

# INTRODUCING THE NEW LOCAL CHURCH

Who  
are  
we

Who  
is our  
neighbor

Who is  
God  
calling us  
to become

**UNITED CHURCH**  
OF CHRIST



**UNITED CHURCH OF CHRIST  
LOCAL CHURCH PROFILE**



**The Federated Church - UCC  
Chagrin Falls, Ohio**

***Position: Pastor of Transformational Ministry***

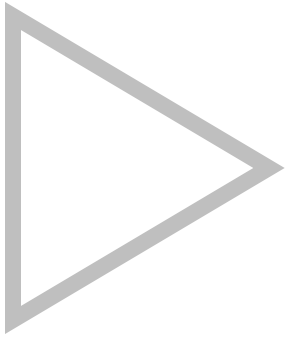
**United Church of Christ  
Heartland Conference  
Living Water Association**

**February 2, 2022**

## LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*



## 1. POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

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Church name: [The Federated Church in Chagrin Falls](#)

Street address: [76 Bell Street, Chagrin Falls, Ohio 44022](#)

Supplemental web links: [fedchurch.org/welcome](http://fedchurch.org/welcome)

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

[Chagrin Valley Council of Churches](#)

[Mt Zion Church](#)

[St. Paul's Church](#)

Conference: [Heartland Conference Ohio](#)

Association: [Living Water](#)

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

[Rev. Nayiri Karjian, Association General Minister](#)

[960 Portage Trail, Cuyahoga Falls OH 44221](#)

[Phone: o. 330-940-2220 x 102; c. 203.722.9174](#)

[Email: Nayiri.agm@livingwaterone.org](mailto:Nayiri.agm@livingwaterone.org)

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

The vision of the Federated Church affirmed in February 2013 is: With Christ at our center and surrounded by God's abundant love and grace, Federated Church thrives as a dynamic faith community for this generation and the next by:

- Engaging in extravagant invitation, welcome and inclusion,

- Fostering faith formation,
- Bringing forth transformational ministries
- Sharing our story

Our vision holds each one of us accountable to our own calling and commitment to our faith. Our vision is an invitation to others to join our community as they are in the hopes that we, together, become more like Christ. This vision statement is intended to capture the congregation's aspiration that we are here to create: a world that sees Jesus. [fedchurch.org](http://fedchurch.org)

Photographs:













What we value about living in our area:

Chagrin Falls is a welcoming village nestled along the forested valley of the Chagrin River in Northeast Ohio. The Chagrin Valley encompasses a large area of varying communities and suburbs southeast of Cleveland. The Chagrin Valley is full of rolling hills, green spaces, excellent schools and diverse shopping areas. The village of Chagrin Falls, where the church is located, includes charming, tree-lined streets and vibrant arts scene, as well as its historic and shopping districts, attracting visitors from throughout the area. The Chagrin Valley and surrounding areas have active recreation programs along with green space for outdoor activities. Residents of the surrounding areas are predominantly college-educated professionals with a strong appreciation for education, community engagement and social responsibility. For almost 150 years, the iconic steeple of Federated Church has overseen the village of Chagrin Falls from the hill on Bell Street and been woven into the spiritual life of those who call it home.

For more information:

<https://datausa.io/profile/geo/chagrin-falls-oh>

US News article - <https://www.10best.com/awards/travel/best-small-town-for-shopping-2021/>

Current size of church membership:

- 2021 membership of 815 active members

Languages used in ministry (*other than English*): **Not Applicable**

Position Title: **Pastor of Transformational Ministry**

Position Duration (*choose one, delete the other options listed*): **Settled**

**Settled** – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (*choose one, delete the other options listed*): **Full Time**

Does the total support package meet conference compensation guidelines? **Yes**

## SCOPE OF WORK

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*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

### Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

**Enthusiastic and Creative:** The Pastor of Transformational Ministry will be a consistent and enthusiastic presence in worship and throughout the church in all its programming, outreach, and participation with ministry groups and commissions.

**Compassionate and Caring:** The Pastor of Transformational Ministry will actively partner with a pastoral care team providing a caring response to those in need.

**Engaging and Dynamic:** The Pastor of Transformational Ministry will look beyond the doors of the church and assist our efforts to engage the wider community.

### **Full Job Description:**

#### Congregational Engagement and Care

- Be an active and engaged presence in the full life of the church.
- Collaborate with staff and lay members in seeking ever-new ways to manifest the grace and love and peace of God.
- Actively engage members of our congregation as well as people from the wider community who contact, visit, or participate in the many programs offered by our church.
- Make personal visits and calls, write notes and emails, to invite all to engage and participate in the events and activities of the church.
- Actively provide pastoral care to the members of the congregation in partnership with the Senior Pastor and in coordination with the Pastoral Care Team.
- Minister to those in need, including those hospitalized and confined, young people, and bereaved families.

