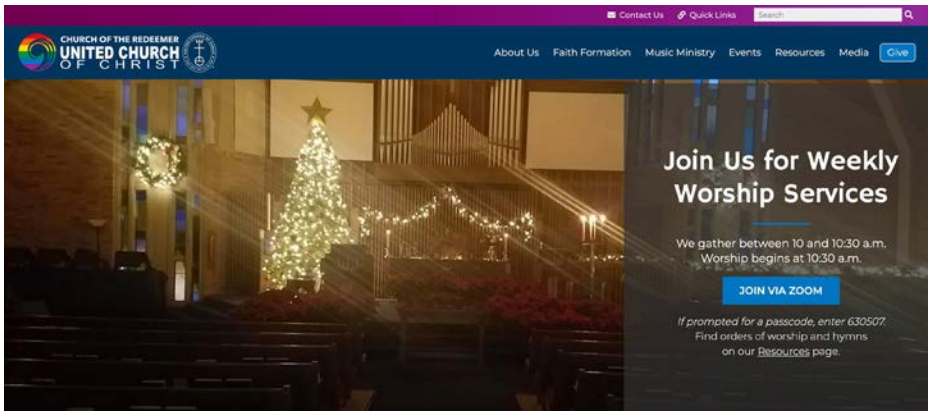



Annual Report
Church of the Redeemer
United Church of Christ

2020













CHURCH OF THE REDEEMER
United Church of Christ

Church of the Redeemer Annual Report 2020

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Leadership Team President's Report for 2020

Enough cannot be said about what a crazy year 2020 was for everybody — including Church of the Redeemer. Before the pandemic changed our lives forever, we were together in worship and planning for the New Year. In one of our last group events, we joyfully celebrated the ordination of Pastor Brooke.

When I look back at what was accomplished after Covid took away most of our freedoms, I am amazed. We quickly adapted to using Zoom for worship services, committee meetings, Bible study, Faith Formation and Congregational Meetings. Certainly not our preferred method, but we changed and made it work.

Our committees continued on with their plans and sidewalks were replaced, roof issues were/are being addressed, Community Meals are being served, Faith Formation continues, Mission projects were completed. Leadership Team continued to function, even with members leaving, new members stepping in to fill the vacancy, and a change in my job description.

Every phase of the church continued to move forward in some way. We even managed a few new events that I hope will continue — like the warm, sunny early Sunday morning, socially distant worship services on the front lawn; a Saturday morning with cider and donuts around a fire pit in the crisp fall air; Advent wreaths to light at home; and Christmas carols sung at night, with luminaries, hot chocolate and a warm fire. We also welcomed our new Parish Nurse, Nancey Brock, RN.

I know I am editing much of what we have done, but all of this has been possible because of the dedication of our wonderful Staff, Church Leaders and every single member who faithfully planned, attended and financially supported our church. If this is what we accomplished through a pandemic, I look forward to seeing where we are headed and what we can do once we are together again.

A Happy, Healthy 2021 to everyone.

Respectfully submitted,

Debbie Shank

Financial Secretary Report for 2020

Giving was good in year 2020, especially considering the health department ordered shutdowns.

Total amount given **to the General Fund** was $ 175,812, ***plus $35,000*** by two "unusual" gifts, for a $210,812 grand total. Add to that: $ 470 in "free will" gifts (I also entered them as General Fund gifts).

[By way of comparison, in year 2019 total given to the General Fund was $ 151,520, plus $ 1,713 in "free will" gifts]

More on year 2020 General Fund giving: The $175,812 was contributed by 79 giving units, with the average (annual) amount given being $ 2225.00, and the median (*annual*) giving at $ 1,100.00.

[By way of comparison, in year 2019 there were 77 giving units, with average gift =$1,968. And median gift =$1000.]

Looking at **all giving** to Church of the Redeemer last year (in addition to the $175K +$35K already mentioned): $10,788 to the Facilities Fund, $26,389 to the Legacy Fund, $4,260 to the Memorial Fund, and $7,470 to monthly — and other special Mission offerings … to mention just the main ones.

$ 147,453 was given to the General Fund in year 2020 by members ***who pledged***. The balance of $28,359 (plus $35K "unusual") was from members and former members who did not turn in a pledge.

A final report on ***pledging*** for the ***new year 2021***: $ 152,392 total, by 41 giving units. That amount is actually greater than pledged for 2020, and very close to what was pledged 2 years ago!

Thank you, thank you, thank you.

The Redeemer membership giving has been faithful, gradually increasing, and generous. This puts us in a good place, financially and spiritually, as we look forward to a "fully opened and operational" year 2021.

Respectfully submitted,

Chuck Zaugg, Financial Secretary

Finance Team Report for 2020

This past year has unfolded in ways we never could have imagined. We all know that calling it a challenge is an understatement and we know we could not have done it without you. We want to thank everyone for continuing to support Church of the Redeemer with your gifts. Although the building was shut down in March due to the COVID-19 pandemic and everything went virtual, you continued to give; and for this we applaud you.

