenerational Events

C&Y has sponsored or co-sponsored a number of intergenerational events this year including the Sound of Music movie screening and Sing-A-Long, the Talent Show, the Bike Blessing Event, the Pet Blessing Event, and Karaoke Night.

Service Projects

The C&Y Department has coordinated a number of family-oriented service projects including Serving Shaker Faith in Action Leaf Raking, and the Doan Brook Stream Cleanup.

PDO (Parent's Day Out)

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:

- In the absence of Roberta Gilles who retired last year from the Welcome Ministry, we continued to offer the cheery red Welcome Bags that were started in her tenure. The Bags contain information about Plymouth, plus the DVD.
- Each week, we send a Welcome Letter to first-time visitors, who provide their mailing information through the Fellowship pads.
- Pew Cards are being designed for the pews that give an At-A-Glance view of church life and programs, specially designed for visitors.
- For new homeowners in the area, we again distributed "*Our Neighborhood Worshipping Community: A Guide to Houses of Worship in the Shaker Heights Area*," a brochure created several years ago. This brochure features a welcome letter from our senior minister and includes area churches and synagogues. The City of Shaker Heights requested this brochure from us again this year for their "Welcome New Neighbor" packet.
- The Worship Team has been providing Greeters as people enter the building before Worship, which we think is very effective as it spreads the welcoming role out among the congregation. A Greeter training was provided by Worship and E & G.
- We suggested that Coffee Hour be moved to the Parlor, to provide a warmer, more comfortable environment, conducive to talking. That change will be explored in November.
- Chris Grostic has volunteered to gather demographics from various church databases. We would also like to conduct our own survey.

Website Ministry:

Mai Moore, Dan Buch and Mike Kimmel took on the important project of updating our web site for increased functionality and a fresh appearance. Enormous thanks goes to Dan Buch who prepared us for moving our web site to a new hosting service, Dream Host. As a volunteer, Dan coded our current web site in a new CMS (content management system), Word Press. Since we're still in the planning stages, he hasn't yet transferred site traffic to the copy since it's not in its permanent place. So our old site is still in use. Word Press allows multiple administrators to enter data as needed. It works with new tools and plug-ins for the broader functionality (search, survey, streaming.) Mike is our IT advisor and Mai led the new site map development. She also has linked us to designers and programmers to assist us.

Though we are making a big change, we have appreciated the creative work of Karen Schmauder and the Plymouth staff in keeping the site current and informative all year!

Publicity and Marketing Ministry:

We placed ads in *The Sun Press* and *The Plain Dealer* for Christmas and Easter. In addition, we submit weekly press releases announcing activities, programs, and special events. For some events, we have put up flyers where we were allowed, and for others, we have done email blasts for events. We have had some success coordinating with newspaper editors on more extensive feature coverage but we feel we should budget for some paid advertising to get maximum coverage of our events. Chris Grostic, co-chair, wrote Plymouth talking points for our various media purposes.

Radio: Eric Wellman advised us on how to utilize Public Radio in our outreach efforts. Cindy Hill wrote talking points for the announcers to say about Plymouth when Plymouth helped during the NPR fundraiser.

Social Media: Plymouth has selected additional administrators to help share news on Facebook. But, we recommend a formalized system so that everyone knows who is taking care of various events. The E & G committee will be hosting a social media coaching class to all who wish to participate in this manner. Plymouth should also establish an editor to monitor comments. Eric trained Shawnthea in Twitter. Lois, Adam, and Shawnthea are all interested in blogging through our updated website.

Prospective Member Gatherings and “New Member Sunday” Ministry:

Frequent visitors are invited to Prospective Members’ Gatherings held three times this year. The Gatherings, done in Shawnthea’s home, serve as an introduction to the 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 23 new members into our church family. The complete Membership Report can be found in the Church Office Report.

Visitor Information Ministry:

This behind-the-scenes ministry, led by Cindy Hill, 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.

