

ANNUAL MEETING
JANUARY 29, 2023



2022 ANNUAL REPORT

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AVON LAKE
United Church of Christ

"Growing People to Serve God and Others"

2022 ANNUAL REPORT TO THE CONGREGATION

AVON LAKE UNITED CHURCH OF CHRIST
32801 Electric Boulevard, Avon Lake, Ohio 44012
phone: 440-933-3241; website: avonlakeucc.org; facebook.com/AvonLakeUCC
Our Mission: Growing People to Serve God and Others

CHURCH STAFF

The Pastoral Ministry

Kelly Brill, Senior Minister
Beau Dansizen, Minister for Children and Families

The Education Ministry

Nate Taylor, Director of Youth Ministries
Eileen Zakel, Christian Education Coordinator
Maddie Stiles, Summer Youth Ministry Intern

The Administration

Timothy Schulz, Director of Membership and Media
Kim Rose, Outreach and Connections Coordinator
Dinah Hunt, Support Staff for Special Projects
Kelly Smolik, Business Manager
Angela Oleksiak, Office Manager

Maintenance

Dave Witzigreuter, Physical Plant & Property Consulting Manager
Diane Velez, Custodian

The Ministry of Music

Scott Ewing, Director of Music Ministries
James Kotora, Featured Vocalist
Sharon Dixon, Director – Celebration Ringers

The Parish Nurse

Cheryl Updegraff, RN

The Good Neighbor Thrift Shop Management Team

Kristen LePrevost, Manager

Jill Eston

Dinah Hunt

Sarah Martin

Craig Cowles

Leah McDermott

Kari Samuels

Christine Spaetzel

AGENDA FOR THE ANNUAL MEETING
Sunday, January 29, 2023

INVOCATION The Reverend Dr. Kelly Brill

CALL FOR A QUORUM Mark Spaetzel, Moderator

MINUTES OF 2022 ANNUAL MEETING (Approval)

STAFF REPORTS

Senior Minister	The Reverend Dr. Kelly Brill
Minister for Children and Families	The Reverend Beau Dansizen
Director of Youth Ministries	Nate Taylor
Director of Membership and Media	Tim Schulz
Good Neighbor Thrift Shop Team Chair	Scot McNutt

REPORT OF THE MODERATOR Mark Spaetzel

FINANCIAL REPORTS

Treasurer	Sandi Gerhan
Endowments	Jason Anderson

OLD BUSINESS

NEW BUSINESS

Proposed Budget for 2023	Bruce Noll
Approval/Adoption of our Statement of Welcome	Meghan Burmeister
Nominating Committee Report	Amy Nasr

BENEDICTION The Reverend Beau Dansizen

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SENIOR MINISTER

Dear Members and Friends of the Avon Lake United Church of Christ,

In some ways, we are not the church today that I thought we would be...if you'd asked me in January of 2020 what Avon Lake UCC would look like in 2023, I would have estimated that the growth we'd been experiencing in new members, Christmas Eve worship attendance and baptisms would have continued, with those numbers moving steadily upwards. We had record attendance in 2019 for Christmas Eve, for example.

None of us could have imagined the impact that COVID-19 would have on so many aspects of our lives. As is the case with most every other church I know, there are beloved members and participants of ALUCC who have not returned. We have welcomed some wonderful new members, but not as many as we had before. Our worship attendance is beginning to rebuild, but we have fewer in worship now than we did in 2019.

During the course of 2022, I began to shift my mindset. Instead of fretting constantly about "who we haven't seen", I began to be intentionally grateful for "who we are seeing." I hope, fervently, that some of our former members and friends will return. I miss them! But focusing on who isn't here was draining my spirit.

In other ways, we are very much the church today that I thought we would be. We are a church that is responding in robust ways to the refugee crisis. We are a church that continues to generously support our mission partners. We are a church that sends dozens and dozens of youth on mission trips and a church that has enthusiastic fun with VBS and the Christmas pageant. We are a church where worship and music are thoughtfully planned and coordinated. We are a church that seeks to care for one another in myriad ways. I could go on and on. This entire Annual Report will give the facts and figures and a few more stories describing the spirit and vitality of this congregation. Our core values remain. We are Growing People to Serve God and Others. Those who are actively participating, including some of our brand-new members, are contributing new ideas and vision.

Our job is not to recreate the church of 2019, or the church of any other era. Our calling is to be the church God needs us to be in this time and place. I'm so grateful for all of the ways we are doing that, and my report will give more details of the ministry projects to which I gave my time and energy in 2022, as well as comment on some of our major areas of focus:

STAFF RELATIONSHIPS AND DEVELOPMENT

After **Scott Ewing** joined our staff in 2021 as our fifth full-time staff member, I planned a February overnight retreat at Bellwether Farm as a way to help the five of us get to know each other better so that we can work well together. We asked Tony

Vento to facilitate; all five of us were grateful for Tony's leadership and for the opportunity to deepen our understandings of each other.

About three times a year, we gather for a day-long retreat at the Buoy to engage in long-range planning. Sometimes **Cheryl Updegraff** and **Kim Rose** are able to join us. As an entire staff we meet once per month, and in just a few weeks we will enjoy a staff dinner together, thanks to the Personnel Committee.

Quite seriously and honestly, I give thanks every day for the ALUCC team. Every single person gives her or his all. It is obvious to see that no one is just clocking in. There is heart and love in everything that is given - whether that's cleaning the church, sharing a musical talent, planning a party, preparing our communications, paying our bills...I'm grateful to my colleagues for what they do, for the quality of work, and for the fun we have together.

I work closely with **Stephanie Harley**, head of our Personnel Team, and with the entire team. This group of six has been together for several years, and we're finding that tenure on this team is so helpful. Human Relations matters have become more complicated over the years. The continuity of this group helps us to approach every matter with the benefit of institutional memory.

In 2022 we said goodbye to **Lynn Miller**. She was a superb office manager, gifted with a calm caring demeanor and superhuman organizational ability! I especially appreciated Lynn's initiative during the pandemic lockdown. Early in the summer we hired **Angela Oleksiak** and she has done a beautiful job stepping into a busy office, learning the working styles of many different people, and responding to a wide variety of requests and questions. We're all enjoying having Angela on board!

LEADERSHIP RETREAT AND CHURCH COUNCIL

I invited Margaret Vogel to lead a church leadership retreat in March. Using the Gallup Strength Finders material, she helped us think about what our priorities are for the next several years. One of the items that rose to the surface was a goal that the church had already approved, at the January 2020 Annual Meeting: writing a Statement of Welcome and Inclusion. A small group from Church Council worked on a statement; it will be presented at the January 2023 annual meeting for adoption and approval, then sent on to the UCC national body.

I was thrilled with the participation at the leadership retreat! Other ideas that were popular included the desire for more small groups, more hands-on mission activities and more opportunities for relationship-building.

My thanks to **Mark Spaetzel** for his service as Moderator these past two years - and all he does on an ongoing basis to ensure the safety of our congregation.

COURTYARD CONVERSATIONS

Beau Dansizen and I invited several parents of young children to meet with us in the early summer. The purpose was simply to check in, to see how our families are doing, what issues they're experiencing, and how the church can help respond. Two ideas were overwhelmingly discussed:

1) Young families want the church to help them find avenues of service, ways they can be of help to others as a family. Usually what works best are short-term or one-time service opportunities, similar to the Day of Service or Weekend of Service we've offered in the past. We have followed up on this request with the Good Knights bed-build days, and are continually looking for other opportunities.

2) While their lives are busy, several parents said they are always looking for more friends, especially friends who share their values. We hope to be able to offer ways these parents can get to know each other better.

CAPITAL PROJECTS AND CHURCH FINANCIAL HEALTH

Easter 2022 marked the opening of the beautiful Courtyard Cafe. It is a welcoming space which looks so inviting from the front entrance. My thanks to everyone who donated money, time and labor to this project.

I will add that we are still trying to figure out the best way to "do" Coffee Hour. Huge thanks to **Dave Witzigreuter** who is our usual barista!

We delayed plans for a capital campaign due to the pandemic, but several church members have told me that they have some interest in funding some capital projects, and indeed some have already made donations. I am working with a small group to research future capital projects including the south hallway bathrooms, the kitchen and the music room. If you have any interest in making donations towards any of these projects, please let me know!

My thanks to our business manager **Kelly Smolik** and our entire finance team for their careful management of our income and expenses. We are watching every penny! I'm so grateful to everyone who supports the church financially. Our financial picture was helped significantly this year by a refund we received for keeping people employed during the pandemic, and by estate gifts for the General Fund from Shelley Marsh and Patricia Black.

A FEW 2022 HIGHLIGHTS

It was joyful to return to some fun, in-person events in 2022! I especially enjoyed the campfire concert with Scott Ewing, Fall Fest, and CrossTraining. Spring CrossTraining featured four classes, including a speaker series. The Rev. Dr. **John C. Dorhauer**, General Minister and President of the UCC, gave a presentation on the

future of the mainline Protestant church. John and his wife **Mimi** have been members of ALUCC for several years. They'll be moving this summer after his term ends.

We also welcomed our Heartland Conference Minister the Rev. Dave Long-Higgins to our pulpit in June, and chaplain Brian Shields to our pulpit in May. And thanks to **Nate Taylor** and **Ryan Virtue** who shared a sermon-conversation about the role of sports in our culture in August.

Thanks to a generous gift from a church member family, we hosted a four-week film series in the fall (in lieu of CrossTraining) especially for adolescents and their parents...but for all who care about adolescents, too! The four topics were racism, bullying, social media and anxiety.

I'm delighted to see new groups sprouting up with new life and growth - including the return of the PrimeTimers group, the LIFT group, and the men's ministry group.

LOVE YOUR NEIGHBOR AS YOURSELF...

It is Jesus' first and favorite commandment, and we are living it out in so many ways. Our Mission Team was actively involved with all of our mission partners, our food drives were tremendous successes, our mission giving tree was amazing, and year-end giving set records.

Special thanks to **Jamie Wise** for coordinating our church's relationship with our Afghan refugee family. We are now beginning to connect with Ukrainian families!

I really don't have words to express my gratitude for the miracle that is the Good Neighbor Thrift Shop. They continue to try new things and set records. Huge kudos to all involved: team, staff, volunteers, donors, and shoppers.

LOOKING AHEAD TO 2023

Five members have indicated interest in our new Stephen Ministry class, which will begin in the fall. We are hoping to recruit a few more between now and then. Feel free to contact me or any of our Stephen Ministers if you have questions!

New member **Heather Ferguson** is starting a new Critical Thinkers reading group - the first selection is [Do I Stay Christian?](#) by Brian McLaren; the first session is February 9.

Two couples in the church have approached me about helping St. Paul's Community UCC with a meal ministry program - we are currently working on those plans!

MORE PERSONALLY...

I greatly enjoy the Adult Bible Study group - we meet every Wednesday (during the "school year") at 10:30 both in the Adult Ed Conference Room and on zoom. We have several members who join us remotely each week.

I also visit Independence Village the first Tuesday of each month and offer worship there. It's fun to see the ALUCC members who live there as well as others. Scott and Beau frequently join me.

I completed an online church fundraising class this year and traveled to Arizona for a week-long course on church conflict resolution. I enjoy leading a Community of Practice clergy support group and once again this year am co-leading a clergy retreat.

Despite what I said at the top of this report, I am thankful for the way that Avon Lake UCC has weathered the storms of the past several years. I don't like competing and comparing, but the truth is that we have coped better than most churches. In fact, we are often asked for our advice. Many churches call **Tim Schulz** and ask for his technical expertise - he frequently donates his time to St. Paul's and is generous with other churches' questions. **Nate Taylor** has been on several national UCC panels talking about youth ministry. I was interviewed this summer by a UCC church in Columbus that is restructuring.

Everything we are able to do is because we work hard at maintaining healthy relationships with one another, in the unity of the Spirit of God which is Love. We are blessed by a strong foundation, built by thousands of faithful people who have gone before us, giving their offerings, donating their time, sharing their resources. I pray that those who follow us will look back and see that the seeds we are planting now will bear good fruit in the future.

It is a pleasure and a privilege to serve this church!

Respectfully submitted,

Kelly B. Brill

MINISTER FOR CHILDREN AND FAMILIES

ALUCC Friends,

This past year, rocky as the start may have been due to reasons of health and safety, seemed to end on a more positive and upbeat note. Many have been scared away from the term “normal” as it seems there can be no normal anymore, and certainly things will never be the same as they may have been three years ago. I believe there will be a significant shift in the way that ministry has been done in all churches as the need to change and adapt has never been more present than it is now. Avon Lake United Church of Christ has always been on the forefront of ministry practice, and has never been one to shy away from making changes necessary to ensure the health of the ministries housed here.

Some of these changes manifest in ways that are subtle and not noticed unless we point them out – the absence of hand-held bulletins (the planet thanks you!) for example. Other changes are larger and difficult to hide, like the migration to online worship on a regular basis for many members. Old metrics and measurements need to be re-examined, and the definition of “ministry success” might need to be reconsidered. For years, weekly in-person worship attendance has been the standard by which we measure growth and prosperity in the church, but with more and more people attending ministries and activities on days other than Sunday, I believe that God may be brewing something new. For those reading this, it may not surprise you that God seems to do this often!

In 2022, Pastor Kelly and I met with many families of the church to discuss what family ministry looks like in the coming years. Using this information, along with information gathered from other ministry colleagues, I began reshaping the Children and Family ministry programs. It may take a few program cycles to determine whether or not these changes are successful – and, of course, we must decide what exactly it means to be successful – but I greet 2023 with renewed optimism. More exact details will be present in the Faith Formation report in subsequent pages, but we continue to have a robust and thriving program built on the foundation of inclusion, acceptance, fellowship and education. It has always been my goal that children who enter the doors of the church feel loved and accepted for who they are, and strive to be the best they can be. I want them to associate the church with fun and joy so that they want to experience all that God has to give them, learning good spiritual habits that will comfort and guide them in the difficult times of their lives.

In 2023 my plan is to continue to reach out to those families I haven't heard from in quite some time. As I gather responses and put them with the information received from our family ministry meetings, I will assemble this to create a program that helps to meet the needs of families serving in our church family.

My studies in the Doctor of Ministry program have focused on crisis management in the church, and I am happy to report that ALUCC is doing an excellent job of preparing

for such an event. Working with Mark Spaetzel and the Worship Committee to develop a plan to help maintain a safe environment has been a joy, and we are far ahead most churches in the area of crisis preparedness. 2022 saw the completion of our last phase in the Sunday Morning safety program as we were able to move every Sunday School class to the secure education wing for Sunday Morning worship. During this past year I have also achieved my certification in Mental Health First Aid, and I will continue to maintain my education around the subject, not only when it comes to children but youth and adult mental health and mental health awareness as well.

Pastor Kelly and I meet on a regular basis to discuss worship planning and design, and our Director of Music Ministries, Scott Ewing has really been a wonderful addition to the process. Scott's musical talents are well known by now, but his knowledge and insight into worship has been a wonderful surprise. I really do miss playing and singing during worship, but I am happy to enjoy Scott's incredible talent during worship.