In January, the Leadership Team gave the Finance Team approval to move $100,000 from PNC to the UCC Cornerstone Fund, where we received a higher yielding rate of 2.275 on a 12-month note. At the time, we kept $50,000 more liquid in case we needed it in the next 12 months.

Pastor Brooke invited Bruce Barkhauer to join us at church in February to conduct a Saturday session on "What is Christian Stewardship?" He also had a separate meeting with the Finance Team and provided the group with a "Generosity Assessment" of Church of the Redeemer. We heard about giving from Bruce and he also provided us with transformative ways for congregations to think about Stewardship.

The Finance Team had formal meetings in May, September and October to review financial reports and monitor the financial stability of the church. At every meeting of the Finance Team, the Financial Secretary's report was presented and discussed by Chuck Zaugg. Alex Tomoff also presented the current Financial reports for the prior month and year-to-date activity. In May, not knowing what the future was going to look like for our church, we discussed cash flow. At that time, the balance sheet showed the church had approximately $57,000 cash available that would cover about three months of expenses. There was also the $100,000 CD available if it would be needed in the coming months to pay the bills. Due to the decline in the stock market due to the pandemic, all fund balances were down at the end of April.

An anonymous donor offered to pay for the sidewalk improvements when the original quote was for $3,000. The project was then expanded and the quote increased to approximately $10,000. The donor offered to match gifts from members up to $5,000. Again, our members were very generous with matching contributions and enough money was raised to complete the sidewalk project.

In September and October, the Finance Team met to review financial reports and also examined the draft of the 2021 Budget. Initially the Team looked at three budget scenarios all based on the following: "Building Open," "Building Open Half Year," or "Building Not Open" throughout 2021. The Team agreed to submit a budget to the Leadership Team with the building being open for half the year. The final budget showed an operating loss of $17,262 with an understanding that the deficit may be higher under other scenarios. The 2021 budget was approved by the Leadership Team and presented to the Congregation at the Congregational meeting on November 22, 2020 for their approval.

Richard Shank, Chuck Zaugg and Janet Kramer met to update the Plan of Operation for the Endowment Fund. The document is being presented to the Congregation for their approval at the Annual Meeting on Jan. 31, 2021.

Sincere thanks are extended to the members of the Finance Team for their dedication and support: Julie Barnes, Janet Kramer, Debbie Shank (Leadership Team President), Richard Shank, Alex Tomoff, Chuck Zaugg and Pastor Brooke. We continue to give a special shout-out to Alex for his support and time commitment as Treasurer of Church of the Redeemer. He is vital member of the Team.

Respectfully submitted,

Janet Kramer

Treasurer's Report for 2020

Operations

Church of the Redeemer ended the year with a surplus of $39,344. This was the result of pledges honored and two one-time gifts from former members.

Contributions were well ahead of budget for both regular offerings and designated gifts. The visible sign of the designated gifts is the new sidewalk all the way around the church.

Most expenses came in at or near budget except for property expenses due to the building being closed for most of the year.

Other Funds — year end balances

	2020	2019	Change
Legacy Fund	728,790	632,589	96,201
Endowment Fund	652,182	604,242	47,940
Memorial Fund	8,897	14,473	(5,576)
Facilities Fund	96,425	55,698	40,727

The increase in the Endowment and Legacy Funds was due to above average market gains and a one-time gift to the Legacy Fund.

A special THANK YOU to Barb Powell during this pandemic year. Barb would handle and control the offerings sent to the church each day. She also made sure all the bills were forwarded to me so they could be paid in a timely manner. Generally, any problems that did occur were the result of issues with the mail and not internal handling.

I also want to thank Janet Kramer for joining to count money twice each month.

Respectfully submitted,

Alex S Tomoff, Treasurer

Church of Redeemer
Consolidated Balance Sheet
Balances as of Balances as of December 31, 2020

	12/31/2020	12/31/2019	Change
Assets			
Checking Account	$ 54,486	$ 109,859	$ (55,373)
TD Ameritrade	15,811	15,229	582
Savings Account	100,000	36,288	63,712
Legacy Funds	727,836	637,394	90,442
Endowment Funds	652,957	605,017	47,940
Other Assets - Prepaids			
Total Assets	$ 1,551,090	$ 1,403,787	$ 147,303
Liabilities & Equity			
Accounts Payable	(1,990)	31	
Dedicated Funds			-
JTB	1,704	2,172	(468)
Support our Family	5,694	4,394	1,300
Nurse	1,490	3,221	(1,731)
Music	4,532	3,892	640
Summer Camp	1,423	1,423	-
Care Giving Ministry	648	648	-
Community Meals	2,517	3,041	(524)
Monthly Missions	620	2,532	(1,912)
Kendle Missions Gift	5,103	5,103	-
Other	3,711	2,374	1,337
Total Liabilities	25,452	28,831	(3,379)
Equity			
Unrestricted	39,344	67,955	(28,611)
Temp Restricted	965,767	786,474	179,293
Restricted	520,527	520,527	-
Total Equity	1,525,638	1,374,956	150,682
Total Liabilities & Equity	$ 1,551,090	$ 1,403,787	$ 147,303