Membership Rolls: We wrote letters to lapsing members to invite them to reconnect with Plymouth. After careful study of the list and through a series of thoughtful letters, we will be culling lapsing members who do not respond to us from the church rolls.

This has been an exciting year of change for Plymouth and our committee as we helped support the efforts of the Strategic Action Committee and learned about the potential of digital outreach through our tech savvy members. It has been an honor to serve Plymouth Church in this way.

~ Cindy Hill, Chair and Chris Grostic, Vice Chair

Department of Partnership and Service

This year, Plymouth supported several organizations through the Partnership and Service Gift Fund, which had a budget of \$35,235. Hopefully, you had the opportunity to meet representatives from the local groups at the Service Fair held Sept. 25. In addition to financial support, all groups can use volunteers!

Funds were distributed as follows:

ORGANIZATION	AMOUNT
P & S Annual Contributions from Operating Budget 2011	
Our Church's Wider Mission (UCC)	\$45,000
IHN/Family Promise	\$8,500
Cleveland Botanical Garden Green Corps	\$6,000
Care Alliance	\$4,000
Buckeye-Woodland School	\$2,960
InterAct Cleveland	\$2,200
Cogswell Hall	\$2,000
Cleveland Food Bank	\$2,000
UCC Coalition for LGBT Concerns	\$2,000
Recovery Resources	\$1,500
Chicago Theological Seminary	\$1,000
Sleeping Bag Ministry	\$1,000
UpCAM	\$1,000
Yale Divinity School	\$1,000
Shaker Square Area Development Membership Dues	\$75
	\$80,235

Plymouth continues to support **Our Church's Church's Wider Mission**, which provides funding for the work of UCC Conference and National ministries in support of the life and work of the local church and its members. OCWM changes lives by strengthening ecumenical relationships and global partnerships, by imagining and embodying a better world through prophetic witness and work, and by providing resources and programs to nurture the vitality of our United Church of Christ congregations.

Family Promise – we continued to support its family shelters and service programming.

Cleveland Botanical Garden Green Corps - Funds were given to install a waterline and fence on the Buckeye Learning Farm.

Care Alliance Health Center provides basic medical care and outreach services to individuals in shelters, treatment centers, and on the streets. Funds were given to support its Homeless Outreach Program.

Buckeye-Woodland School - \$570 was given to supplement the Peg Gray Fund's gift, bringing the total donation to \$4,000 for the year. The remaining donation was given for support and to enhance academic, attendance and discipline goals.

InterAct Cleveland promotes mutual understanding and appreciation of diverse religious beliefs and practices, as well as discovery of the values and beliefs shared by many faith traditions. Plymouth continues its support.

Cogswell Hall provides quality affordable housing to individuals. Funds went to its “Get Up, Get Moving, Get Motivated” program which helps individuals overcome the cycle of discouragement and the contributing factors of depression, being overweight, and unmotivated.

Cleveland Foodbank – Plymouth’s funds will help enhance and expand its hunger efforts.

The UCC Coalition for LGBT Concerns relies on volunteers and donations. Our donation will support its efforts to assist other congregations as they plan their ONA process.

Recovery Resources helps people overcome mental illness, alcoholism, drug and other addictions. The funds given will help create an outdoor green space. The HUG (Help Us Grow) project is a garden and playground for children and their families to enjoy while attending programming.

Chicago Theological Seminary is one of three Midwestern UCC affiliated seminaries (CUE). Our support is part of an ongoing relationship CUE members established with churches.

The Sleeping Bag Ministry creates sleeping bags from donated supplies. Plymouth’s funds will help purchase batting that will provide the warmth layer. Bags are then distributed to homeless men as well as to women and children at the West Side Catholic Shelter.

United Protestant Campus Ministry (UPCaM) is a progressive campus ministry that seeks to develop Christian faith leadership and community on college campus and services Case Western Reserve University, Cleveland State University, and Cuyahoga Community College. Plymouth gave to it operating fund.