The newly refurbished education wing has once again shown itself to be an excellent investment. Our children's fellowship programs, along with larger programs like Vacation Bible School and the Christmas Pageant have all been able to take advantage of the space, and the adult bible studies program continues to use the space on a weekly basis for their hybrid meetings, and church council uses it in a similar manner.

I anticipate that our Sunday School program will go through some changes in 2023 as we shift and adapt to new worshiping patterns of families in the church. For many ministry leaders this adjustment may seem daunting, but I know that with the assistance and leadership of our Christian Education Coordinator, Eileen Zakel, we can modify the existing program in a way that really serves our church community. Eileen is an asset to the Children and Family ministry program as she brings a level of expertise other churches would be envious to possess on their staff. One of my goals in the coming year is to examine our preparedness for ministering to families with children who have more significant developmental challenges, so that we can be sure to be prepared to serve these families if and when the need arises. If there are any other areas you feel we can serve the community better when it comes to Children and Family Ministries, or really any ministry, please reach out to us.

Here at ALUCC I have been blessed with an incredible group of colleagues who have worked hard to support one another through the year, and have used any energy they have left to help others in ministry. This warms my heart, and once again I find myself grateful for my vocation here in this place. I especially want to thank Kelly Brill for her exemplary leadership. Pastor Kelly has been an outstanding mentor and guide to me in my first six years as an ordained minister.

As we enter into 2023 with the annual theme of "Legacy," I can't help but think about all of the people this congregation has helped in the church's 120+ year history. I know that 2023 will see another banner year of ministry and mission right here in our own neighborhoods and beyond.

Grace and Peace,

Beau Dansizen

Minister for Children and Families

FROM THE PASTOR'S RECORD BOOK

We celebrated the following baptisms in 2022:

Taron Rhys Walters
Hudson Leo Felsman
Greyson Atlee Kohler
Blakely Lynn Cheesebrough

IN MEMORIAM

We mourned the passing of the following members and friends in 2022:

Pat Black	Ruth Collins
Bob Morris	Cheryl Johnson
Gary B. Reis	Thelma Usher
Ron Spishak	Don Bower
Dorothy Spaetzel	Scott Coy
Earl Rubenstein	Dave Weaver
Sandy Field	Thomas Butts
Krystal Holstein	Mary Lou Kirk
	Kitty Kress

WEDDINGS

The following couples were united in Holy Matrimony in 2022:

Natalie Catherine Davis and Stephen Brandon Streets
Alexandria Gabrielle Nasr and James David Gorjup Jr
Eileen Elizabeth Lane and Timothy Scott Lorber
Rachel Lynn Tallmadge and Tyler James Keberle
Rachel Jeanne Gates and Jake Ryan Young

AVON LAKE UNITED CHURCH OF CHRIST

ANNUAL MEETING

January 30, 2022

This meeting was held in-person and a quorum was in attendance in the sanctuary. The meeting was also live-streamed over Facebook. Scott Ewing monitored the Facebook feed and noted that no questions were raised during the meeting.

At 12:01, Kelly opened the meeting with an invocation. Mark Spaetzel declared that a quorum of 50 attendees had been met. He then made a request to approve the minutes from the 2021 Annual Meeting. Ron Pallinger so moved; Valerie Tanzilli seconded the motion. The minutes were approved by unanimous voice vote.

Staff Reports

The Reverend Dr. Kelly Brill referred everyone to her written report for additional highlights of the past year. Kelly expressed her gratitude to all members of the church leadership and volunteers. She is grateful to those leaders who have ended their term of service and are stepping down, as well as those new leaders who are beginning their terms this year. Kelly specifically wanted to recognize the work of Jonathon Whittlesey and Barry Cummings and their leadership of the Finance Team as we faced the unique challenges of the pandemic. Walt Henry will be stepping down from the Endowment Team and Kelly was very grateful for his experience and leadership. Kelly also expressed gratitude to CJ Jasany for his leadership on the Trustees, managing several projects during the pandemic and keeping the building and grounds in good order. CJ will continue to lead the Trustees but is welcoming Derek Harley as a co-Team leader this year. Kelly also expressed her gratitude to the Mission Team and its leader Candy General. Despite the challenges of the pandemic, the Mission Team coordinated a record-breaking year of donations to our mission partners. Kelly was grateful to all Team leaders and members who extended their service for an extra term in light of the pandemic. She was grateful to have consistency in the Teams during these challenging times. She wanted to especially thank members of the Personnel Team and Team leader Stephanie Harley for ensuring smooth continuity of operations over the past year. Finally, Kelly wanted to recognize the outstanding performance of the Thrift Shop and expressed her thanks to the Thrift Shop Team, store management, and all the volunteers who made 2021 a successful year.

For the coming year, Kelly is focusing on fundraising and stewardship efforts to improve the status of our general fund and possibly fund some short-term capital improvement projects. The general fund is the first priority, and most other projects will be on hold until that fund is considered secure. The Coffee Shop project (currently in progress) will continue as funds for that were set aside last year. Some of the work has been delayed due to supply chain issues but those are resolving and it is hoped the project will be completed soon.

Kelly will be hosting a Leadership Retreat in March for ALUCC leaders and volunteers. The focus of the retreat will be to consider how the experience of church is changing

due to the pandemic, what things need to be brought back, what things may no longer be necessary, and how can our church best respond to the needs of the congregation going forward.

Finally, Kelly expressed her deep gratitude for the entire church staff for all they do in support of the work of the church and thanked Doug Brill for his continuing support.

Beau Dansizen referred everyone to his two written reports (Associate Minister and Faith Formation Team) for details of the past year. Beau reflected on how the year has been a bit of a roller coaster starting slow in the first part of the year, reaching a high point in the summer with a full VBS that seemed “almost normal,” and ending with a resurgent COVID spike that appeared just before Christmas. Providing family ministry during this time has been challenging, but the safety and best interests of the children defined each decision and continue to do so. The Faith Formation Team was idle last year, but Beau hopes to re-ignite the Team in 2022 and will be seeking volunteers to help our Christian education programs. Beau is focusing on the theme “A Year to Reconnect” by reaching out to families who have not been regularly present at church and connecting with new families who are joining or looking for a church home. Beau’s focus is on the mission of Christian education and on providing fellowship opportunities. Beau expressed his gratitude for all of the volunteers who helped with the renovation of the Education Wing, VBS, the Christmas pageant, Sunday school, and all of the other activities over the past year. Beau also expressed gratitude for the opportunity to be part of this faith community and for the support of the congregation. Finally, Beau thanked the staff for all of their hard work and creativity during the hectic pace of this past year.

Reports were presented by staff members Nate Taylor, and Tim Schulz. Reports were also presented by Thrift Shop Team Leader Scot McNutt, Treasurer Sandi Gerhan, Jason Anderson from the Endowment Team, and Moderator Mark Spaetzel. Please refer to the written reports of individual Teams in the 2021 Annual Report document.

Old Business

There was no old business.

New Business

Jonathon Whittlesey, of the Finance Team, presented and reviewed the proposed budget for 2022 which appears in the 2021 Annual Report. Ron Pallinger made a motion to accept the budget as written, Jim Tanzilli seconded. The motion was passed by unanimous voice vote. There were no objections from the remote audience.

Ron Pallinger presented the candidates for membership on the various Teams for 2022. The list of candidates appears in the 2021 Annual Report. Valerie Tanzilli made a motion to approve the slate of candidates as presented, Pete Barth seconded. The

motion passed on unanimous voice vote. There were no objections from the remote audience.

Beau Dansizen led the benediction, and the meeting was adjourned at 12:50 pm.

Respectfully submitted,

Maureen Johnson

Church Clerk

MODERATOR

I end my term as Moderator being humbled by the generosity of this congregation, not only in sharing their treasure but their time and talent. The essence of any organization is its members and the ALUCC is in a strong position to grow in faith and outreach. As I review the year in which we reconnected in so many ways, our staff, volunteers, and members can rejoice in the stewardship of the church.

We continue to move forward from the shadow of the COVID pandemic, continually looking for ways to adapt to the changing world. We have remained flexible and teams have approached their responsibilities in this changing environment in new and exciting ways. In the following pages you will read about the incredible support and care provided by our staff and volunteers.

FINANCIAL HEALTH AND GIVING

It was difficult to predict how 2022 would be after two years of pandemic. Strong financial health is key to the church fulfilling its mission. Expenses exceeded the budget, but our revenues also exceed budget, resulting in a small end of year budget surplus.

I want to thank our finance team, church council, Business Manager **Kelly Smolik**, Financial Secretary **Dave Dibbell** and Treasurer **Sandi Gerhan** for the prudent manner in which they act as stewards of the church funds.

The generosity of our members provided a strong financial position, enabling the church to again provide record mission distributions. Our benevolent giving totaled \$239,566 for the year, an increase of nearly \$50,000 from 2021. This does not include the untold hours of time and talent provided by our members to various outreach programs and agencies. This includes \$151,000 to various mission partners from sales at our Good Neighbor Thrift Shop.

The Good Neighbor Thrift Store experienced an amazingly successful year with unprecedented growth. Record setting sales months became the norm, exceeding 2021 with year-end gross sales totaling \$392,000. This growth could not have happened without the hard work of the staff, volunteers and GNTS team, led by store manager **Kristen LePrevost** and team leader **Scot McNutt**.

MISSIONS AND YOUTH MINISTRY

Our Youth Ministry continues to thrive under the leadership of **Nate Taylor**. This vibrant element of the church is highlighted by a strong mission focus and outreach to all our youth, embracing the idea that all are welcome. A wide variety of activities and programming brought youth of all ages and backgrounds together. Mission trips continued to provide life changing opportunities for our youth.

Our Mission team was responsive to the needs of our mission partners and provided much needed service and funding to these important community organizations. End of year giving to these agencies totaled \$85,745.

WORSHIP AND STAFF

ALUCC continued to provide a strong online presence and outreach. Services were streamed live and archived for later viewing. A big thanks to **Tim Schulz** and his team of volunteers. Under the direction of **Scott Ewing**, our musicians continued to provide new and exciting musical ministry. A big thank you to our worship team as we pivoted back to in person services.

In 2022 we said goodbye to **Lynn Miller** after years of faithfully serving as our office manager and welcomed **Angela Oleksiak** to the team. We are all enriched by the guidance and leadership **Rev. Dr. Kelly Brill** and **Rev. Beau Dansizen** provide the church. Their spirituality, creativity and thoughtfulness inspire so many to stretch boundaries and share their faith through service.

BUILDING AND PROJECTS

We saw the opening of the Courtyard Café and a portion of our parking lot was resurfaced because of deterioration. Under the guidance of our Facilities Manager **Dave Witzigreuter** and landscaper **CJ Jasany**, an amazing group of volunteers cared for our buildings and grounds. Long range planning commenced on our back property while preliminary planning began for future renovations of our bathrooms and music room. Highlighted by our Memorial Garden, we are blessed with a beautiful property for all to enjoy.

AND FINALLY

After two years of COVID, we looked to reconnect. Our members enjoyed new programs and activities, including the establishment of our Men's Ministry. Organized by Pete Barth and Bill Cowles, the Men's Ministry offered everything from a men's retreat to an ax throwing event.

There are so many stories within our church of the amazing faith, generosity, sacrifice, stewardship, perseverance, and humility of our members. Throughout this annual report you will see each team's report identify and give thanks to the many volunteers that made the year so successful.

I want to thank everyone for making my two years as Moderator a rewarding experience and providing the opportunity to connect with so many wonderful people.

Faithfully,
Mark Spaetzel, Moderator

FAITH FORMATION

The Faith Formation annual report supplements my Minister for Children and Families report, so please refer to that for additional programming details. In this report I will highlight some numbers and changes that happened in 2022:

- **Sunday School** continued during both services in the program year, with one lighter program between Memorial Day and Labor Day.
- Primary Pandemonium our youth group for 2nd and 3rd grade children is in its 5th year and met through Memorial Day on a monthly basis.
- Mid-High Mayhem, our youth group for grades 4 and 5, started back up in the fall of 2021, as a bi-weekly event. This will be moving to an event-based program.
- Drama Club opened back up in the Fall for kids in grades 3 and above and continues to grow. The program is based around the Christmas Pageant and Vacation Bible School.
- We have a team of around **10-15 volunteer Sunday School teachers** who teach on a rotation.
- Vacation Bible School had an attendance of **85 children and 35 volunteers**
- The Christmas Pageant took place on Christmas Eve during the 5 PM service, and featured more than **44 children** with designated parts, plus **20 additional children** who participated on the day of the event.
- The 2022 Christmas Eve “Family Service” (5 pm) saw a new format which included the contemporary worship band led by **Scott Ewing and featured the Christmas Pageant.**
- **Eileen Zakel** continues as our **Christian Education Coordinator**. She has been an asset to the program both in development and implementation.

The Faith Formation team was being reformed in 2022 and will begin meeting on an as-needed basis in 2023. I would like to thank all of the teachers who have volunteered their time to do the work of the church, raising our children to understand the ways of Christ. The value of our volunteer and paid teachers cannot be overstated. Thank you for all you do for our children.

Respectfully Submitted,

Rev. Beau Dansizen

Minister for Children and Families

DIRECTOR OF YOUTH MINISTRIES

As I reflect back on the past year, 2022 was about getting back to normal...or at least some semblance of normal. Thanks to modern medicine and project lightspeed, there was a vaccine for COVID-19 available and available both widely and for young people. This opened the door to allow us to do so many of the things we hadn't been able to do during the pandemic. I went through the past year and found myself grateful at almost every turn. Grateful for things that I had taken for granted before the pandemic. Grateful for relationships and generosity and for things most of you would not necessarily be grateful for. Things like 18 hour road trips in a really loud, really uncomfortable box truck. Things like sleeping on a cot for an entire week in the same room with 45 other guys. Things like the smell of musty old summer camp cabins. Things like camp food and wet socks and lots and lots of Taylor Swift on repeat. It is this gratefulness that propelled me through the past year and reaffirmed my love for this work I have been called to and my deep appreciation for the opportunity to share in this work and serve alongside each of you.

As a means looking back and reflecting, I would like to share some of the highlights of the past year.

Our youth groups met on a weekly basis over the past year. It was great to be back in the Buoy on a regular basis and using this space to gather, to share, to discuss and wrestle with challenging questions, to laugh, to have fun, to compete, to grow and most importantly to build relationships. I walk into the Buoy every single day with a heart full of gratitude for this space to have to use as a catalyst for doing ministry with young people. Over the past year we were able to make some minor updates to the Buoy including a really nice ping pong table (thanks to Jim & Jean Grady), new LED string lighting that has roughly 3 million color combos, on the main floor and in the basement (thanks to TJ Frie for installing these) and we painted and displayed 30-40 real buoys from Maine (thanks to donation of one of the homeowners we met this summer and the many hours of painting by Maddie Stiles and others). By far the biggest and most recognizable change to the Buoy was the new sign out front. This sign has been a wish of mine for a long time and thanks to Graham Pilkington, a senior at Avon Lake High School and a member of our SH Student Leadership Team, this sign became a reality. I am incredibly thankful to Graham for choosing this as his Eagle Scout project. Many thanks to Dave Witzigreuter, our property team and so many others for guiding him throughout this process.