#### Worship and Special Services

- Plan and perform memorial services, weddings, and other celebrations, in coordination with the Pastoral Care Team.
- Be an enthusiastic and caring presence in worship, sharing the Word of God.
- Plan and lead worship, including preaching regularly, in concert with the Senior Pastor

#### Programs and Spiritual Formation

- Work with staff, commission members, and ministry team leaders to develop programs that address the needs of our members for spiritual development, meaningful fellowship, and compassionate service.
- Act as adjunct advisor for programming initiatives that embrace our mission and vision, including, but not limited to, youth, families, elder and inter-generational programming.
- Take a leadership role in congregational faith formation, working with the Spiritual Formation Commission, supported by adult advisors, lay leaders and staff, to oversee programs for youth and families, adults, and elders.
- Lead confirmation and support other milestone events, such as baptism, first communion, new membership, and member anniversaries.

#### Community and Leadership

- Enhance relationships among our members, friends and families, and create opportunities for non-members within the community to participate in the life and ministry of our church, fostering a deeper engagement in current matters of social and environmental justice, advocacy, and hands-on ministry.
- Serve as a staff liaison to one or more of the following: the Spiritual Formation Commission, the Worship and Music Commission and the Congregational Care Commission.
- Be adept and comfortable utilizing on-line communications, including social media, to connect with both our congregation and the wider community in promoting and inviting participation in the life of our church and in providing on-line avenues for people to participate in programming.

The Pastor will have an exciting opportunity to be a part of a supportive and generative team in radiating the Spirit of God both within the congregation and beyond it.

## COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance): [Conference Guidelines, Call Agreement Workbook](#)

Benefits (choose one): [Salary plus Benefits](#)

What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?

- [Living nearby with a housing allowance. We anticipate the minister will live within a reasonable commuting distance to be easily accessible to the congregation; we are flexible with the details.](#)

Comment on the residential/commuting expectations for your next minister.

- [We expect the Pastor of Transformational Ministry to live in a location that allows them to be a vibrant member of the community and interact with both church participants and the wider community.](#)

State any incentives [\(NA\)](#)

Describe peer and professional supports available for ministers in your association/conference:

- [The UCC Living Water Association has a peer support group \(LWA\) that provides Communities of Practice in which clergy are encouraged to participate. It also sponsors many Healthy Practice of Ministry events in the course of a year and publicizes others. LWA is a leader in the Heartland Conference in providing such opportunities. There have been reading groups and, as of this writing, a weekly Zoom opportunity for clergy to gather with the Associations General Minister is continuing \(having begun early in the pandemic as a support and check-in opportunity\). Other opportunities are available in the greater Cleveland area and throughout Ohio.](#)

- [The Heartland Conference and the UCC headquarters \(located in CLE\) both have resources and programs to support the pastor.](#)

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: [Not Applicable](#)

## WHO IS GOD CALLING TO MINISTER WITH US?

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Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- Goal #1: Ensure that everyone knows their participation at Federated is valuable and desired.
- Goal #2: In alignment with our vision, mission and values, develop and deepen partnerships that benefit each other and the wider community.
- Goal #3: Provide opportunities for people to deepen spirituality through meaningful connections to the arts, movement, nature, service to others, etc.
- Goal #4: Provide opportunities for people to live their faith through service that deepens their own relationships while providing care for others.
- Goal #5: Create awareness and provide opportunities for the wider community to invest in the ministries of Federated Church.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

- Welcome new residents to Chagrin Falls, Bainbridge, Aurora and surrounding communities. Develop a culture of welcome in worship.
- Expand and nurture our partnerships with community organizations and other faith communities and churches, working collaboratively with them to offer programs or service opportunities that are in alignment with our church's priorities as well as meeting the needs of the broader community.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

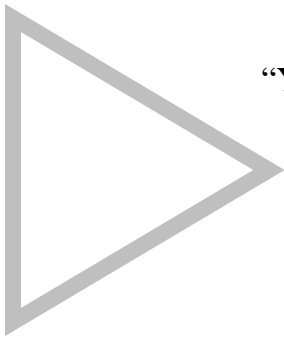
- The majority of Federated's members speak English as their primary language. This is also true for the community that surrounds Federated.
- Federated is actively open and affirming and looks to meet others where they are.
- Our church appreciates language that is culturally sensitive and relevant to our day.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE
  - Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
  - Praying actively and nurturing spiritual practices.
  - Being called to ordained ministry by God and the Church.
  - Continuing discernment of one's call in community.

- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.
  
- **BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS**
  - Empowering the Church to be faithful to God’s call, reflective of Christ’s mission, and open to the surprises of the Holy Spirit.
  - Strategically creating the future of God’s Church.
  - Witnessing in the public square to God’s redeeming power.
  - Performing necessary and appropriate administrative tasks.
  - Working collaboratively with intercultural awareness and sensitivity.
  - Encouraging leadership development of self and others through continuing education and lifelong learning.
  
- **WORKING TOGETHER FOR JUSTICE AND MERCY**
  - Drawing on the ministry of Jesus Christ to confront injustice and oppression.
  - Practicing the radical hospitality of God.
  - Identifying and working to overcome explicit and implicit bias in the life of the Church.
  - Understanding community context and navigating change with a community.
  - Engaging in mission and outreach.
  - Building relationships of mutual trust and interdependence.
  
- **STRENGTHENING INTER- AND INTRA-PERSONAL ASSETS**
  - Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
  - Living in relationships of covenantal accountability with God and the Church.
  - Exhibiting strong moral character and personal integrity.
  - Respecting the dignity of all God’s people.
  - Understanding and ministering to stages of human development across the lifespan.
  - Demonstrating excellent communication skills.