Yale Divinity School – our donation goes to its scholarship fund. Both Rev. Dr. Shawnthea Monroe and Rev. Lois Annich are graduates of the institution, and the gift was made in appreciation for all they have brought to Plymouth.

Shaker Square Area Development Corp (SHAD) provides the Shaker Square area with the leadership and action needed to foster well-maintained, economically strong neighborhoods. The funds paid were our annual dues.

Special Offerings Collected Nov 10- Oct 11	
One Great Hour of Sharing	\$1,651
Neighbors in Need	\$2,185
Peg Gray Book Fund	\$3,430
UCC Pakistan	\$405
Cleveland Food Bank - In honor of Adam's Ordination, Souper Bowl	\$1,337
UCC Disaster Relief	\$475
Thanksgiving Hunger-2010- Shaker Hunger Center	\$691
Thanksgiving Hunger-2010- InterAct Cleveland	\$1,381

Thanksgiving Hunger-2010 - UCC Hunger Action Fund	\$518
Christmas - Veterans of the Cross & Zelma George-2010	\$1,225
Christmas Eve - Cleveland Foodbank-2010	\$4,146
Strengthen the Church	\$4,388
S.E.R.R.V.	\$1,475
	\$23,306

"One Can, Two Can, We all Can make a difference" is Partnership and Service's theme this year. Plymouth members are active in the community, and it our goal to show this. We adopted a mascot, the Toucan, and it is our hope that members will have fun and take a photo of the Toucan at their volunteer events. Ultimately, we want to post the photos so that we can show where Plymouth is making a difference in our community.

I would like to thank Amy Clum Holbrook, vice chair, Chris Karr, member-at- large, and Rev. Shawnthea Monroe, staff liaison, for all their help this year. Each brought valuable insight into the decision-making process.

~ Donna Dickinson, Chair

Buckeye-Woodland Elementary School

Buckeye-Woodland Elementary School has been Plymouth's partner school for many years. This year Plymouth supported the school by providing volunteers to tutor reading. Plymouth members filled backpacks with school supplies, knit and sewed hats and scarves, and donated funds for books for the Book Fair, theatrical and instrumental performances at the school, and student awards and activities.

Volunteers

Volunteering under the auspices of the Public Education Initiative of the Jewish Federation of Cleveland, Bert Antoine, Heidi Makela, Sally Menges, Pat Pogue, Doris Vargo, Rich Gray, Betsy Steuber, Megan Peters, Charlene Nevans, and Peter Sweeney served as tutors, reading with the students on a weekly basis throughout the year.

Supplies

One-hundred forty-five backpacks with school supplies were donated in September 2011 and given to those students who had no supplies to call their own. We topped last year's donations of 122 backpacks, largely due to Paul Qua's enthusiastic soliciting of funds for backpacks and supplies that he purchased at a discounted price.

Plymouth also collected fifty belts during the 2010-2011 school year to help students at Buckeye-Woodland keep neat, keep the dress code, and keep those pants up.

The Knitting Ministry was busy in the summer and fall of 2010 making hats and scarves for the children at Buckeye-Woodland. One hundred sets of hats with matching scarves and an additional 23 hats were delivered to Buckeye-Woodland School just days after the first November snow in 2010 -- more than twice as many as were provided the previous year. Hats and scarves are being made in 2011 to give to the students as winter 2011 begins.

Funds

The Peg Gray Book Fund collected \$3,500 to purchase books for a May 2011 Book Fair. The Partnership and Service Department contributed an additional \$500 so a check for \$4,000 was given to Buckeye-Woodland for the Fair. Students in Grades K-8 were each able to select 4 or 5 books to take home and keep. Labels within each book acknowledged Plymouth's gift.

For the 2010-2011 school year, ArtsPlymouth contributed \$1,500 to bring to the school three music programs through Young Audiences of Northeast Ohio. ArtsPlymouth is giving Buckeye-Woodland \$2,000 for Young Audience programs during the 2011-2012 school year.