Our youth groups happen because of the awesomeness combined with the gigantic hearts of a certain team of individuals who pour into our young people week after week. This church is special in many ways and one of the most special characteristics is the amount of adults who are crazy and wonderful enough to serve in this capacity directly working with teenagers. I am grateful to each of them for all they give and all

they bring to the table, more importantly though, I am deeply fortunate to call each of them my friends. Our Youth Ministries Adult Volunteer Team consisted of the following individuals:

Bill Calkins	Tyler Andrews	Jim Stobe	Austin Rice
Chris Gee	Mackenzie Vargas	Regan Pore	Ashley Paradis
Jasin Kessler	Jen Buck	Beth Gee	Owen Paradis
John Braun	Amy Nasr	Isaac Rice	Chris Steinman
Kellie Poling	Jen Schilens	Dan Walther	

This September we celebrated the Rite of Confirmation for 17 young people. I have always enjoyed our Confirmation experience immensely. Each class takes on a completely different personality and it always make for an interesting and exciting year as we explore so many topics and wrestle with so many questions. Each student is required to author their own Statement of Faith. These statements are only meant to describe where they are at that moment. These statements are a chance for students to express their own personal faith experiences, the questions they still have, the moments in their lives where they needed God or felt God. It is a privilege to read each of their statements. Each student is also asked to design and create their own stole to wear on Confirmation Sunday. Their stoles are meant to reflect their individuality combined with imagery and symbolism that showcases their own personal faith journey. These students are guided through their Confirmation experience by an adult member. Each student is paired with an adult member of our church family who is not one of their family members. I am beyond grateful to the work these adults do throughout the year and working with these young people and helping them unpack their questions and put it all into words.

Our 2021-22 Confirmation students were:

Emma Calkins	Adde Dansizen	Parker Dansizen	Jonny Deeks
Landen Kunzelman	Nate LePrevost	Olivia Miller	Mallory Poling
Evan Roberts	Lincoln Rose	Ethan Schilens	Maddie Stiles
Riley Stiles	C.J. Stobe	Juliet Triplett	Camryn Walker
Rebecca Zakel			

Our 2021-22 Confirmation mentors were:

Austin Rice	Isaac Rice	Mackenzie Vargas	Meg Dietz
Chris Gee	Tim Schulz	Margie Kaufman	Heather Olhrich
Sandy Todd	Pete Barth	Bill Calkins	Kim Rose
Kyle Rose	Kellie Poling	Anne Triplett	Rev. Beau Dansizen
Jill James			

In March we hosted our 13th Annual Cabin Fever Cornhole Tournament. This event has served as the primary fundraiser for our SH Summer Mission Trip. This year's tournament was back on its normal 3rd Saturday of March date and we had another incredible turnout. The event raised close to \$14,000 and was a wonderful event for

the entire church. I am so grateful to so many who serve on this team to help make this event possible each March. Especially those on our planning team; Jasin Kessler, Beth Gee, Kim Kramhoeller, TJ Frie, Tim Schulz, Katie Schulz and Tom Coy. This year's winners were as follows:

YOUTH BRACKET:

Champions: David Murnan & Nate Doglio
2nd Place: CJ Stobe & Nathan LePrevost
3rd Place: Grant Dietz & Hayes Dietz

OPEN BRACKET:

Champions: Kyle McNeely & Kyle Schaechterle
2nd Place: Al Rector & Chris Becker
3rd Place: Blake Taylor & Matt Gottshall

It's no secret that our summer programming is my highlight of the year. As we began making plans for the summer of 2022 it was shaping up to be really impactful for a lot of reasons. It was going to be our first summer back on the road. It was going to be my first time traveling to Maine and meeting people I have talked to for five years, but never met in person. It was going to be my son Max's first time at Sportscamp. It was going to be one of our biggest groups ever to go to Cincinnati. Maddie Stiles, our seasoned youth ministries summer assistant was on board for another summer. It had the makings of an epic summer and it was exactly that. The road to get us to the summer was long and stressful as we navigated COVID restrictions and vaccinations and last minute testing. But it is unquestionable that all of that was entirely worth it.

In June we traveled to Cherryfield, Maine to spend a week serving with Seacoast Mission. Our caravan consisted of 8 vans, one box truck, 3 support vans, 64 students and 27 adults. We roofed and painted and replaced flooring and remodeled a bathroom. We sided and cleaned up and worked day after day at the homes of complete strangers. We stood on the top of Acadia National Park and took in the panoramic views all around us. We gathered each night for games and worship and small groups. We spent a week doing life together and falling completely in love with the idea of serving others. My deep appreciation and gratitude to Scott Shaw at Seacoast Mission for all of his work coordinating our projects and answering all 235,612 of my questions over the past year.

Later in June it was time for another week at Sportscamp. Our contingent of campers and counselors from Avon Lake UCC at Sportscamp was somewhere between 45-50. It was a special week to have my son there along with two of my nephews. It was a special week because it was the 50th time Sportscamp happened. We had a birthday party and we reminisced and celebrated this incredible milestone all week long. Along the way we hiked and played and laughed and made countless memories and countless new friendships. I will always be appreciative to our church for their long-standing commitment and support of Outdoor Ministries.

In mid-July we sent a team of four vans, 31 junior high students and 10 brave adults to Cincinnati to spend a week serving with our friends at Washington U.C.C. The students were there to serve as part of the summer children's program that the church hosts every summer. Throughout the week they served a meal to the homeless, they handed out blessing bags, learned about poverty and racism and probably had way too much fun. This trip is designed to serve as an introduction to service work. Under the guidance and leadership of Dan Walther and the other adults that make up our leadership team, this trip continues to be a very important part of the work we have been called to.

In August we made our annual trek to the Allegheny National Forest for our Senior Excursion. For these young people especially, having this final trip was incredibly important and incredibly meaningful. For the past five years I have had the privilege of spending a weekend with a small group of newly graduated high school students. Our Senior Excursion is an intentional weekend designed as a capstone experience to one's time participating in our youth group over the course of their JH and HS years. We travel east about 3 ½ hours to the Allegheny National Forest and we spend our time hiking, kayaking, exploring, climbing waterfalls, stargazing and camping for the better part of 4 days. Each day has a theme: Relax, Reflect, Recharge & Recognize. The theme is brought to life through journal activities, trail discussions, daily devotionals and our campfire chats.

I can remember going over my notes before worship on Friday night of our SH Mission Trip sitting on the fire escape outside of the room where we gathered to eat and worship every day. And the room was full of conversation and laughter and noise. I remember thinking to myself how much I missed this and how much I appreciate these moments after having them taken away during the pandemic. I remember spending 30 seconds replaying all that led us to that exact moment and how much good these trips do and what hope and change they continue to bring to the lives of so many. If you remember nothing else from this report of mine, please remember that these trips are special and these trips mean so much to our young people and remember that it's because of you and your wild generosity that we are able to provide this to them year after year.

I found myself on the other side of another summer – absolutely exhausted and loving everything about it. This summer reaffirmed my calling and my love for youth ministry. It reminded me of what joy there is in serving others. It showed me the depth and the wonder of God's beauty in creation. It made my heart overflow as we gathered around a campfire and had conversations that ranged from the deepest of topics to the loudest of laughter. It humbled me greatly to spend a week with my oldest son at SportsCamp. A week that was my refuge away from the troubles and the challenges of adolescence 25 years ago. It proved to me that the church is still a living, viable and needed entity despite what the post-pandemic world sometimes cares to say about it.

Late this Fall we began accepting applications for our Senior High Student Leadership Team. We had 19 students apply and we invited each of them to be a part of our team this year. We recently spent an afternoon at Templed Hills doing some team bonding activities, goal setting and making plans for the upcoming year.

This year's Student Leadership Team Members are:

Lauren Anderson	Noah Braun	Gus Brekke	Graham Pilkington
Kamryn Danielson	Reagan Dietz	Max Gee	Otto Burmeister
Jack Haley	Rylan Haley	Claire Zakel	Ava Deeks
Claire Mcelwain	Bizzy Paflas	Savannah Stobe	Braden Elbert
Nate Buck	Ty Banks	Kenny Dietz	

I am also grateful to Regan Pore and Ashley Forbes Paradis for all of their help in leading this team of young people. Each of the students has been assigned to a sub-committee to assist with the planning of some of our major fundraisers and trips.

That's the highlights from the past year...that I can remember. I am looking forward to so much in 2023 and I am grateful to this church for their continued support of our youth ministries programs and the young people who participate in so many of the things that we offer.

Here's a brief preview of what's in store in this year...

We kicked off the year by taking a group of young adults for a very quick and productive trip to Cincinnati to add railings to all of the bunk beds at Washington U.C.C. I am grateful to T.J. Frie, Paul Ruben, Tim Schulz and Carolyn Coy for making this trip possible. Spending that quality time with a group of young adults who once were junior highers was very special. I hope this trip was a sign of good things to come this year. Maybe this becomes a yearly trip for our young adults?

We are gearing up to host our 14th Annual Cabin Fever Cornhole Tournament on Saturday, March 18, 2023. There are LOTS of ways you can get involved and support this event. Play, Volunteer. Donate, Sponsor. Please check out www.cabinfevercornhole.com for all the latest.

Confirmation church visits and field trips and the Road Rally and a spring retreat to Templed Hills. I am so excited to offer so many of the things that make our Confirmation program stand out...once again this year.

Our SH students are going to spend a week serving with our friends at Hosanna Industries in Johnstown, PA from June 11-17, 2023. We already have 49 students signed up. Only 26 spots left. Don't miss out on this trip. It will change your life. You can find all of the information you need to register here: <https://avonlakeucc.org/youth/shmissiontrip/>

Later in June we will have the opportunity to spend another week at Temple Hills hosting another week of Sports Camp. I pinch myself every June that I still get to go to summer camp. For the past 30 years it has been an instrumental and transformational part of my life. I pray that all of you will consider this gift to your children and introduce them to this special ministry. A week in the woods is good for any of us, but it can be life-changing and life-saving for a young person. Please consider summer camp for your children. You will not regret it. Plus we will pay ½ the cost. That's how much we believe in it. Visit heartlanducc.org for more information.

This July we have 23 students already signed up for our 2023 JH Mission Trip to Cincinnati. Our JH students will spend a week at Washington U.C.C. assisting with their summer children's program and learning about poverty, homelessness, systemic racism, gentrification and so many other things. I don't have the words to express my gratitude, appreciation and admiration for Dan Walther and his continued commitment to this trip. We are all so fortunate to have someone like him in our community who cares as much as he does about our young people and equality and justice for all. Don't delay in signing up – space is very limited for this trip. Here's the link to our webpage where you can get all of the information you need to register for this year's trip: <https://avonlakeucc.org/youth/jhmissiontrip/>

We are on the books for another Dirty Dog 5K & Dog Wash set for Saturday, July 22nd. This event serves as the primary fundraiser for our JH Mission Trip. We appreciate your continued support of this event.

In August we have seven soon-to-be graduated high school seniors signed up to spend a weekend camping, hiking and exploring in the Allegheny National Forest for our 2023 Senior Excursion. I thoroughly enjoy this capstone experience with our young people each and every summer. We still have a couple of spots. Don't miss this.

This fall we will be hosting our 2nd Annual Bunks & Bunkers Open benefitting our summer camp incentive fund. Location and date yet to be determined.

As I type all of this out, it can be overwhelming to think about. As my children continue to age and we become more and more aware of the clock ticking in each of their childhood's, I find myself constantly seeking harmony between ministry and family. This harmony is what allows for it all to happen and the constant support of Rev. Kelly and our personnel team is something I never take for granted.

I find myself admiring the many gifts and talents we have throughout our church family and especially on our church staff. I believe that we are still positioned to be a church that sets trends and builds bridges and provides hope and changes lives. I am grateful for each of our staff and for the collaboration we are able to do and for the fun we are able to have doing it.

With that I pray that this new year is one that challenges us to expand beyond our comfort zones and commit to the on-going work that God has called us to. I pray that we are reminded of the work done by those before us to allow us to be able to do the work we can today. I pray for each and every young person that we have the privilege of meeting and getting to know. I pray that more young people would continue to seek out a deeper understanding and a deeper relationship with their faith. I look forward to all the laughs, all the hearts moved, all the lives changed, all the games, all the pizza, all the happygrams and bug bites and car rides and euchre games and ping pong matches that create the background for another year of doing ministry with so many of you.

Respectfully submitted,
Nate Taylor
Director of Youth Ministries

PARISH NURSE

2023 is the beginning of my 20th year serving as the Parish Nurse! What wonderful memories I have of our incredible church family and what a privilege it is to serve. I am grateful for the opportunity. As I write this report our Covid and virus concerns are still with us but most of us have returned to our pre Covid schedules. It is wonderful to 'be together' again in worship and service.

Together with our pastors, church staff, Stephen Ministers, Mission Team and church family we are doing our best to respond to church family needs as well as the needs of our Mission partners.

We continue to utilize the support of the Mercy Parish Nurse Program, whose Mission is "to make a fundamental difference in the health status of the community we serve". The goal of the Parish Nurse Program, as well as Mercy's outreach, is to meet the emotional, spiritual and physical needs of the individual by utilizing the resources of the church, healthcare system, and community. The Mercy Parish Nurses were provided with the opportunity to be a part of several meetings throughout the year with Dave Covell, Lorain County Public Health Commissioner by Zoom, who continues to keep us updated on important health concerns in Lorain County. The North East Ohio Parish Nurse meetings have returned to in person and provide the opportunity for networking and education with other church Parish Nurse programs.

I continue to feel the most important role of the Parish Nurse is "to be present" as needed. Finally, this year we have been able to visit in the hospital or senior living facilities "in person" although we are still required to wear masks. I continue to respond to church family needs by assisting with coordination of health care, providing support and education regarding the availability of services and various programs. I also love participating in the caring outreach as a Stephen Minister Leader and Mission Team member. Weekly Parish Nurse notes offer the opportunity to share information and available programs; special thanks to Tim Schulz who plans and provides our weekly emails every single week! I have regular office hours on Tuesday mornings and Wednesday afternoons as well as availability most Sunday mornings. I am available as needed and can be reached by phone (440-225-3183 or email: parishnurse@avonlakeucc.org).

Programs: it has been a privilege to have a small part in the following programs:

- Caregiver's Support Group: this group is meeting in person supporting each other on the challenges of Caregiving. They share resources and support each other. Connie Hippler is the facilitator. They meet at the church on the third Tuesday each month at 7:00 p.m.

- Mental Health Caregiver's Support Group: this group is a Caregiver's Support Group for those with family members or loved ones currently dealing with a family member with a mental health concern. The group is facilitated by Michael Carr, a clinical professional employed by the Cleveland Clinic. This group meets monthly on the first Tuesday of the month at 7:00 p.m. at the church.
- Prayer Shawl Ministry: special thanks to those who continue to provide these beautiful shawls. They are always appreciated.
- Grief Support: I do my best to regularly share our Stephen Ministry booklets (a series of four provided throughout the first year following a loss).

A Grief Support session was provided in November prior to the holidays, led by Kelly. Our goal for this session is to provide support for those on the grief journey prior to the holidays.