## **2. WHO IS GOD CALLING US TO BECOME?**



“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

- God is calling Federated Church to be a community that accepts and welcomes all people as they are and supports them in their spiritual journey. With Christ at our center, we offer hope and healing to change our world.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

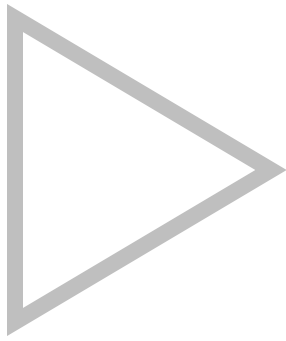
Our *Visionary Action Plan* for the future has developed goals and action steps around five Strategic Themes: Energize Participation, Community Engagement, Spiritual Deepening, Congregational Care and Financial Sustainability.

Our church has redirected its ministry to the larger community and surrounding area by transforming our Family Life Center into a partnership with a non-profit organization called the Community Life Collaborative whose mission is to advance compassionate and transformational stewardship for each other and the earth. Its focus is connecting our community and protecting our environment. The Community Life Collaborative has sponsored a number of educational forums and workshops on social and environmental justice and is currently coordinating efforts with Project Warm Kettle, a collaborative of agencies that are working together to help with the resettlement of refugees from Afghanistan.

Our church has also initiated a number of education, advocacy and action opportunities that enable our members to be involved in social and environmental justice issues through our Social Justice and Advocacy Ministry (SJAM). Through monthly movie nights and speakers, seminars and advocacy involvement, SJAM has developed a wide range of ministries that include racial allyship, immigration, diversity education in schools, homelessness, healthcare, voting rights, environmental and creation justice, LGBTQ advocacy, interfaith prayer vigils, criminal justice, and women’s and children’s issues.

### **3. WHO ARE WE NOW?**





“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)  
CONGREGATIONAL REFLECTIONS  
11-YEAR REPORT  
CONGREGATIONAL DEMOGRAPHICS  
PARTICIPATION AND STAFFING  
CHURCH FINANCES  
HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

Our Mission Statement is: We believe God accepts me as I am and loves me too much to leave me that way. Federated accepts all people as they are and supports them in the spiritual journey. With Christ we offer hope and healing to change our world.

### **Living in God’s grace, we value:**

- **Extravagant Welcome:** We warmly welcome and appreciate all people.
- **Wondrous Worship:** We praise and glorify God at the front and center of our lives. We open ourselves to God’s call while seeking to create sacred space wherever we are.
- **Faith Formation:** We believe God is still speaking. We nurture and deepen our relationship with God, Jesus Christ and the Holy Spirit individually and in community.
- **Purposeful Leadership:** We lead, work and serve together as followers of Christ to discern, design, create and inspire opportunities to experience the Divine.
- **Responsible Stewardship:** We serve as faithful and generous stewards of God’s gifts to us: time, money, talents, church resources and the earth to do God’s work in the world.
- **Boundless Beauty:** We encourage and celebrate individual and communal expressions of beauty in our worship and surroundings as examples of the Holy elegance of God.
- **Transformational Ministry:** Following Jesus’ example of love and justice, we seek to transform lives, including our own, through compassionate response, caring relationships, advocacy and active service

God is described by the use of many metaphors in our worship - Holy One, Creator, God, Father/Mother, Shepherd, Lord, Savior, Jesus as God’s Child/Son, Sustainer, Comforter, Spirit, Source of grace, peace and love.

We believe God's spirit is present and alive in all the dimensions of life, including creation, beauty, art, music, work, service, worship, compassion, caring, friendships and strangers.

Describe several strengths or positive qualities of your congregation.

- We are an Open and Affirming congregation that accepts all people wherever they are on their life journey.
- We worship in a style that expresses the beauty and majesty of God's love and grace and which calls us as a gathered people to praise and serve God with all our hearts.
- We provide caring support to all members/friends of our congregation who are facing difficult times of loss, challenge or transition.
- We actively seek to serve God in ministries of justice and compassion.

Describe what worship is like when your congregation gathers.

Our weekly worship takes place in our recently-renovated sanctuary with a newly dedicated cross and baptismal font. Our worship service is based on the church year calendar and the lectionary readings. We have recently added a new organ and piano to enrich our fine music program which offers both traditional and contemporary music, choir, handbells, and a children's choir. Lay people share their faith witness as part of our worship experience. We also share a video generosity impact moment which highlights the ministries of the church. Our worship is both a celebration of God's grace and goodness and a call to follow in the way of Christ. Our preaching provides thoughtful and deep reflection on the meaning of the scriptures for our time and speaks to both head and heart.

Describe the educational program/faith formation vision of your church.

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

For our littlest ones (Birth-Pre-K), Federated's goal is to give children positive experiences going to church and church school to encourage a lifelong interest in their faith. We try to stress that God loves them and Jesus is their friend. Federated also places a heavy emphasis teaching young children that they are loved by the church community and that church is a safe place to be who God created them to be.