In October 2011 the Partnership and Service Department gave \$2,390 to be used at the principal's discretion for students and activities at Buckeye-Woodland. The principal submitted a statement accounting for the 2010-2011 contribution of \$3,000 in August 2011.

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

~ Heidi Makela

Shaker Heights Hunger Center

This year Plymouth continued its long standing support of the Shaker Heights Hunger Center. This small food pantry is located at the Shaker Heights Community Church and provides a 3-day supply of food to low-income people from Shaker Heights and nearby suburbs. Each month over 200 households receive help. This mission is supported from special offerings taken each November.

Faithful Plymouth volunteers MaryAnn Davis, Diana Geddes, Charlene Nevans, Shelli Smith and Jane Underwood continue to pack groceries each month. Along with Community Church volunteers and our roster of substitutes, they ensure that those facing food insecurity receive assistance.

~Catherine Hankins

Stewardship Department

The Stewardship Department this year was comprised of Anne Price and Claudette Cole (co-chairs), Peter and Kristin Sweeney (vice-chairs), and Erica Barnhill (member-at-large). Paul Qua and Rev. Shawnthea Monroe also attended every meeting as ex-officio members. Bill Green was the coordinator for our Lead Gifts Campaign. Bob Perkins and Sue Galicz were the coordinators of Planned Giving. Karen Schmauder and Rachel Gardiner were extremely helpful with coordinating events and mailings. Our director of finance, Connie Spielman, was also a tremendous help.

Our first meeting was in January to review and approve the new Planned Giving brochure that was designed by Bob and Sue. Our next meeting did not take place until June 13th, where we mapped out some of the "big picture" ideas we had for the main stewardship campaign. We

discussed having a year-round campaign rather than one big push in the Fall (ultimately it was decided to consider this for next year). Due to scheduling conflicts, our next meeting was not until August 10th. We finalized our dates for the fall campaign and decided to shorten it from six weeks to four. We considered using the national UCC stewardship material but ultimately decided to create our own. We identified the four people we would like to ask to be witnessing stewards. Peter Sweeney, Connie Spielman, and Bill Green then met in late August to coordinate the Lead Gifts mailing. Our next meeting took place on September 19th. The campaign had begun, and we used this opportunity to fine-tune some of the details. We finalized our list of witnessing stewards, made arrangements for the thank you brunch, and discussed how the campaign was going.

The theme we chose for this year was “Blessed and Blessing.” We wanted to have a campaign that would honor our past and celebrate our future. The campaign has gone well this year. As of this writing, we have met 78% of our goal. For next year, we will be holding monthly meetings; we want to consider a year-long stewardship campaign; we want to emphasize educating the congregation about stewardship; we need to re-visit our planned giving and lead gifts campaigns; we want to do a better job of taking advantage of the knowledge and experience of our membership.

We are looking forward to having a great year in 2012!

~ Peter Sweeney

Witnessing Department

The mission of the Witnessing Department in 2011 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 (3) to respond to personal, community and world challenges and (4) discover new ways to apply the Come, Commit, Connect concept to Witnessing.

The Witnessing Department includes Sunday morning adult education programs; forums, discussion groups, retreats; Sunday morning Coffeehouse room (Juanita and Dave Faulx); Flourishing Families (Cindy Hill and Sharon Midura); the Contemplative Prayer group (Chris Grostic); the library (Pam Beck); Open and Affirming (Dee Burt and Carolyn Nilson) weekly Bible study and the new meditation room (Sharon Midura). Eight members served on this committee with Rev. Dr. Monroe serving as our staff liaison. Fossil Fuel is now an independent group. Plymouth in the city was discontinued.

Adult Ed topics included programs by Rev. Lois Annich on maintaining a positive attitude, especially in Cleveland winters. Rev. Dr. Joy Bostic led a book discussion. Working with the Green Initiative committee, we had programming on urban gardens in cooperation with Cleveland Botanical Gardens. Rev. Bill Green led a series as well. Dr. Cindy Chapman and Rev. Dr. Monroe led a 6-week study as a primer for their trip to the Holy land. Dr. Tim Tuthill facilitated a book discussion on *A History of God* by Karen Armstrong and Jim Riggs will lead off our Advent series this year with a program called “Advent and Art.” Other topics were concerned with spiritual growth through journaling with Rev. Dr. Monroe, and various societal issues including homosexuality and the Bible led by Rev. Andy Lang and Chris Grostic.