A second Grief Support session was provided by Kim Langley entitled 'A Balm for Blue Holidays, Finding Comfort and Creativity After a Significant Loss or Change'. Our Stephen Ministers provided this program for all.

- AED/CPR Training: provided by University Hospital in February. An important update for our members as we are blessed to have an AED.
- Giving Tree: approximately 450 gifts were provided in response to the wishes/needs of our church family and five of our Mission partners (Genesis by the Lake, Haven Center, Resource Mother's, St. Paul's and The Village). Special thanks to Molly Dunford, who does a wonderful job of organizing the wishes, to Barbara Caldwell, who arranged delivery of the gifts; and special thanks to all who helped in any way, whether you took a tag and shopped for and returned a gift, helped sort and bag the gifts for delivery, donated dollars, or helped deliver the gifts; this wonderful caring outreach could not be done without many hands.
- 'Jammie' outreach; as a result of Marsha Wisser's continuing a pajama ministry that has been in existence for many years, we were able to assist in providing pajamas to each of the children on our tree; Marsha also provided many additional jammies for children at Genesis House, Blessing House and CRS. It was a privilege to be a small part of this wonderful outreach. Special thanks to all who helped deliver.
- Tree of Remembrance: an important part of the Holiday Season is reminiscing and remembering loved ones who are deceased. Our Tree of Remembrance was again located in our Vestibule and all angels from prior years were placed on it. We added 28 angels this year following the Service of Remembrance.
- Service of Remembrance: this service of prayer, scripture, readings, special music by Scott and a brief meditation by Kelly is designed to help those grieving

enter the Advent Season with a sense of hope. A reception was held following the service and, as part of the service, members were invited to add their ornament to our tree. The service was attended by 55 members, friends and loved ones. Special thanks to Marsha Wisser, who made additional angels for the tree, a beautiful candle with poem to share as well as a Grief support card. Marsha is also the provider of the Prayer squares we love to share. She is a special blessing.

- Doorstep Dinners: this outreach is actually a Mission Team outreach, coordinated by Parish Nursing: members caring for members by providing a meal when needed (after a surgery, hospitalization or injury). Special thanks to all in this group that say "I can do that" when we are made aware of a need.

It continues to be a privilege to serve. I love being a part of the new opportunities the Mission Team is providing. I treasure the special friendships. It is wonderful when help is needed someone is always there to respond to the need. We are blessed to be a part of a very caring family. Special thanks to Lynn Miller and now Angela Oleksiak, who provide awareness of church family needs and to Tim Schultz and Kim Rose, who provide much support in communication of programs and needs and lots of Sign Up Genuis creations. And always, gratitude for Kelly for her leadership, guidance and support. And finally, special thanks to my husband for his continued patience, understanding, and willingness to help when needed.

Respectfully submitted,
Cheryl Updegraff, RN. B.S.

STEPHEN MINISTERS

Stephen Ministry is an international organization based in St Louis MO. There are over 13,000 enrolled congregations from 180 different denominations with 75,000 Stephen Leaders and 600,000 Stephen Ministers offering spiritual Christian caregiving to millions of care-receivers world-wide.

Stephen Ministers are congregation members who have received over 50 hours of training by our Stephen Minister Leaders, prior to their commissioning. They continue to receive education and training, and meet in supervision groups while they are assisting those in need. The program is completely confidential; no names of care-receivers are ever shared. Caring relationships are always with persons of the same gender. All assignments are made by Pastor Kelly Brill.

Stephen Ministers are not professional counselors. They are Christians who are trained in active listening and whose role is to walk with a person during a crisis or life transition. For over 30 years Stephen Ministers (see ACTS 6: 1-6) at ALUCC have cared for people dealing with illness, death or illness of a loved one, grief, job loss, divorce and depression, among other situations. In short, Stephen Ministry helps carry out the mission of our church.

This past year, our Stephen Ministry team consisted of active members **Jim Browning, Diane Clark, Sandy Dibbell, Jennifer Kramer, Kris Purdy, Judy Reich, Penny Simmelink, Maggie Stark** and **Bill Stives**. Active Leaders at this time consist of **Susie Donovan, Teri Ann Jasany**, and **Cheryl Updegraff**. The following Stephen Ministers and Leaders have become inactive this year: **Lynn Miller, David Holmes, Denise Mathews, Sara Follmer**.

Our ALUCC Stephen Ministers have pursued three goals this year:

1. Getting to know each other better and deepen our own faith journeys
2. Continuing Education
3. Improving Stephen Ministry Visibility

Every month the Stephen Ministers meet to pursue the goals and to support each other in their Stephen Ministry assignments. Names of all care receivers are kept strictly confidential, and are known only to the person providing the care and to Pastor Kelly, who sets it up.

Our Stephen Ministry is funded by an endowment from Catherine and Ernest Walker and their family, and by other caring, generous church members. We are grateful for their generosity which provides funds for caregiving training and extensive leadership training from headquarters in St Louis as well as continuing education and materials. We thank you for your continual support of this ministry. Anyone interested in Stephen Ministry either in becoming a Stephen Minister or being helped by the program can reach out to Pastor Kelly.

Respectively Submitted,

Teri Ann Jasany and Susan Donovan

WORSHIP TEAM

The 2022 Worship Team consisted of 13 Deacons: **Jamie Clemons**, Chairperson, **Lisa Boehm**, **Tricia Bowersox**, **Cindi Dansizen**, **Debbie DeMars**, **Gary DeMars**, **Nelle Doyle**, **Sandy Garrett**, **Cathy Harvey**, **Gail Salco** and **Jim Tanzilli**. **Dinah Hunt** and **Val Tanzilli** served as adjunct deacons.

We worshiped in-person for the entire year and that kept the Worship Team very busy. As always, we circulate a Deacon on Duty schedule during our monthly Worship Team meetings. The assigned Deacon ensures that the altar candles are lit when an Acolyte is not available, review the Order of Worship before each service and record attendance for each service.

We continue to recruit Ushers and Greeters using Sign Up Genius and a paper sign up sheet. Before each service, we provide instructions and assign emergency exits to each Usher.

We went back to serving traditional communion elements beginning with the Maundy Thursday service. We prepare the elements for the services on the first Sunday of each month. We also assist **Kelly Brill** and **Beau Dansizen** with serving communion.

Beau provides an Acolyte schedule for 9:00 services and advises of any changes to when they light or extinguish the altar candles.

In addition to the duties above, the Worship Team spent a significant amount of time this past year discussing Church Safety. We worked with **Mark Spaetzel** on creating a Safety Monitor position for each service. Mark and Beau provided training in November. This person's main responsibilities are ensuring the church grounds are safe and secure during worship service and monitoring the church cameras on an iPad. Another training session will be provided in the near future, which will include a church tour. **Jamie Clemons** will be responsible for the scheduling of these volunteers.

The Worship Team would like to thank all of the volunteers who signed up as Ushers and Greeters, and to those serving in the Safety Monitor position. We anticipate 2023 being another busy year for the church and look forward to serving.

Respectfully submitted,

Jamie Clemons

Worship Team Chair 2022

DIRECTOR OF MUSIC MINISTRIES

I continue to grow more comfortable in my role as director of music at ALUCC as time goes on. 2022 was a great year full of new connections, stronger relationships, and wonderfully rewarding music making. All of our ensembles have continued to grow and thrive, we've welcomed some fantastic guest musicians, and had countless meaningful moments in worship together. Below, I'll give a brief summary of what each of our ensembles has been up to, and list some highlights from 2022.

Choir

In 2022 we welcomed several new members to the choir, which is always a delight. We've challenged ourselves with learning new pieces of music and continuing to improve some of our old favorites. The chancel choir has presented anthems for most 9:00 worship services throughout the year. It's been a joy for me to get to know this wonderful group of singers better. One big shift for us was making the decision to no longer wear choir robes during worship. The feedback I've received from this change has been positive and my hope is that it makes the idea of joining the choir just a little bit more accessible to anyone who might be considering membership. We enjoyed pretty steady attendance and participation throughout the year and the choir is sounding better and better every Sunday. Highlights of the year, for me, included our Holy Week services, and a special presentation of carols and readings for Advent on December 11.

Bell Choir

Sharon Dixon has continued to lead the bell choir, which has offered music at 9am worship once or twice per month. Frequently the bell choir collaborates on selections with the chancel choir and the result of that collaboration is so rewarding for all involved. The bell choir participated in the service of readings and carols on December 11, and a smaller group of ringers played for the 9pm service on Christmas Eve. Participation and attendance remain strong.

Worship Band

We in the band continue to develop our chemistry and our sound, looking for new songs and playing old favorites. I'm always thinking about how we can take each song we play and make it uniquely ours. A fantastic lineup of musicians makes that easy and fun to do. There haven't been any major changes in the lineup since last year and participation has been consistent. We added a dozen or so new songs to our catalog in 2022 and continue to expand it for 2023. The 'signature' songs of the band are where we're really starting to find our own style and unique sound. It's been great to see members of the band contributing their own creative ideas and creating arrangements that feel fresh and unique to this community.

Summer Worship

I had a great time planning for our single service Sundays in the summertime, and we had a great variety of offerings during that time. The Choir and Worship band each

offered music for a few Sundays. We welcomed back our friends SOLID BRASS, who played here at Easter. We formed a band which features me, David Doyle (drums), Pete Cavano (guitar), David Schindler (bass), and Colleen Kane (vocals), and plays songs inspired by the Southern Gospel style (expect to hear more from this band in 2023!).

Guest Musicians

Aside from the musicians listed above, we welcomed a few other guest musicians to worship in 2022, including Michelle George, Anne E Dechant, Andrew Lipperman, the Bowersox/Kessler family, and others. Carol Sue Beck has filled in at the keyboard during the few Sundays that I've been away, and always does a fantastic job. It's a real blessing to have such a competent and talented musician in our community to fill in when needed.

Special Music Events

Cross Training Course - 'What To Listen For In Music'

This course offered in spring of 2022 was a special treat for me. We had a great turnout for this course and spent 6 weeks listening to and discussing music from across the genre spectrum. For me, the best part was the great conversations and getting to know some members of the church who I don't get to interact with regularly. Returning to the chapel for Cross-training in the spring was lovely, too. The worship services were well-attended and the participation of the congregation in the singing was especially moving.

'Smores with Scott - August 2022

This event was organized by Kim Rose, who did amazing work putting everything together and getting the word out. We gathered around the fire outside of the Buoy on a balmy summer evening, and I played an acoustic concert featuring a lot of songs that have been meaningful to me throughout my years as a musician. I felt such love and support from our community and left feeling even more glad to be here. The storm in the forecast held off until the very last song. Thankfully everyone made it back to their cars safely. I hope to offer more events like this in the future.

Anne E Dechant - December 2022

I was happy to be able to host our friend, Singer and Songwriter Anne E Dechant on three different occasions in the month of December. First, for worship on December 11, Anne and I played a selection of some of her original songs and other worship music. On December 17, Anne returned with her full band to rock the sanctuary in a well-attended and super fun concert. Anne and the Band returned 20% of ticket proceeds to the church. Finally, Anne and I played together for the 11pm candlelight worship service on Christmas Eve.

In 2023, we'll continue looking for ways to engage and challenge our music ministry volunteers, and welcome any and all who wish to participate. As I continue to find my place in Northeast Ohio, I'm starting to make more connections with musicians in the area and will keep looking for opportunities to host concerts and other special events with guest musicians. One of my big goals since I accepted my position has been to make ALUCC a destination for lovers of the arts. This takes time and patience, but we are making progress already. Stay tuned for more musical fun in 2023.

-Scott Ewing

Director of Music Ministries

CELEBRATION RINGERS

This has been a great year for the Bell Choir. We've enjoyed getting back to ringing as a full group and in person. A number of our pieces included playing with Scott Ewing on piano; The Chancel Choir; Donna Case on flute; Kathy Wainwright on cello; Ross Kingman, Ken Hunt and Jim Kotora helping out on percussion. We've also enjoyed playing in small groups this year with Scott accompanying us on piano.

There were four of us (Karen Klein, Val Tanzilli, Chris Funkhouser & Sharon Dixon) that played at the "Rock, Roll & Ring" area 5 Spring Festival in Cleveland, Ohio at the Renaissance Cleveland Hotel in March. We saw the world famous Raleigh Ringers in Concert and had such a good time learning from Alex Guebert, Guest Conductor.

Avon Lake bell choir is blessed to have many ringers including: Susan Ganyard, Kelly Smolik, Jennifer Davis, Carol Zakel, Chris Funkhouser, Judy Reich, Karen Klein, Kelly Brill, Valerie Tanzilli, Martha Twining, Ken Hunt, Lynn Kingman and newest ringers Susan Fleming & Cynthia Kotora. We thank Bruce Biggin and Ross Kingman for filling in as subs whenever needed.

In the past year we purchased a few new pieces of music and some new acrylic stands to hold our music books.

It is a joy to work with Scott Ewing and the staff of Avon Lake United Church of Christ. Thank you for this opportunity to be in ministry with the Celebration Ringers.

Sharon Dixon
Handbell Director

DIRECTOR OF MEMBERSHIP & MEDIA

For the last five years, we have had an annual theme. It was our congregation's "Star Word", if you will. One word that we could build upon for the months ahead that was woven into worship, our events, and annual campaigns. None was more important than "Reconnect" for 2022.



Literally trying to interact and re-engage with each other again as 2022 began was still difficult. Not only was it winter in northeast Ohio, but a spike in COVID cases in December 2021 and the beginning of the year had us retreating (again). We remained cautious and that affected our programming and worship. We did not hold any large programs until March and worship attendance was much lower than average until March. (You can read the attendance report on the following pages.)

Our "reconnections" started gaining momentum in the Spring. Cross Training began on Ash Wednesday, and it was wonderful to have a full chapel and four programs offered each Wednesday during Lent. Cabin Fever Cornhole returned to its ordinary March date after being cancelled in 2020 and played outside in May 2021. Though morning rain caused some scheduling issues for the outside courts, it turned into a great day with 120+ teams playing and raising funds for the Sr. High mission trip to Maine.

Momentum continued into the warmer days of Spring with many people celebrating Easter, our annual church property clean-up, Youth Sunday, a car wash and the planting of the Secret Garden. The Dirty Dog 5K and Dog Wash, benefitting the Jr. High mission trip also returned in late July.

In the summer months, we were fortunate to send both Sr. High and Jr. High teams on mission trips. We welcomed back Bike & Build with a potluck dinner and comfy beds for one night along their cross-country journey. The all-church picnic was held on a gorgeous July morning following worship. Scott Ewing provided an entertaining and relaxing evening with a solo performance of acoustic songs around the fire in early August. A large group of church members took in a Lake Erie Crushers game. Men's Ministry held their first social event – surely a church first – axe throwing!

Our Fall Fest with music, games, hayrides and food was held Sunday, October 2. What a joy to have Fellowship Hall packed with 140 Clambake and Chicken dinners served after Fall Fest completed outside. Big thanks to Werner Wittman for organizing this feast – and many helpers preparing for that meal all day long!

Primetimers' Lunch and our Men's Retreat also made post-pandemic returns. Our newly formed Men's Ministry group organized their October retreat and had a glorious weekend at Bellwether Farm making connections and enjoying good fall weather hiking, fishing, cornhole, cards and evening fires.