Church of Redeemer

Operating Statement of Income & Expense

For the month and period ended Balances as of December 31, 2020

	Current Month				Year to Date			
	Actual	Budget	Var	prior year	Actual	Budget	Var	prior year
Income								
Offerings	$ 40,800	$ 15,166	$ 25,634	$ 16,564	$ 215,656	$ 182,100	$ 33,556	$ 181,438
Building Use Donations	750	250	500	360	2,045	3,000	(955)	2,500
Designated Gifts	970	833	137	4,031	26,327	10,000	16,327	15,378
Fund Contributions	-	-	-	19,000	22,500	34,500	(12,000)	65,900
Other	(49)	433	(482)	64	(345)	4,100	(4,445)	1,855
Total Income	42,471	16,682	25,789	40,019	266,183	233,700	32,483	267,071
Expense								
Music	310	150	(160)	555	2,171	2,580	409	2,760
Faith Formation	(165)	345	510	378	4,084	5,950	1,866	6,111
Church Property	3,062	4,440	1,378	6,298	31,002	42,100	11,098	37,380
Church Operations	940	1,574	634	3,876	9,474	10,950	1,476	15,335
Pastor's Compensation	6,517	6,632	115	6,476	77,621	80,096	2,475	69,752
Staff Compensation	8,837	7,459	(1,378)	7,345	81,046	86,698	5,652	94,418
Missions Giving	970	2,658	1,688	6,326	39,977	20,900	(19,077)	25,198
Programs	428	182	(246)	24	2,233	2,200	(33)	534
Total Operating Expense	20,898	23,440	2,542	31,278	247,608	251,474	3,866	251,487
Net Operating	$ 21,573	$ (6,758)	$ 28,332	$ 8,741	$ 18,576	$ (17,774)	$ 36,350	$ 15,584

Church of Redeemer
Fund Activity and Balances
Balances as of December 31, 2020

	Operations	Legacy	Endowment	Facilities	Memorial	Total
Beg of Year Balance	$ 67,955	$ 632,589	$ 604,242	$ 55,698	$ 14,473	$ 1,374,956
Revenues	243,683	26,364		11,627	3,435	285,109
Expenses	(247,608)					(247,608)
Distributions		(2,000)	(1,000)			(3,000)
Management Fees		(5,990)				(5,990)
Computers & Peripherals					(6,211)	(6,211)
Sidewalks				(9,500)		(9,500)
1/2 Appraisal Fee				(1,400)		(1,400)
Altar Cloth					(2,800)	(2,800)
Net Gains (Losses) on Investments		70,640	71,440			142,080
Net Before Transfers	64,031	721,603	674,682	56,425	8,897	1,525,637
Transfers						-
						-
Congregation approved transfer	(40,000)			40,000		-
Transfer from Endowment	22,500		(22,500)			-
To balance accounts for year end	(7,187)	7,187				-
						-
						-
Balances as of December 31, 2020	$ 39,344	$ 728,790	$ 652,182	$ 96,425	$ 8,897	$ 1,525,638

Endowment Fund Report for 2020

The Church of Redeemer's Endowment Fund was created by a Congregational Resolution on September 18, 1983. A Congregational meeting on January 18, 1994, approved a Plan of Operation and established a Planned Giving Board to oversee the management of the Endowment Fund. The primary goals of the Board is preservation of the principal, or donated gifts to the fund, accumulation and distribution of income generated by the Fund.

The mission of the Fund is to support:

- Programs of the Church
- Outreach into our community
- The wider mission of the UCC at home and overseas

Building on a healthy 2019 the fund began 2020 with a beginning balance of $604,242.00. The income generated by the fund was able to support:

- $ 22,500.00 for the General account to support our Church's programs like Faith Formation and others. The Fund has also been committed to providing an additional $22,500.00 for the 2021 operating budget to keep several of the Church's programs operating at their current levels.

As with other investments, with the markets moving up, the fund saw an increase in the total amount. The Endowment Fund ended 2020 with a balance of $ 652,182.00 of which $520,527.00 remains the restricted principal.

In 2021, the Endowment Fund is committed to working with the Church's Mission Committee by supporting their various charities up to $ 5,000.00.

Respectfully submitted,

Richard Shank, Chair
Rudy Duscha

Legacy Fund Report for 2020

The purpose of The Legacy Fund at the Church of the Redeemer is to receive gifts, bequests and contributions to The Legacy Fund. We direct and authorize the disbursement of income and some principal (in special circumstances) of said Legacy Fund. Our focus is for Mission Outreach and Christian Education in accordance with The Spirit of First United Church of Christ, Lakewood.