For our elementary school children we offer a behavior-over-belief curriculum called "A Joyful Path" which is published by Progressive Christianity. This curriculum teaches the importance of relying on your own inner wisdom; that the Spirit of God dwells within each person and this is

to be cherished and respected. We stress that there are three main parts to each person: mind, body and spirit and that it is important to "exercise" each part.

For our middle school through high school children at Federated our goal is to provide our youth with the tools needed to develop their own unique faith through thought, action and experience. "Thought" is brought about through discussion and worship. "Action" involves mission activities at least once a month. "Experience" comes through the Colorado Kids Trip, Overnight Mission Trips and the shared experience gleaned through growing together in our faith.

Beyond faith formation for our youth, Federated Adult Faith Formation includes book studies, "One Book, One Community," Bible studies, classes, and retreats.

The Social Justice Advocacy ministry team has developed and hosted several programs around white privilege and racial justice in the past 5 years. Over 70 Federated people have participated in the UCC White Privilege course facilitated by Federated church members. This has led to a partnership with Mt. Zion UCC where 24 participants, 12 from each congregation studied the UCC Sacred Conversations to End Racism curriculum together. Another outcome is the creation by Barry Stees of the Centering God, Decentering Whiteness program. It's now being used with UCC members in New Hampshire.

We believe that all participants at Federated are growing and evolving throughout their life and we try to offer programming and groups that meet people where they are in their faith formation.

Describe how your congregation is organized for ministry and mission.

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

- When it comes to decision-making, how many hours are spent in meetings per month?
  - The hours spent in meetings will vary according to the time of year, the programming that is happening, the needs of the church and church members.
  
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
  - When the covid crisis occurred, our leadership moved quickly to change from in-person worship and activities to a virtual style of worship and connection. They consulted with medical and video experts and church members who had experience in virtual communications to develop a vibrant on-line presence and avenue of communication for the congregation. The staff, church council and lay leaders worked jointly to develop and implement the changes needed to transition to virtual communications.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? **Yes - see applicant packet.**

Our church went through a ministry structure reorganization in 2013 in which we organized our ministry into the work of five Commissions: Congregational Care; Mission & Service; Telling Our Story; Worship & Music; Spiritual Formation as well as three Administrative Committees: Finance, Properties and Human Resources. We recently added a Generosity Commission. These Commissions direct the work of the church under the guidance of the Church Council. A councilor on the Church Council is liaison as well as a staff liaison to each commission and committee. Commissions and committees typically meet once a month. The staff meets weekly to plan worship, review pastoral needs, and attend to the scheduled calendar of events. An important addition to our structure was the development of Ministry Teams in which individual members and groups are encouraged to develop new ministries that arise from the gifts and talents and their sense of call to serve God. Since 2013, we have developed over 60 ministry teams that perform a wide variety of study, fellowship, education, service and advocacy ministries.

# 11-YEAR REPORT

**UNITED CHURCH OF CHRIST**  
**ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS**



Church#: 520910

Assoc: 566      Schedule: 0      Federated UCC      Chagrin Falls      OH      44022

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	1493	525	501	25	26	19	27	85	-42
2011	1348	525	501	30	19	12	33	173	-145
2012	1306	461	507	21	9	3	13	62	-42
2013	1268	445	489	24	16	19	27	70	-38
2014	1239	425	166	22	16	7	19	55	-29
2015	1182	358	220	14	12	3	28	58	-57
2016	1178	355	252	21	27	8	20	40	-4
2017	1105	302	145	9	12	6	28	72	-73
2018	1030	263	304	2	12	1	18	72	-75
2019	911	258	344	8	14	8	21	128	-119
2020	888	241	296	6	1	10	21	19	-23

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$1,378,449	\$126,183	\$75,000	\$67,755	\$142,755	\$95,788	\$238,543	5.44	\$1,743,175	\$1,589,516
2011	\$1,291,946	\$35,989	\$80,035	\$11,264	\$91,299	\$214,637	\$305,936	6.19	\$1,633,871	\$1,489,845
2012	\$1,422,137	\$0	\$80,000	\$8,537	\$88,537	\$138,336	\$226,873	5.63	\$1,649,010	\$1,540,075
2013	\$1,422,137	\$0	\$75,000	\$12,498	\$87,498	\$0	\$87,498	5.27	\$1,509,635	\$0
2014	\$1,531,520	\$33,000	\$74,100	\$6,991	\$81,091	\$71,900	\$152,991	4.84	\$1,717,511	\$1,389,447
2015	\$1,561,624	\$35,000	\$65,280	\$5,295	\$70,575	\$0	\$70,575	4.18	\$1,667,199	\$1,415,882
2016	\$1,446,418	\$34,593	\$65,280	\$6,057	\$71,337	\$0	\$71,337	4.51	\$1,552,348	\$1,320,817
2017	\$1,446,418	\$0	\$63,000	\$12,033	\$75,033	\$0	\$75,033	4.36	\$1,521,451	\$0
2018	\$1,446,418	\$0	\$63,000	\$1,942	\$64,942	\$0	\$64,942	4.36	\$1,511,360	\$0
2019	\$1,446,418	\$0	\$48,000	\$8,506	\$56,506	\$0	\$56,506	3.32	\$1,502,924	\$0
2020	\$1,446,418	\$0	\$43,000	\$680	\$43,680	\$0	\$43,680	2.97	\$1,490,098	\$0