We were fortunate to have a donation made to bring four films to ALUCC for a viewing. Over four weeks, we shared these one-hour documentaries that raised our awareness

of social media, mental illness and bullying issues facing everyone – particularly teens. Each film was followed with a Q&A session to delve a little deeper and learn what we could do.

With such a vibrant church comes many social events. Besides those mentioned above, the Membership Team organizes and assists on concerts, movies, picnics, outreach, staffing our Welcome Center and providing hands on help for our Inquirers' Classes. Thank you to all of those that serve on the Membership Team and to Kim Rose for leading that team and collaborating with me.

As always, thank you Dinah Hunt for preparing and running worship projections and the lyrics, scripture, and prayer texts you see. Dinah's presence and mastery of our projections has allowed me to be flexible to other needs that arise on Sunday and to monitor our AV needs online and around the building. Dinah also has put together The Lighthouse newsletter, which features highlights from church programs and ministries. There is an issue for each season of the calendar, and I invite you to look back to see the many accomplishments and joys of the past year. All issues are on our website.

We are fortunate to have the technology to be able to provide worship online, to communicate effectively, to join a meeting or bible study from home, and to enhance the experience of VBS, youth group or Cross Training.

Our big improvement in technology this past year was the addition of a new projector in the Sanctuary that has provided a much brighter and crisper image. The AV team, working together with Scott Ewing, has made improvements in audio by testing and trying different microphones and board settings to improve the quality of your viewing experience.

Thank you to all of the members of the Audio Video Team that assisted with our technology and ministry in 2022: Trey Bell, TJ Frie, Dinah Hunt, Greg Kandra, Jasin Kessler, Thorne Matteson, Chris Rollins, and Jim Stonebraker! In addition to being among the first to arrive and last to leave on Sundays, several of them have all helped out with AV needs for concerts, weddings, funerals and youth group events.

It is my pleasure to be able to serve this faith community and to be witness to the mission and ministry that happens year-round. Thank you to Kelly and Beau for leading us through the hard times and putting biblical perspectives on modern day issues. What an honor to work with a team that gives so much of themselves and cares so deeply in the mission.

As always, thank you to my best friend and wife, Katie, and my boys for putting up with odd hours and odd requests for help. Your support and belief in our mission means everything to me. Thank you to this church community for helping us to raise these two young men.

Peace and Blessings to you in 2023,

Tim Schulz
Director of Membership & Media

ALUCC ATTENDANCE REPORT

This page historically is where we include statistics based on attendance numbers provided by our Ushers on Sunday mornings. One part of my job is to track attendance data for our church, and we typically report some of these numbers to the UCC annually.

It is still difficult to escape the effects of COVID on people's health, social lives, and the world economy. We are fortunate to be a thriving church and blessed to be part of each other's lives and the wider community. COVID though has changed church attendance and worship media forever.

I am happy to say that we met for worship in the Sanctuary every Sunday of 2022! A strong rise in Omicron in December 2021 carried into January 2022 and in person attendance numbers were below average into March. Subsequently, we had our highest viewership for livestreaming on Facebook and recordings via Vimeo.

It is still difficult to correlate numbers from month to month or one year versus the previous year. Of course, statistical numbers are helpful in seeing where we are, and knowing where we've been.

Our average in-person worship attendance for all Sundays with two services held at 9:00 and 11:00 AM, was 243. An average of 110 at 9:00 and 133 at 11:00 AM.

January 9 through Memorial Day, our Sunday attendance averaged 233. For Labor Day until December 18, our average attendance increased to 253.

Average in-person worship attendance for Summer, May 29 – September 4, with one service held at 10:00 AM weekly, was 199.

Single service (all Sunday services for the whole year) averaged 135.

Avon Lake UCC's online presence is a vital part of our connections and worship. Through our television ministry, each service is livestreamed and recorded. The recording is edited and uploaded to vimeo.com/avonlakeucc for playback or download at the viewers convenience. **All of our videos on Vimeo had a total play count of 5039 for 2022.**

Tracking online viewership is difficult. One account may be 2, 3, 4 people viewing in a household. Facebook counts engagements and reaches as well, but you are counted once if you were there for 5 seconds or 50 minutes. Engagement and reach are always a much higher number than we count.

We see the number of accounts viewing the service live on Facebook at that moment. I try to record the highest number I see during each service that is on Facebook Live. **For Sundays with one service at 10:00, we averaged 37 live viewers. 9:00 AM averaged 36 viewers and 11 AM was 22.**

In addition to online options, the City of Avon Lake has provided us with a live cable broadcast on ALC-TV since 1984! We appreciate the city allowing us to be the only live service broadcast. Our 9:00 AM service is carried live on Sunday morning, but also is being re-aired at 9:00 AM and PM daily.

I always thank our Audio Video team volunteers (and hope you do to) and remind them that their efforts are an important part of the church's wider ministry. It is much more than pushing buttons and making things sound or look good. We bring worship to people at home. Kelly and Beau's messages, the good news of our mission work, our talented musicians, weddings, and memorials are shared all over the country! Our live stream has regular viewers in Michigan, Pennsylvania, Illinois, Texas, California, Florida, and North Carolina!

On Sunday, September 18, we held our Service of Confirmation and **welcomed 17 students** into the membership of Avon Lake United Church of Christ.

Three Inquirers' Classes for prospective new members were held in February, May and October. **We welcomed 26 adults as new members this year.**

To those new members and the many others that have been or will be visiting us, I welcome you to a faith community that is open to all. The church leadership and staff at Avon Lake UCC are working hard to be a faith community that aspires to our mission of "Growing People to Serve God and Others." Here you will find a church focused on mission that embraces are children and youth and walks in the way of Jesus. You are invited to get involved and be a part of any of our dozens of ministries.

Tim Schulz
Director of Membership & Media

OUTREACH AND CONNECTIONS COORDINATOR

I am so happy to not be starting off my letter with... "it's been a strange year." My thoughts and expectations for 2022 were blown out of the water and I have only one reason....and that reason is YOU!

This church has always come together and supported one another. I have felt that personally, and this year was no exception. As your outreach and connections coordinator, I hope that you have felt supported and heard from us as well.

In July, we were able to hold our much-loved picnic. The bees didn't make our guest list, but we packed people around every one of our tables that we brought out. We had over 100 people line up and walk down our potluck serving table. So many people came, that we ran out of plates. Lesson learned on my end, but I was happy that it happened. It's a good problem to have and the first item on our "do it better next time" list. People wanted to be together and that's all that mattered to me. The weather was perfect, our bellies were full, and our hearts were happy as we left that day. It's been a while since we have been able to feel those feelings. That was a good day.

Who can forget the "Smores with Scott" event one hot, hot summer evening? Eating smores around a campfire is a nostalgic picture we all have in our minds. I had visions of a rolling fire, stories and songs told by Scott, and stuffing my face with marshmallows and chocolate. Throw in 95-degree weather and a wicked Northeast Ohio thunderstorm. Yeah... I didn't see that one coming. What a memorable night for me. It was something new we had never done before. It's also something people ask for again all the time. One church member emailed me the next day, "What a way to end the night. God using his own thunder and lightning as his drums to finish the night off". I couldn't have agreed more.

Summer slipped by as it does every year, and we were looking into Fall and what that would mean. The Fall Fest was another casualty of the pandemic, but we wanted to give it a go. The last Fall Fest we hosted was back in 2019... who could have remembered that far back? So much had changed since then.

We dusted off our old notes and got to planning. Again, I really didn't have any expectations. I have learned over the past couple years, as most of us had, that we always need to have multiple versions of a plan that we can lean back on. Cue the dunk tank.

Perfect Fall weather. A parking lot full of church members. Hot coffee, hayrides. Did I mention a dunk tank? That was a highlight for me. As our team walked around and chatted with guests, the overwhelming feeling of being happy and together is what rose to the top. We ended the night with our ever popular and much-loved clambake. Thanks to Werner Wittman for orchestrating a wonderful meal. I recognize not everyone loves the smell of clams, but it's such a huge success for our church and people comment all the time on how it's one of the best clam bakes around. I couldn't be more proud.

I am so grateful for this church and the support that you show me. I am grateful for the staff here. They are amazing people. You know that already. I love being a part of the Membership Team. They are an amazing group of human beings. They roll their sleeves up, dig into any event we host and execute it with a smile. It's an honor to work

alongside of them. I say this every year, but I am inspired here. When you work with people who inspire you, goodness and joy is the end result.

The church wouldn't be who we are without YOU. Thank YOU for supporting us, believing in us, and loving us.

Respectfully submitted,

Kim Rose

NEW MEMBERS

We officially welcomed 26 adults to membership at ALUCC in 2022. We are happy that they have found a new home on their faith journey and look forward to active involvement in our church's ministry.

Heather Ferguson
Karen Francy
Scott Francy
Dan Judkins
Jen Judkins
Ben Lykins
Ellyn Lykins
Jeff Ryder
Kat Ryder
Alexa Stark
Joe Stark
Kathy Hejduk
Judy Dickson

Paul Shearlock
Katie Krebs
Doris Minnich
Lisa McElwain
Chip Minnich
Colleen Minnich
Brianna Doherty
Joseph Todd
Sandra Todd
Beth Garrett
Dale Garrett
Kristin Bilic
Jana Goots

CONFIRMATION CLASS

On Sunday, September 18, we welcomed with joy 17 students from our Confirmation Class into the membership of Avon Lake United Church of Christ.

Emma Calkins
Adde Dansizen
Parker Dansizen
Jonny Deeks
Landen Kunzelman
Nathan LePrevost
Olivia Miller
Mallory Poling
Evan Roberts

Lincoln Rose
Ethan Schilens
Maddie Stiles
Riley Stiles
CJ Stobe
Juliet Triplett
Camryn Walker
Rebecca Zakel

MISSION TEAM

The following report is a testimony of how a committed group of people can work together for a common good.

- **Annual Spring and Fall Food Drives:** The food drives raised \$18,215.73. This provided food, personal hygiene products, and cleaning supplies for our partner agencies, which included Community Resource Services (CRS), Haven Center, St. Paul's UCC, Resource Mothers, Primary Purpose, Road to Hope and Genesis House.
- **CRS Summer Snack Bags:** We delivered 2 weeks' worth of snack bags for CRS children, totaling 100 bags.
- **CRS Easter Baskets:** We collected 119 baskets for CRS.
- **CRS:** \$100 in household needs were purchase and \$500 Giant Eagle gift cards for Thanksgiving turkeys.
- **Christmas Giving Tree:** With your overwhelming generosity, we provided 450 gifts and boots for our partner agencies; Haven Center, Resource Mothers, Road to Hope, Genesis House, Genesis by the Lake, St. Paul's UCC and our own ALUCC families.
- **Empty Bowls by the Lake:** A donation was made for our continued sponsorship of this program combating hunger. \$360 was collected from the sale of the leftover bowls. Overall, the event raised \$16,000.
- **Genesis House:** We support the agency in the spring and fall food drives and year-end giving. We also displayed an Empty Chair at the Table for October Domestic Violence Awareness month. Pajamas were provided in December by Marsha Wisser.
- **Good Knights:** The bedding drive in July raised approximately \$1,286.60, as well as donations of multiple bedding items (sheets, pillows, comforters and blankets) from the congregation. The money donation will allow Good Knights to purchase the building materials and mattresses for the beds. We presented a big check for \$5,000 (provided by GNTS Year-end Giving) in December.
- **Haven Center Dinners:** Monthly meals resumed, every third Saturday. Pancakes and syrup were donated by a church member.
- **Primary Purpose:** Miscellaneous personal items were provided and AA books was purchased for the residents.
- **Resource Mothers:** Various items were purchased throughout the year using proceeds from the \$8,000 GNTS 2021 Year-end Giving. Items such as baby

formula, thermometers, diapers, pack-n-plays, strollers, high chairs, booster seats and car seats.

- **Road to Hope:** A \$10,000 big check presentation from the 2021 GNTS Year-end Giving was presented to the newly opened Village Project in April.
- **St Paul's UCC:** Sample/hotel size personal hygiene items for the homeless were collected throughout the year from the congregation. Christine Carr on behalf of the Good Neighborhood Thrift Shop collected men's clothing throughout the year for St. Paul's. With a \$500 donation to OCWM on behalf of St. Paul's, they were able to receive a \$2,000 grant from Living Waters.

Other Mission Team Activities:

- Second Harvest volunteer opportunities were February 5th, August 6th, and October 1st.
- GNTS donated strollers, pack-n-plays, high chairs and diapers to Haven Center.
- Cornhole: We were able to obtain a donation from Sweetbriar Golf Club for one basket valued at \$450 and the 2nd basket was donated by the Mission Team valued at \$350.
- Door Step Dinners were provided as needed throughout the year.
- Bike and Build was June 26th with a potluck dinner provided. The Men's Ministry provided the breakfast the following morning.
- 2022 Year-End Giving (with funding from GNTS) was distributed as follows:
 - Haven Center - \$8,000 for a metal detector.
 - Genesis House - \$6,000 to update and paint new logo on outreach facility, upgrade website to accept donations online, and to unify the staff's email addresses so that they don't have to use their personal email addresses.
 - Resource Mothers - \$8,000 to use as needs arise throughout 2023 (same as 2022)
 - Primary Purpose - \$6,000 to pay one month's worth of utility bills for three different buildings.
 - Margeau's House - \$12,245 for a new roof.
 - CRS - \$5,000 for normal needs (gas cards, gift cards, perishable goods) and then \$2,000 for emergencies throughout 2023.
 - St. Paul's - \$6,000 to replace double set of 2 steel doors, \$2,000 to install keypad door lock on the side door and \$2,000 for outdoor shed to store preschool items.
 - Second Harvest - \$2,000 donation.
 - Good Knights - \$5,000 to go towards the purchase of a trailer for building materials to assist in efficiencies of builds.

- The Neighborhood Achievement Hub (The Hub is a thrift shop and support center associated with Denison UCC) - \$5,000 towards appliances (large and small).
- Washington UCC Young Adult Mission Trip - \$1,500 donated to the trip in January 2023.
- Hosanna Industries - \$5,000 to help with Hosanna's mission work.

In closing, we would like to give a special thank you to the members of our Mission team and to our supporting congregation. This was faithfully a collaborative effort and it fills all of us with pride to see what it is that we have done. We truly have shown what the meaning of "Growing People to Seve God and Others" stands for.

Respectfully submitted,

Candy General
Janice Bell

Mission Team

GOOD NEIGHBOR THRIFT SHOP

After a record 2021, the Thrift Shop staff and volunteers were looking forward to another good year in 2022. I am pleased to report that the Thrift Shop achieved record sales of \$392,000 and record mission giving of \$151,000.

These results were due to the hard work of manager Kristen LePrevost and her talented staff, the dedicated volunteers, the Thrift Shop team, and all who donate and shop at the store. I would also like to thank Pastor Kelly and moderator Mark Spaetzel for their valuable guidance and support. Many thanks to Dave Witzigreuter for all his help with the many projects at the Thrift Shop. Finally I would like to thank Kelly Smolik for all her help.