The Legacy Fund welcomes Russ Williams to our committee. Russ is involved in many functions at Redeemer and we look forward to having his insight into the function of The Fund and to the management of its assets. The Committee is now made up of **Amanda Miller, Bonnie Hawver, Christine Foote, Julie Barnes and Russ Williams.**

The 2020 year was an interesting year for The Legacy Fund in regards to the market. The beginning of the year saw a dramatic decrease in the value of the funds due to the Covid 19 pandemic. However, as of December 31, The Fund has regained those losses and then some to come out in a better position than this time last year. For the 2020 year, The Legacy Fund received a total of **$26,699** in interest and dividends. In addition, The Fund is extremely thankful to those members of The Congregation and their friends and family that gave gifts to The Fund. One such gift came from Ginny Stepler in the amount $25,000. As many of you know Ginny was a big part of The Legacy Fund and she will be greatly missed.

Distributions for the 2020 year were down somewhat, at only 14,000, but we anticipate the Committee will catch up during the 2021 year. Due to the Covid pandemic, there appears to be significant need for assistance within our community.

The Legacy Committee has made commitments of $29,000 for 2021 to Church of the Redeemer for the Parish Nurse and Faith Formation programs. For the 2021, year we expect total disbursements to stay within or close to the earnings of The Legacy Fund, allowing for some growth. The Legacy Fund Committee meets approximately twice a year. Meetings are open to the public.

If you have any questions about The Legacy Fund or would like to make a donation please ask any of the member.

January 1, 2020 Balance	$637,394
Income	$ 26,699
Contributions	$ 25,954
Expenses	($ 7,990)
Change in Market Value	$ 46,733
December 31, 2021 Balance	$728,790

Disbursements for the 2020 year

Faith Formation	$12,000
Hunger Network Walk	1,000
Westlake Food Pantry	$ 1,000
	$14,000

Respectfully submitted,

Jeff Reitz, Chair

Memorial Fund Report for 2020

The Memorial Fund funded several projects in 2020. Funds were used for the purchase of new white altar, pulpit and lectern paraments, as well as a new Bible bookmark. Three new office computers also were funded.

We are thankful for the many contributions made to the Memorial Fund this year. We also welcome any requests to the Memorial Fund Committee.

Thank you.

Respectfully submitted,

Rudolph Duscha
Emily Aquila
Carol Mealy

Pastor's Report for 2020

This year has been like no other year — but then, that can be said of every year. Each year, God reveals new things to us. This year God revealed that we are resilient, faithful, and adaptable.

This year began with leadership training so that all members in leadership of Church of the Redeemer knew what to expect. It was a time to discuss things that worked and things that needed to be left behind. It was a reminder that committee meetings were not only about getting tasks done, but about inviting God into those meetings to help us dream about where we might do ministry.

In February we welcomed the Rev. Bruce Barkhauer from the Center for Faith and Giving back to our congregation. Bruce grew up in First Church and he met with members of Leadership Team and Finance Team to help us be better stewards of our resources, as well as led worship.

We began Lent with a joint worship service at Olmsted Community Church and began a Lenten "Bread and Broth" series in which we planned on learning about various theologians while sharing a soup supper on Wednesday evenings. We had the opportunity to gather for that series twice before things changed due to COVID-19.

March 8th was a wonderful day of celebration! I was ordained into the word and sacrament of Authorized Ministry in the United Church of Christ at Pilgrim Congregational United Church of Christ. Carol, the choir, and Jason provided beautiful music and it was a day I will always remember. It was also the last time many of us shared a hug with someone outside of our family, and the last large group gathering many of us attended. I am grateful for the love and support this congregation showered upon me surrounding that important day.

By March 11, it was clear that we were going to have to change the way we would worship due to COVID-19. The last worship service held in the sanctuary was March 15, with many precautions in place, including no passing of the peace, no passing of collection plates, and encouragement to keep a safe distance from each other. I do not think anyone imagined that would be the last worship service held in the building in 2020.

Our adaptability immediately kicked in. Staff began working from home. Members created Facebook accounts who had never had Facebook accounts before so that they could log on for worship on Sunday mornings. Bulletins no longer had covers and, instead of an usher handing you one with a smile, you made sure you picked yours up off of the printer at home. We learned which electronic settings worked best for the music. The need to stay in contact became apparent, so I began writing to the congregation three times per week. We worked our way through Lent and celebrated Easter remotely — me from my living room — while still celebrating the resurrection of our Savior.

After Easter, we adapted again — changing platforms from Facebook Live to Zoom. There was more learning to be done and, although it wasn't the same as gathering to worship, we could see and hear each other now. At this time, Emily Aquila stepped in and has faithfully served as "producer and trouble-shooter" for Sunday morning worship. Each Sunday morning would not be possible without her assistance. We began meeting before worship to talk with each other. It became apparent that COVID-19

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was not going to end any time soon, and pastoral care was adapted to phone calls and prayers over the phone the night before surgeries, since pastors were not allowed in the hospital. But adapt we did and we continued to worship God.