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-24.87	-32.68	34.55	-41.38	-53.49	-7.38	-38.11	-10.62
2010-2020	-40.52	-54.10	-40.92	-75.71	-64.29	4.93	-69.40	-14.52

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	815	
Number of active non-members:	391	
Total of church participants (sum of the numbers above):	1,206	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	78%	
Less than 10, more than 5 years:	13%	
Less than 5 years:	9%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
40	50	50	40	70	150	230	270	300	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	<1%	
Joint household with minors:	18%	
Single adults age 35-65:	6%	
Joint household with no minors:	58%	
Single adults over 65:	18%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	4%	
College:	46%	
Graduate School:	42%	
Specialty Training:	8%	
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	48%	
Adults who are retired:	50%	
Adults who are not fully employed:	2%	

Describe the range of occupations of working adults in the congregation:

- The majority of members are financially stable. Their occupations range from unemployed/retired to executive and everything in between.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

- The ethnic makeup of Federated largely mirrors the communities in which the members live, which is largely white. Federated is a welcoming community which celebrates all peoples and is anti-racist.
- Diversity in the context of Federated Church: different backgrounds, different religious backgrounds, different educational levels, LGBTQ and straight members.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

- We have not had a recent conversation about diversity but it is embedded in our mission and vision for the church and it is something to which we are attending in an ongoing way throughout our programs, meetings, and relationships.
- Our church went through a two year process of education and discernment and affirmed our church’s Open and Affirming Statement in 2009. We believe that being Open and Affirming is not just a one-time activity, but rather a process that we live each day through our programs, values and activities.
- Our church’s Open and Affirming Statement is:
  - *We, the members of Federated Church of Chagrin Falls, Ohio believe that God is still speaking and we seek prayerfully to discern God’s plan for us today. Acknowledging God’s acceptance of us and Jesus’ commandment to love our neighbors as ourselves, we affirm our belief that we are one body in Christ.*
  - *We welcome people of all races and ages, mental and physical abilities, marital status, gender or sexual orientation. We invite those from different backgrounds of economic class,*

*ethnicity, and varieties of thought, expression and religious tradition to join us in our worship and to participate in the full life and ministry of our church.*

- *We celebrate the diversity of God’s creation and believe that every person is uniquely made in God’s image.*
- *We embrace the joy of being accepted and affirmed by God and by one another.*
- *We strive for justice and inclusiveness following Jesus’ example of love.*

## PARTICIPATION AND STAFFING

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Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i> )
Adult Groups or Classes	75	Clergy, lay leaders and community members.
Baptisms ( <i>number last year</i> )	1 in 2021 during worship	Clergy
Children’s Groups or Classes	About 50 pre-COVID. About 15-20 post-COVID	Director of Children’s Ministries
Christmas Eve and Easter Worship	<b>Christmas Eve</b> 2019 – 1259 in-person 2020 – 1178 virtual	



	2021 - in-person - 289 virtual - 397  <b>Easter</b>  2019 – 741 in- person  2020 – 1200 virtual  2021 – 678 virtual	
Church-wide Meals	150	Lay leadership
Choirs and Music Groups	50	Staff and volunteers
Church-based Bible Study	50	Clergy and lay leadership
Communion ( <i>served how often?</i> )	Served monthly to everyone in worship on the first Sunday of the month and to those who are homebound	Clergy and lay leadership
Community Meals	20	Lay leadership
Confirmation ( <i>number confirmed last year</i> )	6	Clergy and lay leadership
Drama or Dance Program	5	Lay leadership - Leap of Faith Liturgical Dancers
Funerals ( <i>number last year</i> )	8 offsite, 8 in the church	Clergy
Intergenerational Groups	N/A	
Outdoor Worship	Pre-covid - 90 Post-covid - 30	Clergy

Prayer or Meditation Groups	48	Lay leadership
Public Advocacy Work	70	Lay leadership
Retreats	42	Lay leadership
Theology or Bible Programs in the Community	N/A	
Weddings ( <i>number last year</i> )	3	Clergy
Worship (time slot: 10:00 AM)	Unique people in 2021 = 700	Clergy, lay leaders, members, musicians
Worship (time slot: _____)	N/A	
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	30	Staff, lay leaders, members
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Susi Kawolics	3			Y
Dan Kershner	3			Y
Richard Falkenberg	3			Y
Trent Bobbitt	3			Y
Douglas Garland	3			Y

Dan DeWeese	3			Y
Mark Simone	3			Y

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

- Susi Kawolics is a regular participant in worship, faith formation, and the Social Justice Advocacy Ministry. Dan DeWeese, who lives out of state, is a regular participant in livestreamed worship. Mark Simone is on a year-long separation from Federated following his recent retirement.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Director of Communications		Part Time	SDPO	6.7 Years
Congregational Life Administrator		Full Time	SDPO	23.9 Years
Director of Music Ministries (DirMM)		Full Time	SDPO	4.2 Years
Director of Youth and Family Formation		Part Time	SDPO	24.3 Years
Organist		Part Time	DirMM	28.3 Years
Youth Choir Director		Part Time	DirMM	14.6 Years
Director of Children's Faith Formation (DCFF)		Part Time	SDPO	2.3 Years