Witnessing is grateful to Plymouth members who joyfully shared their gifts and time with us during the past year and those who got up extra early on Sunday mornings to attend Adult Education's first hour.

Rev. Lois Annich led a fall women's retreat, and a spring retreat. Chris Grostic facilitated a book discussion on evolution. Pam Beck hosted a forum with former US Ambassador Warren Clark on the prospect of peace in the Middle East. Weekly Bible, study was led by Rev. Dr. Shawnthea Monroe. The Hearts and Minds table, overseen by Pam Beck and Rev. Dr. Monroe, continued to provide an opportunity for Plymouth members to share their passions and other volunteer efforts with fellow congregants.

~ Sharon Midura, Chair

Worship Department

This has been a year of renewal for the Worship Department.

Committee Updates

Erica Barnhill, Meghan Peters, and Shawnthea Monroe have prepared the chancel on a weekly basis to inspire and create a space in which we can feel closer to God. We extend our thanks to Betsy Stueber for her service to this ministry.

This year, we transitioned to using gluten-free bread for communion, so those with gluten allergies do not have to choose between their health and their faith. We offer special thanks to Erica Barnhill for her persistence in finding bread that works for all and for her overall leadership in preparing and serving communion. We also thank Tim Mendelsohn and his ChristCare group for their years of dedicated service.

Thank you to Beth Sanborn and Shelli Smith for keeping the pantry and freezer stocked with supplies for Coffee Hour. The Worship Department thanks all who served this year at Coffee Hour. Starting November 13, Coffee Hour is moving to the Parlor for easier access for visitors and those with mobility challenges. It is the Worship Department's intent that Coffee Hour will be simplified to accentuate that its purpose is to provide people an opportunity to connect; the food is a bonus.

We extend a huge thank you to Carol Mau for her years of tireless service in overseeing the flower committee. Thanks to Jim Riggs for creating two dry flower arrangements for the altar on weeks on which no one gives flowers. Thank you for Juanita Faulx for taking on this important ministry. We encourage people to honor those who are important to them by giving flowers for the altar. The giver gets to determine the cost and donates to the church for the flowers. Juanita takes care of the rest. After worship, the flower ministry then delivers the flowers to those who cannot come to church.

Meghan Peters, as chair of the nametag and greeter committee, held a greeter orientation. She also has investigated how to add magnetic strips to the nametag cabinets to make it easier for congregants to remove their nametags from week to week.

Norma Storer has coordinated volunteers who make sure that every week the pews are neat and have necessarily supplies, such as bibles, hymnals, prayer cards, and offering envelopes.

Thank you to Rob Kiener for years of service as chair of the usher committee. David Reed, as the new chair, seeks new ushers, as all teams have openings after members have moved away.

New additions

The baptismal font, commissioned by ArtsPlymouth and dedicated on January 9, 2011, completes the triad of symbols in the chancel.

Jubilate, the new brass ensemble composed of Plymouth members, made their debut on Easter.

This spring, Georgia Garner created a beautiful display to inform congregants of possible opportunities for service within the Worship Department.

A large rug and swags in the Chapel have improved the sound for summer services.

Our own children have been part of the weekly service, serving as acolytes. This fall, each acolyte served for a month at a time.

Special services

On January 9, the children processed bringing forth water that they poured into the new baptismal font.

On Wednesday evenings during Lent, four members shared their faith story, inspiring many. Lenten services were primarily in the Chapel, and attendance was low. The Parlor, where one service occurred, seems like an appropriately intimate space, given the limited attendance.

On Palm Sunday, we processed from the Chapel, waving palms and led by Plymouth Pulse (the drum circle) and the choir.