Beginning in May, we turned our front lawn into a memorial for Ohioans who had lost their lives to COVID-19. We planted a white flag for every person in Ohio who had died and added to them as the number of deaths continued to climb. Volunteers came and placed them in the yard, but when we reached 3,000, we stopped. At that time, we pulled them all and placed them in the shape of a cross, demonstrating our faith that they had returned to God. It was a powerful community witness that gained us local and national news coverage.

As racial tensions rose following the death of George Floyd at the hands of police in Minneapolis, it became apparent that we needed to examine some long-held beliefs, as well as simply learn more about racial tensions. We began a book study during the summer that continued into the fall on the "Waking Up White: And Finding Myself In the Story of Race" by Debby Irving. It allowed all of us to look at assumptions we held and begin to have a glimpse into how Black people are treated in the United States. We know that we have more work to do, including building relationships in the Black community.

During this time, Pastor Brooke joined other UCC clergy, along with members of the congregation, at various Black Lives Matter rallies to advocate for fair treatment of Black people.

As the virus continued, we found new ways to safely gather together. This included afternoon gatherings on the lawn, cider and donuts around the fire pit, and singing Christmas carols with hot chocolate on the front lawn. It also included an approximately every other week worship service on the front lawn at 9 a.m. that began in July and continued through the end of November. Several faithful members brought their own chairs and masks and found this service to be very meaningful. In addition, weekly Bible study was held on Zoom.

In August, Jim Stone decided he could no longer serve as President of Leadership Team. At that time, Debbie Shank stepped in to finish the remainder of Jim's term, which ended January 11, 2021.

The other thing that this pandemic emphasized was the need for a Parish Nurse. We welcomed Nancey Brock, RN, and she has jumped in providing education and helping the Care Givers get re-established.

Throughout this pandemic, the members of this congregation have been faithful: faithful with attendance at worship, faithful in donations to missions, faithful in financially supporting this congregation, and faithful to God. When it became apparent that it was not safe to worship in person in the sanctuary, this congregation adapted. While we have all missed seeing each other in worship, sharing hugs, and seeing more than each other's eyes, we have proven that the church is not a building. You have supported each other through phone calls and notes, and proved your resiliency to get through this difficult isolation. You have supported the ministries generously throughout this time and, while other churches are struggling financially, we are on solid footing because of your faithfulness.

I continue to be proud to serve alongside of you as your designated pastor and look forward to moving forward towards a settled call. We have found new ways to worship our still-speaking God.

Blessings,

Pastor Brooke

Faith Formation Report for 2020

2020 will be a year to remember. While we had to adjust to the constraints put on us by the pandemic and the State of Ohio's response to it, we never ceased being the church. Throughout the year, as we learned more, we adapted how our faith formation ministries went forward with our children, youth, and adults, even though I took a leave of absence over the summer at request of the Finance Team to help with budget concerns.

Faith Formation with Children

We began the year with our children K-5th grades continuing in one group under the direction of alternating teams of Faith Formation leaders Julie Miller and Kathy Barrick, and Melissa Hille and Amanda Miller. In February, we dedicated our acolytes to their service in worship, and Lent began. But by mid-March, our church building was shut to in-person gatherings. In response to not being able to gather, our focus was on keeping connection. Each week I mailed each child a packet containing a children's bulletin, children's sermon or story, and a coloring page. I also emailed the children through their parents each week, with a greeting and a suggested activity. Children were encouraged to attend our online worship during which I continued to share a children's message.

During the summer, while I was on leave, Julie Miller continued to maintain contact with the children. When I returned at the beginning of September, we held an End of Summer Celebration, gathering social distanced on the front lawn.

With the beginning of Fall Quarter, we refocused on faith formation. To that end, in September, we held a scavenger hunt for the kids to fill a Faith Formation bag with all of the school supplies they would need, as well curriculum resources. Starting after Rally Day, I recorded a weekly video based on a session from our Shine Curriculum which were then emailed to the children and posted on our YouTube channel and Facebook page. At the beginning of Winter Quarter, new pages were dropped off at their homes as well as an advent calendar and a gift for Christmas.

Faith Formation with Youth

The youth began the year, under my leadership along with Lisa Thomas, continuing their focus on Care of Creation. They continued posting monthly information sheets around the church, and were preparing for a Youth Sunday Worship Service to be presented on Earth Day. At the start of Lent, they set up Prayer Stations in the Chapel providing opportunities to reflect on the gift of God's creation and our responsibility to care for it.

When the pandemic resulted in our building being closed in Mid-March, I started sending weekly emails which included an activity and reflection to check out online. The youth continued meeting weekly as we learned how to hold ZOOM meetings. The goal was keeping connected and each virtual gathering included sharing their highs and lows, discussion around a question, and playing a game. Lisa Thomas introduced the idea of doing what she called the Great Youth Round Robin, which involved passing a box between them from which they took an item and replaced it with an item of their own. For Earth Day, instead of their envisioned Youth Sunday, they helped write a prayer that was shared in worship on ZOOM.