Fund Development Associate		Part Time	SDPO	4.8 Years
Director of Properties		Full Time	SDPO	6.2 Years
Bookkeeper		Part Time	SDPO	2.5 Years
Senior Director of People and Operations (SDPO)	Head of Staff	Full Time	Church Council / Senior Pastor	1.8 Years
Senior Pastor		Full Time	Church Council	17.2 Years
Acting Pastor		Part Time	Senior Pastor	2004-2006, 2015-2021 Summers
Child Care		Part Time	DCFF	4.9 Years
Child Care		Part Time	DCFF	4.9 Years
Child Care		Part Time	DCFF	0.4 Years

## REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

- Federated has an active membership that has built a family within the church. Most members view the church as a home and stay involved and invested in the mission of Federated for many years. In many ways the demographic makeup of Federated reflects the community which surrounds Federated. At the same time, Federated has strived to reach out to those beyond our community and share the bounty with which our members have been blessed.

## CHURCH FINANCES

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Current annual income (See current budget in G-drive folder.)

Source	Amount
Annual Offerings and Pledged Giving	\$1,017,373
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$54,700
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0
Fundraising Events	\$18,125
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$46,100
Rentals of Church Parsonage	\$
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	\$
Transfers from Special Accounts	\$
Other (Christmas Eve Offering): Christmas Eve Offering	\$31,473
Other (Trinkets and Treasures Rummage Sale): 2019 T&T	\$23,418
<b>TOTAL</b>	<b>\$1,206,580</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$

*Attach the most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.*

- See current budget in the candidate information G-drive folder

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

- In 2020 we paid \$210,626 for ministerial care with total expenses of \$1,258,007 for 16.7%.

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church’s Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? (recommended 10%)

- Federated has tried its best to maximize our giving and our impact throughout COVID-19. We have experienced instances where members were not able to give as much due to their personal finances and instances where members showed extraordinary generosity. OCWM is budgeted for roughly \$21,500 for 2021, with local outreach budgeted for \$36,700. Combined, OCWM and local outreach make up about 4.8% of our budget.

What is the church’s current indebtedness?

Total amount of loan debt: \$61,091

Reason for debt: Operations. Could be paid off, but debt servicing is not problematic due to low interest rates.

Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. Not Applicable

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2018-2020	Replace roof and HVAC, and renovate sanctuary including new organ, flooring, carpet, paint, lights, sound system, cross, etc.	\$2,500,000	\$2,883,702	Long-term building needs were addressed.

If a capital campaign is underway or anticipated, describe: **Not applicable**

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

**N/A**

Does your church have an endowment? **Yes**

What is the market value of the assets? **\$793,495**

Are funds drawn as needed, regularly, or under certain circumstances? **Regularly**

What is the percentage rate of draw (last year, compared to 5 years ago)? **5% of Rolling 8 Quarters Fair Market Value**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: **The endowment is designed to grow in perpetuity while making 5% distributions annually.**

At the current rate of draw, how long might the endowment last?

**Forever**

Please comment on the above calculations or estimates:

**All values come directly from our financial custodian. The endowment is managed by our Legacy Committee.**

Other Assets

Reserves (savings): **\$1,822,109**

Investments (other than endowment): **\$0**

Does your church have a parsonage? **No**

Describe all buildings owned by the church:

**76 Bell, Chagrin Falls, Ohio - Primary Building**

**102 Bell, Chagrin Falls, Ohio - Former parsonage, currently rented**

**16349 Chillicothe Road, Chagrin Falls, Ohio - "Family Life Center," built by Federated, land and building owned by Federated, operations managed by the Community Life Collaborative, a not-for-profit affiliated with Federated**

Describe non-owned buildings or space used or rented by the church: **Not applicable**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

While not all worship space is accessible to wheelchairs, the general worship space is wheelchair accessible. The fellowship space is wheelchair accessible. The pulpit is not wheelchair accessible. The pulpit and chancel area are not wheelchair accessible.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

- Federated has historically had generous giving that has allowed for an endowment to be created that provides funding for a portion of the annual operations. The endowment allows for greater giving to be provided to missions. Federated's annual budget is prepared once the majority of annual pledges are collected. Federated typically looks to operate with a balanced budget that maximizes the amount provided to our missions and programs.

## HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

- The building and development of the Family Life Center in 1999 and its recent re-purposing in 2021 for ministry to the wider community focusing on stewardship of the earth and advocacy for social justice through the incorporation of a non-profit organization called the Community Life Collaborative.
- Open and affirming process - Our church engaged in a two year study, discernment process and developed an Open & Affirming Statement that was approved by our congregation in 2009
- Our response to Covid, streaming services - In response to the Covid crisis in our community and nation, our church took great care in addressing the health safety of our members by initiating safety protocols and in developing alternative ways for them to participate in worship, study, fellowship and ministry through the use of ZOOM and on-line connections.