Easter was late this year, and the sun started to set toward the end of Tenebrae service.

We had a Peace Service on September 11.

Lois Annich led healing services on April 13 and September 14. These services continue to be a source of strength for caregivers and those who are suffering alike.

There was a Pet Blessing service on October 2.

Things to look forward to in the coming year:

- New paraments for the sanctuary
- Discussion of what it means to be Christian and to be people worshipping in 2012
- Simplification of coffee hour
- Renewal of the recording committee

~ Kendalle Cobb, 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.

Now in its fifteenth season, ArtsPlymouth is partnering with the Music Ministry of the church for a wide variety of offerings. Highlights of this past year include:

- ArtsPlymouth is pleased to again name Les Délices, under the direction of Debra Nagy, as Artists in Residence for the 2011-12 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 took place offering dance and music at PipeScreams and on Easter morning.
- 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. (Details of this project are listed under the Minister of Music and The Arts report)
- The Cleveland Chamber Music Society offered concerts, CIM organ students played for Olivier Latry, Titular Organist of the Cathedral of Notre-Dame in Paris and professor at the Paris Conservatory
- ArtsPlymouth is proud of the partnership it has had with our partnered school, Buckeye-Woodland during the past ten years. \$1,500 was provided enabling children in grades K-8 to experience art events.
- Launched a new program to attract youth to sing in The Chancel Choir
- ArtsPlymouth partnered with C&Y in July to show the film "The Sound of Music." Ice cream was donated by Dewey's on Shaker Square.
- 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 2011-2012 ArtsPlymouth Team consists of Karl Kaups, Noel Nilson, Karen Reich, James Riggs, Jane Underwood and Jan Wilkens.

Plymouth Church Leadership Roster for 2012

This roster represents the elected and appointed leadership of the church. It assumes that the recommendations of the Nominating Committee (the ballot for the fall 2011 Annual Meeting and those nominated for appointment by Council) will be accepted. It is included in the Annual Report to add to that report's comprehensive portrait of the congregation, and not to preempt the election or appointment process.

Note: Numbers in parentheses denote that this will be the person's 2nd, 3rd etc term.

Key: B&G: Buildings & Grounds; C&Y: Children & Youth; P&S: Partnerships and Service; (F): member of Finance Cmtee;

CHURCH COUNCIL (Voting Members)

(each of the 8 departments has one seat on Council filled by either the chair or vice chair)

1. Council President (F)	Paul Qua	216-544-7501
2. Council Vice-President (F)	Kendalle Cobb	216-991-4287
3. Clerk	Connie Naugle	216-751-7168
4. Treasurer (F)	Chris Karr	216-932-0673
5. B & G - Chair/VC (F)	Mark McCue/Robb Forward	216-321-4407
6. Caring - Chair/VC	Leslie Landreth (2) / Juanita Faulx	216-295-2067
7. Children & Youth-Chair/VC	Joslyn Grostic (3) / Dave Faulx	216-650-9804
8. E & G - Chair/VC	Mai Moore/Chris Grostic	216-785-0010
9. P&S - Chair/VC	Donna Dickinson (2)/ Amy Clum Holbrook (2)	216-464-9165
10. Stewardship - Chair/VC (F)	Peter Sweeney/Book Chrobak	216-295-9508
11. Witnessing - Chair/VC	Steve Kaufman/Charlene Nevans	216-283-6560
12. Worship - Chair/VC	Erica Barnhill/Meghan Peters	216-321-1912
13. Personnel Chair (F)	John Markt	216-921-1506
14. Foundation Chair	Gillian Graham	216-561-3310
15. Council Memb@Lrg	Jeannie Clarkson (2)	216-751-6389
16. Council Memb@Lrg	Sharon Midura	216-751-9368
17. Council Memb@Lrg	Megan Bhatia	216-283-1234
18. Council Youth Member	Daniel Reed	216-752-9692
19. Council Youth Member	Heather Smith	216-295-9742
20. Council Youth Member	Spencer Gilbert	216-991-2950