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Before my leave of absence began, I drove graduation gifts around to our High School Graduates and they were invited to share their plans on Graduate Sunday. During the summer, we discontinued the ZOOM meetings, and Lisa Thomas met with the youth each month social distanced on the front lawn (and once in the Fellowship Hall due to rain) for games and something to eat. Our two rising youth joined in as well.

In the fall, we started to meet every other Sunday morning on the front lawn to study the book MARCH by John Lewis. We continued until the weather would no longer permit, ended with a bonfire and s'mores, and went back to meeting on ZOOM, this time directly after worship. We have continued with two more versions of the Round Robin, which has proven to be an especially fun way for the youth to keep connected.

Adults/Intergenerational

Pastor Brooke faithfully continued her Weekly Bible Studies, going virtual after the building closed, as well as a book study in Lent, and another discussing *Waking Up White* from summer into fall.

In Mid -March, I created "Prayig at the Home Altar," a weekly prayer break on Thursdays at 12:15 p.m. which went out as a Facebook Live on our CORUCC Facebook Page and then posted to our YouTube channel. It was a 15-20-minute time to share prayers, so people can be reminded that not only do we not pray alone but that God is always with us. That ran for 13 weeks until I took leave of absence.

One of the most meaningful ministries that children, youth, and adults all participated in together was the placing of flags on the front lawn in memory of the lives lost in Ohio to COVID-19. Individuals and families faithfully placed the flags each week until we moved them into the shape of a cross. The Youth finally took them down when the grass got too tall, but not before they had been highlighted by our local TV news and newspapers, as well as photographed for a national news piece.

We don't yet know what 2021 will look like. But we have learned that no matter what it brings, we will continue as the church finding ways to meet our needs of community, providing faith formation for our members, and answering God's call to service.

Respectfully submitted,

Margaret Borrelli, Minister of Faith Formation

Music Department Report for 2020

GOD IS GOOD! God continues to bless our church with talented and dedicated people who love the Lord and serve and honor God through the gift of music. Yes, we are doing so in ways we never thought of doing before the pandemic, but God continues to help us overcome any obstacles.

The last time our choir performed together was on March 8th for Brooke's ordination. We sang "Here I Am, Lord". And isn't it wonderful that we are still here and able to continue doing God's work? Thanks to social media and our Zoom services, the choir and/or special music is heard every Sunday, as well as the beautiful preludes and postludes performed by our exceptionally talented pianist/organist, Jason Aquila.

There is a lot of work done by several people every week to prepare for our Sunday Zoom services. A very special thank you to Jason Aquila, our pianist/organist for recording the hymns, preludes, and postludes and magically putting it all together; to Barb Powell, our outstanding, creative communications specialist for adding visual art to the music and transferring everything to our YouTube channel; to Johanna Slygh, for locating and preparing the recordings of the chosen choir anthems/special music; to Emily Aquila, for handling all the technical controls during our services; to Pastor Brooke Baker, for her outstanding leadership and loving support of our music ministry.

We thank God for the gift of music, and give God all the praise and glory for God's constant presence in our lives and in our ministry.

Respectfully submitted,

Carol E. Peddie, Director of Music

Care Givers Report for 2020

Care Givers continued their service through an unprecedented year by sending cards and making telephone calls. Social visits were prohibited due to the COVID-19 virus.

We look forward to working with Pastor Brooke and our new Parish Nurse, Nancey, when restrictions are lifted. It is our hope that the year 2021 will bring a return to normalcy in the near future.

Should you feel the call to participate in this caring service, please contact either Donna or Marcia.

Respectfully submitted,

Donna Greenwell and Marcia Powles, Co-Chairs

Human Resources Team Report for 2020

The Human Resources Team met once every quarter in 2020. Meetings were held in March, May, August and November.

Team members: Pastor Brooke Baker, Bonnie Hawver, Janet Kramer, Dave Patzwahl

Tasks for 2020 included the following:

1. Conducted Quarterly Reviews with Pastor Brook Baker.
2. Human resources manual was finalized and distributed to staff.
3. Initiated staff background checks.
4. Developed Vacation/Benefits Schedule for staff.
5. Conducted staff performance reviews.
6. Posted the Parish Nurse open position, reviewed resumes, interviewed candidates and hired Nancey Brock. She started her employment with Church of the Redeemer on December 1, 2020.
7. Pastor Brooke conducted the Parish Nurse orientation.
8. Safe Church Policy is currently being reviewed and updated

When the pandemic caused everything to be shut down including church services, Robin Hanna was laid off as our Nursery Coordinator.