- We have an annual tradition that started 61 years ago to have our Christmas Eve offering given to a charity or organization. Over the years, \$1.8 million has been collected and given to ministries and organizations both locally and around the world.
- A brief history of Federated Church that celebrated our 100th anniversary - see: <https://fedchurch.org/history/>

Describe a specific change your church has managed in the recent past.

A thorough two year long process was initiated in 2018 to address the financial burden created by maintaining the costs of operating the Family Life Center and maintaining the labyrinth and memorial gardens. There was a strong division about whether to try to maintain the FLC property or to sell it and use the financial resources for the church’s ongoing ministry at our Bell Street location. Under Council’s direction, numerous congregational listening sessions were organized and as a result of lengthy discussions and consideration of numerous alternatives, a decision was made to create a separate non-profit organization called the Community Life Collaborative to develop a ministry to the larger community and to maintain the the grounds, which include a Memorial Gardens and Labyrinth.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

The church leadership managed the conflict that developed over whether to sell the Family Life Center or seek an alternative use of the property that would be financially feasible. We avoided a split in the congregation by hosting a series of "listening sessions" to seek potential solutions to the problem. We were able to arrive at a solution which was acceptable to both sides of the issue by arranging for the formation of a non-profit organization to operate the Family Life Center and reduce the financial burden it had created for the church.

We value open communication and encourage sharing and exploring opinions on all sides. We welcome differing opinions as conflict arises in our church life. We foster forthright conversations, offering intentional time and space to express differing thoughts and feelings and to work towards shared understanding and solutions.

Ministerial History (*include all previous ministerial staff for the past 30 years*)

Staff member’s name	Years of service	UCC Standing (Y/N)
Dave Norling	1989-2004	Y
Hamilton Throckmorton	2004-Present	Y

Dan DeWeese	1991-2001	Y
Mark Simone	1990-2021	Y
Susi Kawolics	2011-2019	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

- Our congregation has a history of honoring our pastoral staff, affirming their unique gifts and ministries and providing them the freedom to exercise their gifts in a way they feel called to use them.

Has any past leader left under pressure or by involuntary termination?

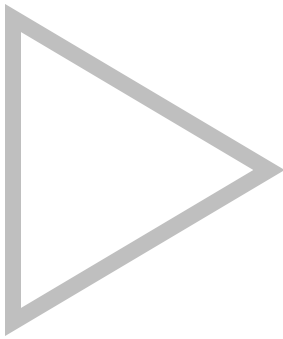
No

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No



## 4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

COMMUNITY VISION

MISSION InSite

### COMMUNITY VISION

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How do the relationships and activities of your congregation extend outward in service and advocacy?

Our church has a long history of service to the community and to the larger world. We have a 50-plus year history of supporting our sister inner-city church, St. Paul’s Community Church on the Near West Side of Cleveland. We have a long history of supporting the Chagrin Falls Park Community Center, a minority serving community agency that borders our community. We have supported the Sparrow Village Ministry and programs in South Africa and programs for self-development in Nicaragua. We have supported a local Latinx Ministry called HOLA. We have a long history of doing summer youth work camps in various areas of the U.S. We have been a host church for families as part of the Interfaith Hospitality Network which has transformed into Family Promise and has a new permanent residency to provide support to local families in transition. We have a strong Social Justice Advocacy Ministry directed by our SJAM ministry team. We support the missions of our denomination through our Church’s Wider Mission budget.

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

We have an appointed delegate to both the Living Water Association and the Heartland Ohio Conference. The National UCC headquarters collaborations. We also have church members who work with the UCC in various capacities including being trained and running the UCC Sacred Conversations to End Racism.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.

Accessible to All (A2A)

Creation Justice

- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church

- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- We are working on the process to become a Creation Justice Church as designated by the UCC

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

- Our church continues to work on the above ministries and to tell our story to the larger community. We have just completed a new rebranding campaign that was unveiled in December 2020 with a new church logo with the tagline “Live Your Faith.” The logo can be used by the different commissions with their unique focus under the categories of **Support, Worship, Act or Grow**. The goal is to display and communicate the wide variety of ministries using a common visual.

Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

- Our church is an active member of the Chagrin Valley Council of Churches and has been one of the leading churches in developing an interfaith public witness through hosting community prayer vigils involving participants from Christian, Jewish, Muslim and Baha’i faiths. We have also developed a strong relationship with Mt. Zion Church, a predominantly Black UCC church in Cleveland.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

- Federated’s vision is that with Christ at our center and surrounded by God’s abundant love and grace, Federated Church thrives as a dynamic faith community for this generation and the next by:

- Engaging in extravagant invitation, welcome and inclusion,
- Fostering faith formation,
- Bringing forth transformational ministries, and
- Sharing our story

The members of Federated strive to be extraordinarily inviting to others and be actively inclusive. This is a challenge for many churches today because activities that are inviting to some may be off-putting to others, Federated utilizes many methods to broaden our message and

our love. Federated looks to provide transformational ministries to those within and outside of our community while sharing our story.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

Our pastors have been free to engage in community ministry as they feel led and as opportunity has presented. Our Senior Pastor has fostered a relationship with the Muslim Community in the area by participating in joint fellowship and public witness events. Our Senior Pastor has fostered relationships with sibling church Mt. Zion, a predominantly Black church in Cleveland. Our former Associate Pastor has participated in educational activities for parents and youth, work camps and schools. All the pastors have participated in, have been present and representative at community events.