We changed the company that provides our recycling services. This resulted in additional revenue from recycling and less disposal of goods.

Our mission giving was able to provide resources for youth mission trips. It also provided valuable assistance to organizations such as Haven Center, Genesis House, Resource Moms, and Community Resource Services.

Personally, it is a pleasure for me to be a part of an organization that cares so much about serving our community.

Respectfully submitted,

Scot McNutt
Thrift Shop Team Chair

GNTS INCOME AND EXPENSES

10-Jan-23

Good Neighbor Thrift Shop
Summary Statement of Activities
2022 - Actual vs Budget and 2023 Budget

<u>Accounts</u>	<u>2022 Actual</u>	<u>2022 Budget</u>	<u>2023 Budget</u>
Revenues			
Total Thrift Shop Income	392,398.17	270,000.00	327,700.00
Total Miscellaneous Income	17,516.57	18,000.00	8,000.00
Total Revenues	409,914.74	288,000.00	335,700.00
Expenses			
Total Operating Expenses	102,219.94	86,015.00	98,610.68
Total Service Charge Expenses	7,070.08	6,000.00	6,288.00
Total Capital Improvements Expenses	22,829.45	0.00	5,930.00
Total Mission Expenses	169,262.51	100,150.00	108,800.00
Total Personnel Expenses	84,596.48	97,266.94	115,508.34
Total Expenses	385,978.46	289,431.94	335,137.02
Net Total	23,936.28	(1,431.94)	562.98

GNTS MISSION GIVING DETAIL 2022

Miscellaneous	1,934.22
Resource Moms	13.07
Bike and Build	171.24
Haven Center	2,844.07
Giving Tree	349.99
Empty Bowls	250.00
Mercy Medical	500.00
St. Paul's	10,000.00
CRS Snack Bags	438.35
Youth Program	21,500.00
Year End Gifts	
Haven Center	8,000.00
Genesis	6,000.00
Resource Moms	8,000.00
Primary Purpose	6,000.00
Road to Hope-Margue House	12,245.00
Community Resource Services	7,000.00
2nd Harvest Food Bank	2,000.00
Good Knights	5,000.00
Neighborhood Achievement Hub	5,000.00
Washington UCC Mission Trip	1,500.00
HoScJnna Industries	5,000.00
Our Church's Wider Mission	48,000.00
Total Mission Given 2022	151,745.94

FINANCE TEAM

The 2022 Finance Team is comprised of the following highly capable Church members: Michael Carr, Patsy Coniku, Barry Cummings, Tim Penton, Ray Salco, Chris Steinman, Bruce Stevens, Lou Suarez, Kai Yorke, and Jonathon Whittlesey.

The primary responsibility of the Finance Team is to oversee the financial resources of the Church through: 1) monthly monitoring of financial reporting; 2) management of the annual giving campaign; and 3) development of the Church's annual budget.

The Finance Team's attention at the beginning of the year was to define the "financial health" of the Church in an intuitive manner that all members would find helpful in understanding the financial position of the Church. In April however our attention became very deliberate on eliminating the \$58 thousand deficit in our General Fund. At that time, we were requested by Council to recommend funding options to pay for a \$39 thousand emergency repair to our front passenger drop-off area of the parking lot. The funding for the repair came from the General Fund, increasing the current deficit.

The Finance Team is very pleased to report that 2022 ended with: 1) a surplus of \$31 thousand in our General Fund; 2) a banner year for Contributions and Offerings revenue; and 3) the development of the Church's balanced budget for 2023.

The Finance Team is pleased to present a balanced budget for 2023 as graphically depicted below:



As illustrated, Contributions and Offerings comprise 75% of the revenue and approximates the Personnel cost and the cost to Operate the Church facility, which together comprise 78% of the expense base.

Ministry and Missions comprise 17% of revenue and 21% of expenses. Youth Program and Funds represent 68% of the Ministry and Mission revenue and

approximates the Youth expenses, which represent 56% of the Ministry and Mission expense.

The Finance Team thanks the Church Members for their strong support of the Church's mission through their donations and offerings. In addition, the Finance Team thanks Dave Dibbell, Sandi Gerhan, and Kelly Smolik for their assistance and guidance for all that was accomplished this past year.

Finally, the Finance Team thanks Tim Penton for agreeing to serve as the Chair for next Year. Tim has been a tremendous asset to us throughout his time on the Finance Team and we are grateful to be passing leadership of this strong team to such a capable individual.

Annual Report respectfully submitted by Bruce Noll

FINANCIAL SECRETARY

Year three of the pandemic era has shown mixed results. While Sunday morning worship attendance continued to lag 2019, total Pledge and Offering income at \$1,027,908 increased by 19.2% compared to the 2019 number of \$862,666. Total income in 2022 of \$1,558,786 was nearly identical to the 2019 figure of \$1,558,816 thanks to this congregation's continuing generosity. With the Federal Government's rebate of Payroll Taxes in the third quarter, the church was able to start 2023 with a relatively strong balance sheet. Mission-specific giving (e.g., Christmas, Easter, Food Drives, etc.) remained strong even as in-person worship slowly returned to some degree of normalcy. If you haven't already returned to Sunday morning worship, we hope to see you soon!

Respectfully submitted,

David A. Dibbell
Financial Secretary

TRUSTEES

Acknowledgements

I want to acknowledge the members of the 2022 Trustees team and thank them for their work and support: CJ Jasany (co-chair), Paul Cox, Tom Coy, Ryan Dietz, Russ Henderson, Dean Henrichson, Bill Kauffman, John Lorince, Paul Ruben, Mark Spaetzel, Dave Updegraff and Paul Ruben. They each gave of their time and unique talents throughout the year, including at our Saturday morning meetings, where together they provided much-needed judgment and insights on the issues and questions before us, and also in assisting with the projects and ongoing work that is required to maintain our facilities. I'm always amazed by the willingness of our Trustees members to devote hours of their personal time to support the church and our mission. I want to thank and commend each of them. In that vein, we look forward to welcoming five (5) new members to Trustees in 2023 – Erik and Kim Kramhoeller, Paul Kress, Joe Peachman, and Larry Bowersox – and to having the benefit of their unique experience and insights in the coming year.

I want to thank Kelly Smolik for all of her support and help with the budget, invoices, and research. Diane Velez also deserves special mention for her work throughout the year keeping the church clean and welcoming.

I also want to specifically recognize and thank Dave Witzigreuter. We are incredibly blessed to have someone with Dave's depth of experience, know-how, and institutional knowledge to oversee our facilities and manage our project work. There is truly no question he cannot answer, problem he cannot solve, or project he cannot manage.

Last but not least, I would like to express my deep appreciation, on behalf of all the Trustees, to CJ Jasany for his long service as chairman. CJ has chaired our committee for 4 years, serving this last year as a co-chair with me. CJ is a servant in every sense of the word, devoting many hours not only to managing the committee and the various issues before us, but also to keeping our grounds in tip-top condition. He's gone the extra mile to ensure a smooth transition to the chairmanship role and provided all the support I've needed as I prepare to take the reins, so to speak, of the chairmanship. While CJ is stepping away from his chairman duties, he will continue to serve on Trustees and oversee the maintenance and upkeep of the grounds, including the Memorial Garden.

2022 Projects/Work – Facilities

While not meant to be exhaustive, the following is a list of the notable work and projects completed and/or begun in and around the church's facilities in 2022:

- Gas line repairs. In early February, Dave Witzigreuter responded to a potential gas leak near the northeast corner of the church parking lot where the asphalt was buckling. The gas company was unable to detect a source of the leak, and Dave subsequently rented a piece of equipment to dig around the gas line and determine whether it was damaged or leaking. Fortunately, no damage was

found, and no further work was needed, but the hole was filled, and the pavement repaired.

- ALUCC “Courtyard Café” coffee shop. Construction of the new coffee shop was completed, and it officially “opened for business” in the spring. All the work was done “in house” with a team including Dave Witzigreuter, TJ Frie, Kurt Zbin, Paul Ruben, Paul Kress, Al Messenger, the Junior High Youth Group, Road to Hope, Beau Dansizen, Tim Schulz and Dean Henrichsen.
- New Buoy sign. A new sign was installed in front of the Buoy. Graham Pilkington took the lead on this Eagle Scout project, with assistance from Dave Witzigreuter, Nate Taylor, Mark Spaetzel, and others.
- Back woods property survey. We retained JAR Engineering, a local survey and engineering firm, to complete a survey of the backwoods property to help clearly delineate and stake the church’s property boundaries and identify possible encroachments from adjoining landowners. Once the survey results were completed, Trustees sent letters via certified mail (one version to landowners without identified debris or encroachments, and one to those with encroachments) to each neighbor to alert them to our survey results and the property lines, request that they cease “dumping” leaves and/or other debris on the church’s property, and to begin a discussion on remedying any “encroachments” identified through the survey. Those conversations are ongoing (see below).
 - In a related vein, JAR has also completed a “split plat” drawing of the ALUCC’s “Route 83” parcel. Trustees will now begin investigating the feasibility of obtaining the relevant approvals from the city to split that piece from the remainder of the back woods parcel and obtain a zoning variance to facilitate a potential sale (see below).
- Ed Wing. Additional repairs and finishing worked continued in the newly refurbished Ed Wing, including the installation of ceramic tile in the three Ed Wing restrooms (replacing flooring that had been installed previously), two new “safety” doors, and the replacement of the locks on the doors of the new restrooms.
- Parking lot. New asphalt was laid in the front parking lot, specifically in the main circle by the church entry way and the front parking area. This is phase 1 of a potentially three phase-project. The lot was also striped.
- Thrift Shop. The Thrift Shop needed various repairs, as well as a ramp replacement.
- Restroom refurbishment. Working from drawings produced by Bialosky, a Cleveland-based design firm, we obtained an estimate on the costs of a potential overhaul of the two restrooms near the music room and old nursery. The concept design, for further consideration by the church, is displayed outside the restrooms.

- Various maintenance work. Dave, with the occasional assistance of volunteers and/or others, did ongoing maintenance work around the facilities throughout the year, and completed various smaller projects, including but not limited to: installation of new back doors; power washing the exterior building, front windows, and exterior cross; installation of new windows in the office; new LED lighting fixtures; replacement of one skylight in the Ed Wing (two others will be replaced once the windows arrive); roof flashing at the Buoy; and the repair/replacement of the garage gutters.

2022 Projects/Work – Grounds

Again, while not meant to be exhaustive, the following is a list of projects and/or work done on the grounds of the ALUCC under CJ's leadership:

- Landscaping near parking lot entry. New landscaping was installed in the front entry of the parking lot along the east side.
- Courtyard. The landscaping in the courtyard was spruced up with additional plantings, which is now visible from the addition of the new "Courtyard Café" coffee shop.
- Irrigation repairs. Extensive irrigation repair work was completed in the Memorial Garden to make improvements in this space.
- Tree maintenance/removal. Several trees were removed on the main grounds and near the Buoy to address potential safety concerns.
- Regular work and maintenance. Regular grounds maintenance continued throughout the year, including mowing, lawn fertilization, and mulching of the flower beds. CJ would like to thank all of the property brothers and crew who give their time and talent so generously to maintain our beautiful grounds, including, Jim Tanzilli, Paul Burik, Mary Wright, Paul Cox, Lynn Miller, Leslie McNutt, Nick Schulz, Cheryl Roberson, Ethan Schilens, Andrew Schilens, Christian Van Almen, and Dave Witzgreuter.

Year Ahead

Next year will undoubtedly bring new, unforeseen challenges and projects, in addition to regular maintenance and upkeep of our grounds and facilities. Alongside that ongoing work, Trustees also expects to consider and address the following in 2023, through continued consultation with Church Council and ALUCC members:

- Continuation of the parking lot repairs. Initial estimates of the costs of a potential Phase 2 of our parking lot repairs, which would include the area spanning the entry off Electric Blvd. through the south end of Fellowship Hall, are approximately \$60,000, but given fluctuations in materials, could exceed that amount. If the money is available, Trustees would plan a potential project date for the summer or fall of 2023. The hope through Phase 2 would also be

to explore expanding the paved area to include a lined walkway to the church from Electric Blvd. to improve ingress/egress and pedestrian safety, an issue that has frequently been discussed.

- Nursery. Work began in 2022 on refurbishing the nursery to repurpose that space for other church uses, including dry wall and painting. However, remaining purchases for and work on that project, including the flooring, ceiling, and lighting, were put on hold until the 2023 budget year due to cost considerations. The windows need to be replaced here as well, though that will be delayed for the time being. The remaining refurbishing work is expected to continue and be completed in 2023.
- Route 83 parcel. As mentioned briefly above, with the completion of the split-plat survey, we will continue exploring options for splitting the “Route 83” parcel, obtaining a zoning variance, and offering it for potential sale. The parcel is not utilized currently, offers little foreseeable future use or utility for the church, and yet requires ongoing monitoring and proactive, annual notifications to adjoining landowners who continue to store personal property on the site (though our regular notice to those adjoining owners has served to avert any potential adverse possession claims). A sale would moot those issues while also providing revenue for other mission-related work. A decision on the Route 83 parcel is a Trustees priority in 2023.
- Back woods property. Mark Spaetzel has established a Back Woods Committee to consider and implement a plan for cleaning and restoring the back woods property. We intended to begin the work in 2022 but given the status of ongoing discussions with neighboring landowners, were unable to do so before the wet and cold weather arrived. We hope to begin that work as the weather warms and the ground hardens, potentially in the summer.
- Continuing to resolve encroachment issues in the back woods. Unfortunately, we have one back woods neighbor with significant encroachment issues on our property. We will continue working with that landowner to resolve those issues amicably and in a way that preserves the positive working relationships we have always enjoyed with our neighbors.

I want to thank the church membership for the opportunity to serve you and to be a part of the tremendous work the ALUCC does in serving God and our local community. In my view, sound stewardship of our church’s facilities and grounds is integral to that larger mission. We couldn’t do that work without the dedication of our Trustees team, our many devoted volunteers, and the ALUCC employees who offer their multitude of talents to preserve and enhance the quality and appearance of our physical resources.

Respectfully submitted,

Derek Harley

Chairman, ALUCC Trustees

SAFETY COMMITTEE

2022 was fortunately a quiet year for the Safety Committee. COVID protocols were reduced or eliminated, while monitoring and policy adaptation continued. As Chair, I participated in meetings and discussions concerning the best practices and procedures for our staff and volunteers.

In the fall of 2022, we began a new safety endeavor for Sunday services. A trained group of safety monitors will be assisting during each service. They will act as additional greeters and will be solely assigned to monitor the building and grounds during the service. They are available to greet anyone coming in before, during and after services, assist with medical or security needs, provide extra eyes and ears for our Sunday school, and assist with any potential evacuation or lockdown.

I want to thank Jamie Clemons for all his assistance in putting this program together and the Worship Team for scheduling the volunteers. Additional staff and volunteer training will occur throughout the year as we work to provide an additional level of welcoming and safety to our congregation.

We will continue to conduct risk assessments and make recommendations to keep our church family safe and our assets secure.

Our many thanks to the congregation, volunteers, committee members and church staff for their continued awareness of our safety and security needs.