We would like to thank Lisa Thomas for her assistance in hiring Nancey Brock, RN, as our new parish nurse. Lisa reviewed resumes and did the initial phone interviews with a number of candidates. She also participated in the finalist interviews with Pastor Brooke.

Thank you to Bonnie, Dave and Pastor Brooke for your support and guidance throughout the year.

Late in the year Bonnie informed the Team that she would be resigning from the Team for personal reasons and time commitments. It has been a pleasure working with Bonnie and we thank her for her knowledge, input and work with the HR Team for the past two years. Emily Aquila has accepted our invitation to join the Team in 2021.

Respectfully submitted,

Janet Kramer

Mission Outreach Team Report for 2020

This committee has dealt with many losses in the past 18 months. First, the committee faced the loss and leadership of Jeanne Long as her Alzheimer's progressed, then mourned the sudden deaths of Ginny Stepler and Ellen Cronk and, most recently, the loss of Jean Badger with her move to Florida. Although the committee has been decimated by these losses, the remaining members — Andy & Jan Bischof, Karen Farmer, Elaine Freed, Donna Greenwell, John & Ruth Michelich and Jean Noffke — have continued the work of the committee.

We had made plans to do more hands-on missions this year and next, possibly coordinating some activities with the church youth, but the pandemic curtailed those plans! Even in these difficult times, our congregation continued to support all of the monthly mission opportunities through our mission envelopes and in-gathering donation designations. We thank you all for allowing us to provide for so many organizations and people in need.

We were only able to meet twice in person once quarantine began, but we were able to make the final decisions regarding next year's mission envelope and budget distributions. Many of our in-gathering and other activities, such as Peace Sunday, Holy Joe's Cafe, Christmas in July for Malachi House, School Supplies for LCSC, the 75# Peanut Butter Challenge and Pack the Pantry for The Centers, had to be canceled due to the pandemic-related closing of the church. 1,472 monthly Community Meals were served at Clague Road UCC, with "Grab 'n Go" meals prepared once quarantine guidelines necessitated it. A December meal was added as the need continued to grow. 85 meals were served in January, but by the fall, that number had grown to as many as 170 meals each month. A team of church members participated in the virtual June Hunger Walk, raising over $3000. With some creative changes from past years, we were able to carry on our annual Adopt-a-Family mission in December. The congregation generously donated enough money to purchase all of the gifts for nine individuals assigned to us by the Westlake Community Center. An additional gift from the Legacy Fund allowed us to give the center an extra $1,000 in Target gift cards to distribute to those who weren't "adopted" by anyone. We would like to thank everyone who contributed financially to this mission and to those who helped with wrapping the gifts for delivery to the center.

The following three charts show how our funds were budgeted this year, as well as, the monthly in-gathering and mission envelope collections:

Mission Envelope Contributions for 2020

Jan. — BackBay Mission	$170
Feb. — UCC Outdoor Ministries	$230
Mar. — UCC One Great Hour of Sharing	$850
Apr. — Crossroads/United Church Homes	$240/$240
May — Holy Joe's Cafe Military Pastors Fund	$100
Jun. — UCC Strengthen the Church	$480
July — Malachi House	$515
Aug. — Lakewood Community Service Center	$335
Sep. — Support Our Families Fund	$370
Oct. — UCC Neighbors in Need	$585
Nov. — The Centers (formerly WSEM Hunger Centers)	$215
Dec. — UCC Christmas Fund	$565
Year Total ($10,000 projected)	**$4,895**

MISSION OUTREACH COMMITTEE BUDGET FOR 2020

MISSIONS TO SUPPORT	ALLOCATION AMT.
GLOBAL SERVICES:	
Our Church's Wider Mission (OCWM)	**$5,500**
BackBay Mission	$400
UCC Disaster Relief Fund	$1500
Child Sponsorship Ministries	$500
LOCAL SERVICES:	
America Scores	$300
Cleveland Christian Homes	$300
Denison Ave. UCC	$500
Family Promise (Formerly IHN & New Life)	$1,000
Habitat for Humanity, Cleveland	$500
Harbor Light Hospice Shelter	$500
Legal Aid Society of Cleveland	$300
Mission Outreach Comm. Reserve Funds	$200
Neighborhood Family Practice (Formerly North Coast Health Ministry)	$500
Next Step	$300
Peace Sunday	$100
The Centers (Formerly WSEM Hunger Centers)	$1,000
Westlake Assistance	$500
Mission Outreach Allocation (From Church Annual Budget)	$5,400
Endowment Fund Contribution	+ $3,000
Mission Outreach Budget for Designated Programs	**$8,400**
Our Church's Wider Mission (OCWM)	+ $5,500
Mission Outreach Budget Subtotal	**$13,900**
Designated Gifts (Mission Envelopes)	+ (Projected) $10,000
Total Mission Outreach Budget	**(Projected) $23,900**