DEPARTMENTAL AND OTHER ELECTED POSITIONS

B&G Chair	Mark McCue	216-321-4407
B&G Vice-Chair	Robb Forward	216-991-9191
B&G Memb@Lrg	Ramona Wiles	216-921-9204
Caring Chair	Leslie Landreth (2)	216-295-2067
Caring Vice-Chair	Juanita Faulx	440-683-4653
Caring Memb@Lrg	Debbie White	216-752-9130
C& Y Chair	Joslyn Grostic (3)	216-650-9804
C& Y Vice-Chair	Dave Faulx	440-683-4653
C& Y Memb@Lrg	Jennifer Kiener	216-921-1880
E & G Chair	Mai Moore	216-785-0010
E & G Vice-Chair	Chris Grostic	216-650-9804
E & G Memb@Lrg	Cindy Hill	216-921-1810
P & S Chair	Donna Dickinson (2)	216-464-9165
P & S Vice-Chair	Amy Clum Holbrook (2)	216-789-6456
P&S Memb@Lrg	Vicki Werneke	216-382-0752

Stewardship Chair	Peter Sweeney	216-295-9508
Stewardship VC	Book Chrobak	440-554-2620
Stew. Memb@Lrg	Anne Price	216-470-6165
Witnessing Chair	Steve Kaufman	216-283-6560
Witnessing Vice-Chair	Charlene Nevans	440-247-1926
Witnessing Memb@Lrg	Karl Kaups	216-283-2534
Worship Chair	Erica Barnhill	216-321-1912
Worship Vice-Chair	Meghan Peters	586-604-8834
Worship Memb@Lrg	Mary Foster	513-293-2260
Nominating Cmtee 12	Tracey Key	216-832-1883
Nominating Cmtee 12	Reggie Williams	216-921-9377
Nominating Cmtee 12	Stacey Reed	216-752-9692
Nominating Cmtee 13	Laurie Rose	216-536-1815
Nominating Cmtee 13	Sheryl Harris	216-752-9389
Nominating Cmtee 13	CJ Keyes	216-791-7454
Nominating Cmtee 14	Andrew Cleminshaw	216-991-4287
Nominating Cmtee 14	Betsy Stueber	216-321-9550
Nominating Cmtee 14	Neil Mueller	216-283-0819
UCC W. Reserve Assoc. Rep.	Reggie Williams	216-921-9377
UCC W. Reserve Assoc. Rep	Harry Mercer	216-561-0072
UCC W. Reserve Assoc. Rep	Helen Mercer	216-561-0072

POSITIONS RECOMMENDED FOR APPOINTMENT BY CHURCH COUNCIL

Asst. Treasurer	Shelli Smith (2)	216-295-9742
Personnel Cmtee 12	Suzanne Day	216-932-2663
Personnel Cmtee 12	Karen Reich	440-232-4549
Personnel Cmtee 13	John Markt	216-921-1506
Personnel Cmtee 13	Suzanne Ruff	216-291-1643
Personnel Cmtee 14	Heidi Klein	440-287-6864
Personnel Cmtee 14	Harry Mercer	216-561-0072
Foundation Dir 12	Dick Pogue	216-751-7744
Foundation Dir 13	Jim Bright	216-283-9049
Foundation Dir 14	Bob Green	216-991-7443
Foundation Dir 15	Christine Bretz	216-401-9563
Foundation Dir 16	Gilliam Graham	216-561-3310
Treasurer	Chris Karr	216-932-0673
Pastoral Relations 12	Andrew Cleminshaw	216-991-4287
Pastoral Relations 12	Jeff Pollock	216-321-2565
Pastoral Relations 13	Steve Hill	216-283-0868
Pastoral Relations 13	Suzanne Ruff	216-291-1643
Pastoral Relations 14	Reggie Williams	216-921-9377
Pastoral Relations 14	Carolyn Nilson	216-283-0542