Respectfully submitted on behalf of the Safety Committee,

Mark Spaetzel, Chair

PERSONNEL COMMITTEE

Does anyone else feel like 2022 just flew by in the blink of an eye?! As the COVID restrictions seemed to be in the rearview mirror (even though COVID itself was not), we returned to being the very “busy church” that we are known to be. As they always do, our staff adapted to the next phase of “normal” with energy and enthusiasm.

The year 2022 brought some changes in staffing. Lynn Miller retired from her position as our Office Manager, and Angela Oleksiak was hired to fill that role. We will always be grateful for Lynn’s joyful, generous, and welcoming presence on our staff. After a few weeks shadowing Lynn, Angela hit the ground running and has become an indispensable member of our team.

Our Thrift Shop had another phenomenal year and also added staff member Craig Cowles to its ranks. He has already contributed so much to our beloved shop.

Like we do every year, the Personnel Committee conducted end-of-the-year evaluations of staff members. We also reviewed and revised staff policies where necessary.

Towards the end of 2022, we became aware that we might qualify for an Economic Relief Tax Credit from the IRS because we were able to retain our staff during the pandemic. Kelly Smolik took the laboring oar in drafting our application (with the assistance of others to whom we are eternally grateful). We were thrilled to learn that we did, indeed, qualify, and we received these funds in the fourth quarter of 2022. Council voted to set aside most of these funds for future expenses, but we unanimously agreed to allocate some of it to raises for our loyal and hard-working staff since we were not able to do so on a regular basis during the pandemic. We were also able to honor them with a Staff Appreciation Dinner on January 20, 2023.

We are so blessed to have such an incredibly strong foundation in our staff who have rolled with all of the changes over the last few years without skipping a beat.

Respectfully submitted,

Stephanie Harley, Chair of the Personnel Committee, on behalf of members Tom Coy, Bonnie Fraser, Jill James, Phil Johnson, and Jeff Omslaer.

MEMORIAL GARDEN COMMITTEE



Welcome to the Memorial Garden! This beautiful outdoor sanctuary is located in the backyard of our church.

This peaceful setting is where loved one's ashes are scattered. It serves as a quiet spiritual place where one can rest and pray under the canopy of a stately river birch tree or listen to the gentle sound of the wind chimes as they comfort you while remembering loved ones. This garden has been designated as a Nature Preserve. This space offers the opportunity to enjoy all the gifts of nature that God has provided. I invite you to come and enjoy the wildlife, the playful sounds of chickadees as they flutter from tree to tree, or to listen to the serene rhythm of the water from the fountain. This amazing outdoor space is filled with beautiful trees in memory of loved ones, an abundance of whimsical ornamental

grasses, bird houses and benches for reading and paths to walk.

Thank you to those many volunteers who spend countless hours helping care for the garden: Jim Tanzilli, Lynn Miller, Mary Wright, Paul Burik, Paul Cox, Leslie McNutt and Cheryl Roberson. It is a great pleasure to work alongside my fellow committee members Margie Fehlner, Jim Tanzilli and Dave Witzigreuter.

The names of those whose ashes were scattered in 2022:

Sandy Field, Earl Rubenstein, Krystal Holstein, Thelma Usher, and Dick Gould

A Cherry tree was planted in loving memory of Krystal Holstein by her parents Terry and Michael Holstein.

A Cherry tree was planted in loving memory of Harry Barelka by Diana and Jim Droke.

Several Lilac bushes were donated by Dave Witzigreuter in loving memory of his wife, Jan.

The memorial garden committee is grateful for the monetary donations that help us maintain the garden. This year, along with the regular maintenance of the garden, large landscape boulders were distributed throughout and extensive irrigation work was completed to improve this space. New tree plantings and additional plant material will

continue to be added throughout the garden and we look forward to watching this space grow. If you would like to donate towards the Memorial Garden Fund please see Rev. Dr. Kelly Brill. If you are interested in volunteering in the garden, please see CJ Jasany...For it is good for the soul.

“He that plants trees loves others beside himself. ~ Thomas Fuller

Respectfully Submitted by C.J. Jasany

REPORT OF THE NOMINATING COMMITTEE ELECTIVE POSITIONS ALUCC FOR 2023

It has been truly gratifying this year to see the growing number of people anxious to serve our church. My thanks to Reverend Kelly Brill and Nominating Committee members Carolyn Coy, Megan Dietz, Paul Dunford, Beth Gee, Holly Kessler, Amy Nasr, Jana Peachman and Deanna Walther for a job well done!

The Nominating Committee presents the following slate of dedicated individuals consenting to serve as officers, council delegates, team or committee members, or delegates to the Heartland Conference or Living Waters Association for the Avon Lake United Church of Christ for 2023.

OFFICERS

Moderator	Kyle Rose (2023-)
Church Clerk	Zoe Cummings (2022-)
Treasurer	Sandi Gerhan (2020-)
Financial Secretary	David Dibbell (2015-)

COUNCIL DELEGATES

Deborah Bracy (2023-)	Manoj Kumar (2023-)
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FAITH FORMATION (on sabbatical for 2023)

FINANCE TEAM

Patsy Coniku (2022-)	Jeremy Kirsch (2023-)
Tim Penton (2022-)	Joe Poplstein (2023-)
Ray Salco (2018 adjunct; 2019- member)	
Chris Steinman (2022-)	Bruce Stevens (2022-)

MEMBERSHIP TEAM

Lynne Barth (2020-)	Emily Lotz (2023-)	Kim Rose (2020-)
Tricia Bowersox (2023-)	Judi Moes (2019-)	Kendra Kumar (2023-)
Jennie Calkins (2023-)	Ellyn Nicholas (2019-)	Pam Omslaer (2023-)
Carolyn Coy (2023-)		Rob Turner (2016-)

Adjuncts: Sharon Parsons (2016-2018 member; 2018- adjunct)
Nancy Turner (2012, 2014 member; 2018- adjunct)
Carol Zakel (2023-)

MISSION TEAM

Janice Bell (2020-2021 adjunct; 2022- team co-leader) Elaine Newlin (2018-)
Barbara Caldwell (2016 member; 2019- adjunct) Ellyn Lykins (2023-)
Christine Carr, (2020-) Judy Srail (2019-)
Chris Gee (2023-) Sid Stech (2023-)
Candy General, team co-leader (2016-) Cheryl Updegraff (2014-)
Nancy Geschke (2022-) Joyce Young (2012-)
Amy Malloy (2023-)
Lynn Miller (2023-)

Adjuncts: Joyce Bisbee (2021-)
Jim Caldwell (2016- member; 2019- adjunct)
Craig Cowles (2023-) Eric Olsen (2023-)
Karen Francy (2022-) Joyce Olsen (2023-)
Kurt Zbin (2018-)

TRUSTEES

Ryan Dietz (2022-) Paul Kress (2023-)
Derek Harley, (2020-2021 member; 2022- team co-leader)
Russ Henderson (2012-)
Dean Henrichsen (2003-) Joe Peachman (2023-)
CJ Jasany, team co-leader (2012-) Paul Ruben (2012-)
Bill Kauffman, Sr. (2018-) Mark Spaetzel (2023-)
Erik Kramhoeller (2023-) Dave Updegraff (2001-)
Kim Kramhoeller (2023-) Dave Witzigeuter (2001-)

Adjunct: Larry Bowersox

WORSHIP TEAM

Lisa Boehm (2022-) Beth Garrett (2023-24) Gail Salco (2018-)
Jamie Clemons (adjunct 2020, member and chair 2021-)
Cindi Dansizen (2019-) Dale Garrett (2023-24) James Tanzilli (2016)
Debbie De Mars (2018-) Sandy Garrett (2014-)
Gary De Mars (2018-) Cathy Harvey (1999, 2005-2008, 2010-)
Nelle Doyle (2018-)

Adjunct: Diana Pierson (2023-)
Mark Pierson (2023-)
Dinah Hunt (2014-2021 member; 2022- adjunct)
Valerie Tanzilli (2018-2021 member; 2022- adjunct)

THRIFT SHOP TEAM

Pete Barth (2021-) Paul Dunford (2021-) Chris Peachman (2022-)

Bill Cowles (2021-) Kristen LePrevost (2021-) Chris Spaetzel (2022-)
Sandy Drickhamer (2021-) Scot McNutt (2021-) Cheryl Updegraff (2023-)

Adjunct: Chris Carr (2022- adjunct)

PERSONNEL COMMITTEE

Tom Coy (2019-) Stephanie Harley (2018-) Phil Johnson (2019-)
Bonnie Fraser (2017-) Jill James (2019-) Jeff Omslaer (2018-)

ENDOWMENT FUND COMMITTEE

Shelley MacDonald (2022-) Maggie Stark (2022-) Jim Stobe (2020-)
Scott MacDonald (2022-) Bruce Stevens (2022-)

NOMINATING COMMITTEE

Megan Dietz (2022-) Holly Kessler (2022-) Jana Peachman (2022-)
Paul Dunford (2014-) Amy Nasr (2022-) Deanna Walther (2018-)
Beth Gee (2022-) Ron Pallinger (2004-)

HEARTLAND CONFERENCE

Judy Reich (1988-89, 2016-)

LIVING WATER ASSOCIATION DELEGATES

Judy Reich (2005-) Sandy Rider (2008-)
Doug Rider (2008-)

Respectfully submitted on the behalf of the Nominating Committee,
Ron Pallinger, Chair

ENDOWMENT FUND COMMITTEE

The Avon Lake UCC Endowment is a long-term fund used to support mission and ministry while at the same time ensuring that the church is here for future generations. The fund is invested in a diversified portfolio of financial securities principally consisting of stocks and bonds. Its income is distributed regularly and is used to support church, member and community needs. The endowment is managed by an outside independent investment manager (Sequoia Financial Group) and overseen by the church endowment committee.

The endowment committee meets quarterly, or on an as needed basis, to monitor the fund's investments as well as oversee the general health of the endowment. Committee members have a fiduciary responsibility, which includes but is not limited to, acting in good faith, giving reasonable effort in understanding the fund's investments and respecting the mission of the church.

The committee also has the responsibility of keeping Church Council informed on endowment actions, including investments, distributions and other relevant activities. Not only is it the committee's responsibility to update council on these happenings, but it is also their duty to keep the congregation fully apprised of these activities.

Gifts are assigned to one of three categories depending on the wishes of the donor and acceptance of council. These categories are defined as follows:

1. *Unrestricted Gifts*: Both the principal and interest may be spent for the church needs as determined by council and/or a membership meeting.
2. *Endowments*: The principal is to be preserved over the long run and the income may be spent as specified by the donor for general church needs or for special projects.
3. *Restricted Gifts*: Both the principal and interest must be spent as specified by the donor.

Following a generally strong 2020 and 2021, the Avon Lake UCC Endowment Fund faced a challenging 2022 driven by pressures from the broader stock and bond markets and ending the year with \$862,671 in assets. This was a decline from the 2021 year-end level of \$1,052,557. There were several outflows from the fund during the year, including quarterly transfers back to the church and fees paid to the investment advisors. The total distributions for the year were \$40,860 with transfers back to the church amounting to \$33,444 and the advisory fees paid to the investment managers totaling \$7,416. The fund received a \$200 gift in the second quarter.

At the end of 2022 the endowment fund remained diversified across various investment classes (stocks, bonds and cash), styles (growth and value), sizes (large, mid and small) and geographies (domestic and international). This diversification is a mainstay of the endowment's investment strategy as it helps reduce volatility while providing competitive long-term returns. The fund's asset allocation ended the year with approximately 60.5% in stocks, 38% in bonds and 1.5% in cash.

The committee distributed 5% of the fund's unrestricted average assets back to the church. The transfer was split between the general fund and the mortgage, with 3% of the distribution going to the church as undesignated and 2% being used to pay down the principal on the mortgage.

The endowment completed its first full year with Sequoia Financial Group as investment advisor after switching to the firm in 2021. Although investment performance was down overall, the relative performance was more in line with stated benchmarks as well as the market overall.

Market volatility was significant in the first half of the year. Sequoia attended three quarterly endowment committee meetings to provide market insights and views.

We were pleased to receive a gift to the fund this year. Thank you to Joyce and James Hall for their gift of \$200 in memorial of Dale R. Hall.

2022 Endowment Committee members were Jason Anderson (chairperson), Bruce Noll, Jim Stobe, Scott MacDonald, Shelley MacDonald, Bruce Stevens and Maggie Stark.

In general, the broader investment markets were disappointing on almost all fronts in 2022 - led primarily by high inflation and inflation expectations resulting from the last couple years aggressive monetary and fiscal stimulus during the pandemic, persisting supply chain constraints, and a shock in commodity prices. In 2023, inflation, interest rate hikes, recession and volatility are still expected to be key themes, however; we note our advisors and others in the market believe that 2023 could stabilize further after the challenging first three quarters of 2022. Of note, 4Q22 market performance improved from its lows in 3Q22.

Following strong performance over the last couple years, stocks pulled back by double digits in 2022 with worldwide equities down 18.4%, as measured by the MSCI ACWI Market Index.

The U.S. stock market was down slightly more at 19.2% as measured by the Russell 3000. Large cap growth stocks (i.e., technology, consumer discretionary) were the largest decliners with the Russell 1000 Growth Index down 29.1% for the year, while large cap value stocks (i.e., health care, financials) declined 19.1% (Russell 1000). Large cap value stocks performed somewhat better with a more modest decline of 7.5% (Russell 1000 Value). Small cap stocks were down 20.4% (Russell 2000). Energy, aerospace & defense, and healthcare were the best performing sectors for the year, while technology, auto and real estate were the worst.

International stocks were also challenged in 2022, consistent with their U.S. counterparts. The MSCI World X_US Net (international developed equities) decreased 14.3% for the year while emerging market stocks (MSCI EM) declined 20.1%. Laggards included Russia, Hungary, Poland in the Eastern Europe; Korea, Taiwan and China in Asia; and Chile, Peru, and Brazil in Latin America. Bonds were down for the year as the Bloomberg US Aggregate Index fell 13.0% reflecting the impact of rising interest rates. Bond prices act inversely to interest rates with bond prices falling as bond yields rise. For the year, U.S. 10-Year Treasury yields increased to 3.88% from 1.52%, driving bond prices down. Although a significant increase in interest rates this past year, these levels are still well below the long-term historical average of close to 6%.

Respectfully submitted, Jason Anderson

MAJOR ENDOWMENT FUND GIFTS

George and Edith Featherstone - The Featherstone's were close to the life of this church over many years, Edith especially being active in a Discovery Group. They first met in a church youth group in Cleveland and always had an interest in Christian youth programs. George died in 1974 and Edith in 1977.

Eda Weilemann - Following the death of her mother, this church became Eda's "family". She simply loved to worship, volunteer, and fellowship with us. She planned for her estate to be used by the church following her own death to meet the challenges of our new building and program. Income from her bequest has greatly helped our Building Expansion.

Ella Handy - Once a librarian, Ella's interest came to be in the Avon Lake Historical Society and the establishment of the Peter Miller House. Ella was a friend of this church over many years.

Eva M. Dickson - Eva and Neil ("Dick") lived in Bay Village but worshipped here when they were not in Florida. Both had the gift of humor and friendship and some of their closest friends were young people.