MISSION OUTREACH COMMITTEE MISSIONS CALENDAR 2020

MO.	MISSION ENVELOPES	IN-GATHERING COLLECTION
Jan.	BackBay Mission (100% funds to BackBay)	"'Souper' Bowl Sunday" (Soup & Crackers)
Feb.	UCC Outdoor Ministries (100% funds to Outdoor Min.)	"Healthy Choices" (Canned Fruits & Vegetables)
Mar.	One Great Hour of Sharing (100% funds to OGHS)	"Stormy Weather" (Peanut Butter & Jelly)
Apr.	Crossroad & United Church Homes (50/50% to Crossroads/UCH)	"April Showers" (Pasta & Sauce)
May	Holy Joe's Cafe (100% funds to HJC)	"Fins, Feathers, & Fur" (Non-perishable Protein Foods)
June	UCC Strengthen the Church (100% funds to STC)	"Breakfast of Champions" (Cereal, Breakfast Bars)
July	Malachi House (100% funds to Malachi House)	"Christmas in July" (Items for Malachi House)
Aug.	Lakewood Comm. Services (100% funds to Lake. Comm. Serv.)	"Back to School" (Supplies for LCS & Individually Wrapped Snacks for America Scores)
Sept.	Support Our Families Fund (100% funds to SOFF)	"Dish It Up Healthy Foods" (Non-perishable foods)
Oct.	UCC Neighbors in Need (100% funds to NIN)	"75# Peanut Butter Challenge" (PB & Halloween candy)
Nov.	The Centers (Formerly WSEM) (100% funds to hunger centers)	"Stretch Your Dollars to Pack the Pantry" (Monetary donations rather than food)
Dec.	UCC Christmas Fund (100% funds to the Christmas Fund)	"Adopt-a-Family" (Gifts for Westlake Comm. Services Neighbors in Need program)

Respectfully submitted,

Karen Farmer, Chair

Prayer Chain 2020

I want to thank all the wonderful callers of the Prayer Chain — we couldn't do without your dedicated service!

There were 76 prayer calls this year. We were saddened by the loss of Ellen Cronk, Joyce Droescher, Ginny Stepler, and Sandy Evans. We have their families in prayer.

I love my assignment and am thankful I am still able to help my church by serving.

If you are interested in joining our group, please call me: 440-899-6221.

Respectfully submitted,

Emma Kozar, Chair, Prayer Chain

Property Team Report 2020

Caring for the church property are team members Alex Tomoff, Mary Kanzeg, Janet Kramer, Jeff Kirkby, John Michelich and Russ Williams. A special thanks to each for the sharing of their talent, physical work, and the number of hours volunteering to do what is needed to be done.

Some major projects were completed:

- A new sidewalk and new ADA handicap ramp were installed,
- The hot air trench under the sanctuary was cleaned of all fallen wet insulation and debris and it was determined the new sump pump was working properly.
- The men's restroom floor was redone.
- The back flow valve was repaired
- We had some wind damage to the cross on top of the steeple and the lightning rod was torn off and it left a hole in the top of the cross that had to be repaired and sealed.

A continuing problem, the roof. Water drips into the sanctuary whenever there is heavy rain or snow.

A water test was done to try to determine the cause. It was found that the end caps around the steeple were not sealed so strips of aluminum were installed to correct the problem. Still more water dripping into the sanctuary. Another water test found a dip in the center of the main part of the largest sections of the roof. This may cause the shingles to not seal properly. We are currently waiting on a report from an engineer to determine what will need to be done to fix the problem.

Ongoing is the cleaning of the pew cushions and the floor.

Current projects include:

- Obtaining bids for lighting of the front of the outside of the church
- Obtaining bids for repairing of the chimney outside of fellowship hall.
- Checking into the feasibility of pitching the roof over the lounge area

General maintenance items that were taken care of include changing of furnace filters, fixing leaking sinks and faucets, changing burned out light bulbs, etc.

Special thanks to all who volunteer to take care of all of the shrub beds.

Respectfully submitted,

Mary Kanzeg, Chair

Worship Team Report for 2020

The Worship Committee is made up of the following individuals: Pastor Brooke Baker, Carol Peddie, Jason Aquila, Cory Svette, Lisa Thomas, Leslie Patzwahl, and Erin Williams.

Due to the pandemic and COVID restrictions, the committee met in person twice last winter, then virtually three times after that. Our purpose is to discuss process improvements and ideas for worship services. It serves as an opportunity to evaluate and provide feedback on the services, and how we can best create a positive worship experience for all our congregants and visitors.

Anyone with any thoughts or concerns on the worship services is welcome to contact any of the members of the committee and share with them their thoughts and concerns.

One accomplishment by the committee that will be noticed this spring is the replacement of the white altar and pulpit paraments with new ones. We all look forward to seeing them in person again.

Respectfully submitted,

Erin Williams, Chair





CHURCH OF THE REDEEMER
United Church of Christ

Church of the Redeemer
United Church of Christ
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Church of the Redeemer UCC: Just Peace, Open and Affirming.
All are welcome.