### MISSION InSite (Called the Executive InSite document - in the candidate G-drive folder)

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

Two trends indicated in the Mission InSite report are that singles and young families are projected to increase by 6% and retired persons by 7% by 2029. These would indicate developing programs that meet the needs of these two groups.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

The internal demographics of our congregation correlates pretty well with those of the community in terms of racial homogeneity (87% white) and being highly educated and professional having twice the state average of college and graduate school residents.

How are the demographics of the community currently shaping ministry, or not?

The programs and worship style of our church largely appeal to an educated and professional class of people. They emphasize literary and scientific approaches to knowledge, including stages of human and spiritual development, high regard for the arts and classical, jazz and contemporary music, and relating our faith to contemporary life and current events. Our

Visionary Action Plan indicated that our community is "attracted to warm and friendly encounters, quality sermons and opportunities to volunteer in the community". Our church seeks to provide these kinds of experiences for the people of our community.

What do you hear when you talk to community leaders and ask them what your church is known for?

Federated has been part of the fabric of this community for the last 150 years. It is a pillar in the lives of many of our residents who look forward to helping the Federated church welcome a new minister.

What do new people in the church say when asked what got them involved?

Recent members of our church have reported that they were attracted to be involved because of the inspiring worship and music, the opportunities to be involved in the various hands-on ministries of our church, the social justice focus of our ministry teams, the open and affirming focus, the welcoming atmosphere, the programs for youth and children, and the sense of family here at Federated.



## REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### REFERENCE 1 - Letter in candidate folder

[Helyne Walker](#)

[Chagrin Falls Park/Supportive Services Coordinator](#)

[\(440-247-6030/ \[cfphelyne@fcsohio.org\]\(mailto:cfphelyne@fcsohio.org\) / Relationship to the Congregation - Mother of two past Federated Youth Group members\)](#)

### REFERENCE 2 - Letter in candidate folder

[Reverend Joyce Lawson](#)

[/ Pastor / United Methodist Church, Chagrin Falls, Ohio](#)

[\(440-247-5848 / \[info@chagrinfallsumc.org\]\(mailto:info@chagrinfallsumc.org\), \[JLawson@chagrinfallsumc.org\]\(mailto:JLawson@chagrinfallsumc.org\) / Relationship to the Congregation - Chagrin Valley council of Churches member\)](#)

### REFERENCE 3

[Reverend Paul Sadler / Pastor / Mt. Zion Church, Cleveland, Ohio](#)

[\(216 374-8111 / \[revsadler1@gmail.com\]\(mailto:revsadler1@gmail.com\) / Relationship to the Congregation - Friend, close church connection\)](#)

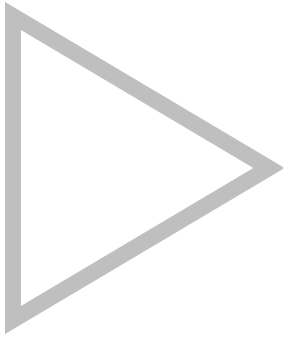
## PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### **CLOSING PRAYER**

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*Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:*

Luke 14:12-14 - Jesus said also to the one who had invited him, “When you give a luncheon or a dinner, do not invite your friends or your siblings or your relatives or rich neighbors, in case they may invite you in return, and you would be repaid. But when you give a banquet, invite those who are poor and maimed and lame and blind, and you will be blessed, because they cannot repay you, for you will be repaid at the resurrection of the just.”



## STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)

This Local Church Profile was created by Federated's Search Committee. The program staff and lay person's also contributed information and data along with the church administrator. Much of the content of this profile is also gleaned from the church's strategic planning process which took place from 2020-2021.

2. Additional comments for interpreting the profile: n/a

Signed: (electronic signature) Dawn Dole

Name: Dawn Dole

Title: Search Committee Chair

Date: January 26, 2022

## VALIDATION BY CONFERENCE/ASSOCIATION

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The congregation is currently in good standing with the association / conference named.

Staff Comment: An Open and Affirming congregation, Federated Chagrin Falls UCC is a dynamic, vital, multigenerational faith community with a living ministry and a heart for mission inside and outside its building walls.

The church lives its calling through worship, music, faith formation, visitation, outreach, advocacy and a variety of transformational ministries, including the birthing of *Community Life Collaborative*, a ministry for environmental justice to rethink, rethink, restore and rebuild our relationship with nature.

Federated is a large congregation that offers learning and growing opportunities for all ages as they grow in Spirit and become embodiments of Christ in the world. It boasts strong lay leadership, a strategic planning journey 2021, a true presence in the wider community, and an active involvement in the life of our Association.

To the best of my knowledge, ministerial history information is complete.

Staff Comment: Yes

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: Yes

My signature below attests to the above three items.

Signature: 

Name / Title: Nayiri Karjian, Association General Minister

Email: [nayiri.agm@livingwaterone.org](mailto:nayiri.agm@livingwaterone.org)

Phone: o. 330.940.2220 x102; c. 203.722.9174

Date: February 2, 2022

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*“Jesus answered them, ‘Have faith in God!’” – Mark 11:22*