Quentin and Jean Cahill - Both devoted to this church over many years. This gift was designated to the Music Endowment account in accordance with their own wishes. Each waged a valiant struggle with cancer, and their courage inspired us all.

Paul and Lillian Folino - Paul was the beloved pastor of this church from 1947 to 1963 and Lillian was a leader in our Christian Education program. The endowment represents love gifts from many members and friends.

William McKinley, Megan McKinley, Neil Conant - This gift memorializes William McKinley, a sports enthusiast who established a company his family now continues; his granddaughter, Megan, who died as an infant, blessing her family with immeasurable love; and Neil Conant, a leader in our parish who struggled over many years with a rare disease, teaching us both how to live and how to die as a Christian.

Katherine Walker - The devoted wife of Ernest, mother of Lain and Fiona, and grandmother of Joshua. Katherine was active in our church, particularly in the library. Her quiet but warm and caring love is now memorialized in the full support of the church's Stephen Ministry program.

John Watterson - John was a technician in the B.F. Goodrich Chemical Company and a long-time faithful member of the church, particularly in the Men's Breakfast fellowship, but he and his wife Charlene, came to enjoy attending the Saturday Vespers. He is also survived by a son, John, and a daughter, Terry Holstein.

Melinda C. Neuenschwander - Melinda had been the church organist for many years. She retired in 1964 and moved to Eugene, Oregon, where she lived until she passed away in 1990 at the age of 102.

Helen (Nazel) Krumwiede - Helen was active in our church over many years, providing leadership especially in our Discovery Groups and with the Women's League and Golden Agers. She enjoyed writing poetry and often led devotions for various church groups. Though she suffered a severe hearing loss, her church loyalty and attendance were sustained always.

Vera C. and Edwin Mast - Vera and Ed were loyal members of this church since joining in 1949. Both were quite active and supported many church projects over the years (often anonymously!). Vera was a leader of the Career Women, a group of Women's Leagues made up of business and professional women. One of her hobbies was taking homemade goodies to people who were sick or shut-in. Ed's many involvements included participating as a Deacon and a Trustee and serving on committees such as the Debt Retirement, Personnel and Planning Committees. The Mast's were always interested in the expansion and beautification of our sanctuary.

Robert S. Luce - Bo's interest included boating, fishing, transportation - a love which he pursued as a career in the car rental business - and servicing the needs of others. Even during the last months of his illness, the biggest joy was found in sending gifts to friends. Bo is affectionately remembered by all who knew him for his charisma, warmth of friendship, compassion, genuine spirit of caring and concern for the well-being of others.

Deborah L. Darnell – Debbie was a young woman who loved children, people, her church and life. She was everyone's best friend because she cared for them. Her love of nature, reading and quiet moments led to the desire of establishing a fund to support the Memorial Garden for the benefit of our church members and the community.

Ruth Dobosy – Ruth was an active member in our church from the time she joined on December 18, 1949 until she passed away in 2005. She served on many boards and committees and was active in the Women's League over the years and was Moderator in 1975 and 1976. She was also active in PTA and served as PTA Council President in 1965-1967.

Nancy Bower – Nancy was an active member from the time she joined the church in 1982. She served on the Board of Christian Education and the Board of Deacons. She was a psychiatric social worker at Community Health Partners.

David and Sandy Dibbell – Dave and Sandy have been long standing members of our church. They have both been very active. Dave is a past Moderator and is currently serving as Financial Secretary. The Dibbells are the first active members to make an Endowment gift in a long time. We are hoping that other active members will follow their lead. Their gift will be the Bailey-Dibbell named fund, as a way to honor their family, including Sandy's mother, Alice Bailey.

Richard Turner – Richard Turner was an active and committed member of the church from the time he joined in 1958 until the day he died in 2017. He served as Moderator, Stephen Minister, and on countless boards and teams. He left money to

the church in his estate for the Endowment Fund and also for our music ministry which he loved and appreciated.

Thomas and Isabelle (Isy) Beal – Tom and Isy were longtime active members of the church. Tom was a devoted member of the choir. Their gift supports the music ministry of the church.

Bob Marimon – Bob was an active 70-year member of the church and a former Moderator. His unrestricted gift to the Endowment Fund will help support ministry and mission.

Don and Mimi Cruse – Don and Mimi were not active members of the church long, but they loved Avon Lake UCC and especially its inclusive ministry. Their unrestricted gift to the Endowment Fund will help support ministry and mission.

Patricia Belcastro – Patricia's proceeds from her endowment will help support continuing education for church staff.

10-Jan-23

Avon Lake United Church of Christ
Balance Sheet
Year End 2022

	<u>2022 Ending Balance</u>
Assets	
Cash Assets	
1001-000 Church Checking	429,027.62
1003-000 Petty Cash	300.30
1004-000 Savings Account-Church	100,081.98
Total Cash Assets	529,409.90
Fixed Assets	
1501-000 Land	194,000.00
1601-000 Building-Church	3,052,000.00
Total Fixed Assets	3,246,000.00
Endowment	
1900-000 Endowment	890,981.00
Total Endowment	890,981.00
Total Assets	4,666,390.90
Liabilities & Net Assets	
Liabilities	
Credit Cards	
2201-000 US Bank	7,624.15
2202-000 Citi Bank	13,839.45
2203-000 Lowes Credit	699.63
Total Credit Cards	22,163.23
Long Term Liabilities	
2901-000 Mortgage-Hunt Nat Bank	493,760.67
Total Long Term Liabilities	493,760.67
Total Liabilities	515,923.90
Net Assets	
Operating Funds	
3001-000 General Operating Fund	31,097.58
Total Operating Funds	31,097.58
Reserve Funds	
3003-000 Cash Reserves	100,081.98
3201-000 ERC Credit Fund	189,059.37
Total Reserve Funds	289,141.35

(report continued on next page)

Capital Improvement Funds

3015-000 Capital Improvement Funds	8,100.00
3015-014 Capital Improvement Funds Restrooms	(995.61)
3015-015 Capital Improvement Funds Music Wing	3,242.00
Total Capital Improvement Funds	<u>10,346.39</u>

Memorial Funds

3020-039 Memorial Funds Music	7,128.80
3020-040 Memorial Funds Undesignated	414.35
3021-000 Memorial Garden Fund	1,599.96
3022-000 Flynn Memorial Fund-Cap Improvement	8,500.00
Total Memorial Funds	<u>17,643.11</u>

Ministry Funds

Faith Formation

3031-000 Children's Ministry Fund	20,788.17
3032-000 Mission 101 Fund	500.00
Total Faith Formation	<u>21,288.17</u>

Music

3041-000 Music Concert Series Fund	1,315.00
Total Music	<u>1,315.00</u>

Tech & Media

3121-000 Tech & Media Fund	8,838.97
Total Tech & Media	<u>8,838.97</u>

Pastoral

3013-009 Holiday Offering Fund Christmas	18,484.59
3051-000 Mission, Ministry, Outreach Fund	13,369.83
3062-000 Pastoral Emergency Fund	13,831.73
3063-000 Pastoral Wedding/Funeral Fund	2,508.60
3064-000 Stephen Ministry Fund	8,435.66
Total Pastoral	<u>56,630.41</u>

Youth Funds

3080-000 Youth Funds	1,457.92
3080-061 Youth Funds Pop	1,531.72
3080-063 Youth Funds Mission Scholar	6,402.48
3081-000 Jr High Mission Trip Fund	2,750.15
3081-060 Jr High Mission Trip Fund Dirty Dog 5K	627.30
3082-000 Sr High Mission Trip Fund	34,855.90
3082-055 Sr High Mission Trip Fund Cornhole	3,745.34
3083-000 Summer Camp Funds	559.36
3083-035 Summer Camp Funds Cap Imp Camp	12,111.97
3083-050 Summer Camp Funds Bunk & Bunkers	107.60
3083-052 Summer Camp Funds Camp Incentive	(685.00)

(report continued on next page)

3083-056 Summer Camp Funds Sportscamp	971.39
Total Youth Funds	<u>64,436.13</u>
Total Ministry Funds	<u>152,508.68</u>
Mission Funds	
3071-000 Food Drive Fund	<u>6,509.56</u>
Total Mission Funds	<u>6,509.56</u>
Restricted Funds	
3900-000 Endowment Fund	<u>890,981.00</u>
Total Restricted Funds	<u>890,981.00</u>
Owner's Equity	
3999-000 Owner's Equity	<u>2,752,239.33</u>
Total Owner's Equity	<u>2,752,239.33</u>
Total Net Assets	<u><u>4,150,467.00</u></u>
Total Liabilities & Net Assets	<u><u>4,666,390.90</u></u>

**ALUCC BUDGET VS ACTUAL INCOME AND EXPENSES - 2022 and
PROPOSED BUDGET FOR 2023**

				10-Jan-23
Avon Lake United Church of Christ				
Summary Statement of Activities				
2022 Actual vs Budget and 2023 Budget				
<u>Accounts</u>	<u>2022 Actual</u>	<u>2022 Budget</u>	<u>2023 Budget</u>	
Revenues				
Contributions & Offerings	1,027,907.55	930,220.00	981,000.00	
Interest Income	102.43	120.00	90.00	
Miscellaneous Income	250,709.12	5,280.00	58,979.00	
Capital Contributions	11,342.00	65,000.00	-	
Memorial Income	17,188.10	6,240.00	3,200.00	
Faith Formation Income	4,209.45	8,000.00	4,000.00	
Music Income	520.00	2,000.00	-	
Pastoral Income	72,279.64	33,800.00	40,870.00	
Youth Program Income	8,993.88	7,300.00	7,800.00	
Youth Funds Income	93,147.56	88,500.00	138,280.00	
Membership & Outreach Income	7,870.98	7,000.00	7,800.00	
Missions Appeals Income	20,877.34	26,000.00	17,470.00	
Endowment Income	43,637.70	35,250.00	41,200.00	
Total Revenues	1,558,785.75	1,214,710.00	1,300,689.00	
Expenses				
Operating Expenses	182,204.03	161,736.00	170,150.00	
Service Charges	9,251.80	6,000.00	9,525.00	
Miscellaneous Expenses	126,745.73	90,350.00	92,003.00	
Capital Improvements	25,281.69	65,000.00	-	
Memorial Expenses	6,302.95	2,000.00	2,000.00	
Faith Formation Expenses	17,128.00	15,400.00	16,900.00	
Music Expenses	7,125.18	12,705.00	9,780.00	
Pastoral Expenses	34,388.84	16,625.00	41,475.00	
Tech & Media Expenses	28,847.66	17,130.00	17,436.00	
Youth Program Expenses	32,108.11	22,000.00	32,700.00	
Youth Fund Expenses	94,734.44	96,950.00	118,069.00	
Worship Expenses	2,833.75	950.00	2,150.00	
Mission Appeals Expenses	19,427.22	26,000.00	18,660.00	
Membership & Outreach Expenses	6,841.76	4,619.00	9,902.00	
Office Expenses	25,984.15	24,625.60	26,277.60	
Personnel Expenses	684,143.40	649,405.83	732,293.56	
Total Expenses	1,303,348.71	1,211,496.43	1,299,321.16	
Net Total	255,437.04	3,213.57	1,367.84	

2022 BENEVOLENT GIVING

10-Jan-23

Avon Lake United Church of Christ 2022 Benevolent Giving

CC Basic Support:		
OCWM (Our Church's Wider Mission)	\$48,000.00	
Support to local agencies and the Avon Lake UCC community:		
Avon Lake UCC - Financial Assistance to members	\$8,500.00	
Inventory from Thrift Shop donated to families in need	\$5,000.00	
Afghan Refugees	\$4,778.56	
Afghan Refugees-Member Donations (bikes, travel time, etc.)	\$4,000.00	*
Bike & Build	\$171.24	
Community Resource Services (CRS)	\$7,000.00	
Community Resource Services (CRS) - Gift Cards	\$500.00	
Community Resource Services (CRS) - Snack Bags	\$438.35	
Empty Bowls	\$250.00	
Genesis House	\$6,000.00	
Giving Tree	\$349.99	
Good Knights	\$5,000.00	
Good Knights-Appeals	\$886.60	
Hosanna Industries	\$5,000.00	
Hosanna Industries	\$5,000.00	
Mercy Medical Center - Resource Mothers	\$500.00	
Mercy Medical Center - Resource Mothers (to be disbursed in 2023)	\$8,000.00	
Mission Food Drive	\$15,506.39	
Mission Food Drive (to be spent in 2023)	\$6,509.56	
Mission Giving Tree	\$1,447.74	
Mission Giving Tree	\$22,500.00	*
Mission Trips - Avon Lake UCC Youth Groups	\$21,500.00	
Neighborhood Alliance - Haven Center Dinners	\$2,844.07	
Neighborhood Achievement Hub	\$5,000.00	
Neighborhood Alliance - Haven Center	\$8,000.00	
Primary Purpose	\$180.00	
Primary Purpose	\$6,000.00	
Road to Hope-Margeau's House Roof	\$12,245.00	
Saturday Work Crew & Property Brothers	PRICELESS	**
Second Harvest Food Bank	\$2,000.00	
(report continued on next page)		

St Paul's Community Church	\$10,000.00
St Paul's Community Church - Addn'l need items	\$404.72
Ukraine Refugees	\$1,800.00
Washington UCC - Bunk Bed - Mission Trip	\$1,500.00
Washington UCC - Bunk Bed - Mission Trip	\$1,500.00
Washington UCC - Grill	\$1,254.22
Total Mission Giving in 2022	<u>\$229,566.44</u>

* Estimated value of member donations which includes clothing, boots, toys gift cards, household items and more.

** A value impossible to calculate. Every year, time and talent is generously given by those who work hard to improve our church; picking up and maintaining the grounds, repairing the building and doing a multitude of jobs, that would cost the church an insurmountable amount of money.

MODERATORS OF THE AVON LAKE UNITED CHURCH OF CHRIST

1943-1950	J.I. King	2001-2002	Jack Kneiss
1951-1952	John Brunn	2003-2004	Thomas Coy
1953	James Van Boven	2005-2006	Joseph Poplstein
1954-1957	J.I. King	2007-2008	Lynn Greene
1958-1959	Fred Lott	2009-2010	T.J. Frie
1960	Howard Hoxie	2011-2012	Maureen Johnson
1961-1962	Art Gerhan	2013-2014	David Wilhoite
1963-1964	Ken Birnbaum	2015-2016	Richard General
1965	Don Armbrecht	2017-2018	Robert Miller
1966-1968	John Clarke	2019-2020	Timothy Harris
1969-1970	Verne Nygaard	2021-	Mark Spaetzel
1971-1972	George Morningstar		
1973-1974	Howard Flynn		
1975-1976	Ruth Dobosy		
1977-1978	Richard Turner		
1979-1980	David Weaver		
1981-1982	Robert Marimon		
1983-1984	James Tanzilli		
1985-1986	Helen Marimon		
1987-1989	Robert Fitzsimmons		
1989-1990	Robert Turner		
1991-1992	Donald Marken		
1993-1994	Thelma Morningstar		
1995-1996	Paul Dunford		
1997-1998	Lenore Marken		
1999-2000	David Dibbell		