



Growing People to Serve God and Others

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Avon Lake United Church of Christ
Avon Lake, OH

Senior Minister

Heartland Conference, Living Water Association

February 15, 2024

*“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)

LOCAL CHURCH PROFILE CONTENTS

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1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name:

Avon Lake United Church of Christ

Street address:

32801 Electric Blvd., Avon Lake, OH 44012

Supplemental web links:

<https://avonlakeucc.org/>

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

None

Conference:

Heartland

Association:

Living Water

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

Rev. Nayiri Karjian, Living Water Association General Minister

330.940.2220 x 102

nayiri.agm@livingwaterone.org

Summary Ministry Description:

The primary role of the Senior Minister is to serve in three areas: worship leadership, pastoral care, and administration. Avon Lake UCC is the oldest congregation in Avon Lake, Ohio, whose mission is "Growing People to Serve God and Others." Our Senior Minister will be a spiritual leader and teacher who ignites passion in helping others and empowers members to lead and grow in their faith journey.





Christmas Eve Service





Memorial Garden

What we value about living in our area:

Avon Lake is a sought-after residential community that takes full advantage of its Lake Erie northern border. Multiple points of access to Lake Erie provide easy opportunities for recreation and leisure, as do numerous inland parks and hiking/biking trails. While the city originally was a favored location for lakeshore summer homes, it has grown into a high quality, family friendly suburb. Quiet neighborhoods have easy access to employment, shopping, medical, sports, dining, and business centers. Avon Lake schools are consistently ranked high for academics and extracurricular achievements. The tax base is considerably lower than neighboring communities in Cuyahoga County, and homes typically hold and increase their value over time.

Current size of membership:

1,286

Languages used in ministry (*other than English*):

English speaking

Position Title:

Senior Minister

Position Duration:

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

Full Time

Does the total support package meet conference compensation guidelines?

It meets or exceeds association guidelines.

1b. SCOPE OF WORK

Full time Pastoral Position 40-50 hours weekly

Worship and Spiritual Nurture / Faith Formation

- Prepare and lead Sunday worship including scripture study, liturgy and prayer crafting, sermon preparation, lay liturgists recruiting and guiding, media and music planning with staff and volunteers.
- Identify and coordinate activities for congregational faith formation and development through prayer groups, Bible studies, special event programming, service opportunities, and other activities.
- Plan and officiate weddings, funerals, and memorial services for members of the congregation, including services held in Avon Lake UCC's Memorial Garden.
- Increase personal faith and improve skills for ministry and worship through personal and professional study and prayerful reflection.

Pastoral Care and Wider Community

- Provide Pastoral care in collaboration with lay staff and volunteers, including counseling, listening, referral to outside services, and visitation of the hospitalized and homebound.
- Create and promote cross-generational opportunities for connection, fellowship, and relationship-building, with careful attention to welcoming new members.
- Lead the Church to be an ambassador of God's love to the wider community for funerals, weddings, special events, and worship programs; be a representative of the Church to local organizations.

Administration and Vision / Head of Staff

- Plan strategically for current and new directions in ministry.
- Steward financial development and Church resources faithfully and openly. Be transparent and forthcoming about giving needs and financial status to the congregation.
- Attend meetings and provide advice and counsel as needed for Church programs, in collaboration with lay leadership and volunteers. Attend monthly Church Council meetings and work with the Moderator and various Team Leaders as opportunities and issues arise.
- Participate in wider Church activities such as conference and association meetings.
- Provide leadership development opportunities for the Church staff and lay leadership to meet identified needs of the Church.
- Supervise staff including assisting with annual personnel reviews for staff and addressing personnel issues that may arise.
- Supervise lay leadership as representatives of Church business and reputation in the community.

Core Competencies:

The Avon Lake UCC seeks a Senior Minister who can provide the following core skills:

Impactful and Inspiring Communication – Someone who is capable of relating biblical teachings to current daily life and who ignites a passion for helping others.

Innovative Leadership – A leader who is willing to offer different types of worship experiences, new ideas for mission, creative programming, and positive change while maintaining sacred stories and traditions.

Interpersonal Proficiency – A person with the ability to match interests and talents of the congregation with needs of the Church related to identifying lay leaders, connecting new members with existing members in fellowship, and encouraging participation in existing and new mission projects.

Administrative Competency – Someone with experience and a positive track record for staff management and development, financial oversight, and anticipating and planning for future needs of the Church and its members.

Self-Care Awareness – A person who prioritizes taking care of oneself and the Church staff spiritually, emotionally, mentally, and physically to avoid burnout and remain a vital force in our congregation.

Conflict Management Ability – A clear and open listener with the ability to navigate challenging conversations and craft solid solutions.

1c. COMPENSATION AND SUPPORT

Salary Basis:

SALARY: The compensation package is at or exceeds association guidelines.

Benefits:

Benefits are at or exceed association guidelines. Specific details will be discussed as part of the interview/offer process.

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)?

Avon Lake UCC will provide a housing allowance that is at or exceeds association guidelines.

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

It is preferred that the Senior Minister resides in Avon Lake or one of the surrounding communities.

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

The Living Water Association has many opportunities for professional and spiritual development for its ministers. It offers Communities of Practice, small groups, where clergy gather for sharing, support and growth. It offers learning and professional development events as well as regional clergy groups who gather for connection and collaboration.

1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

The ministry at Avon Lake UCC is more communal than individual. Our next Senior Minister will collaborate with the congregation to:

Have an honest and spirited approach with the youth striving to help them grow in their faith in God and be leaders in the Church and in their communities.

Provide meaningful programming and activities for our senior members.

Expand our community involvement and outreach to allow our Church to be an ambassador of God's Love.

Prioritize visitation of our members who are homebound, in nursing homes, and hospitalized.

Expand the membership of the Church.

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

We understand that the Avon Lake UCC of the future must continually evolve in order to survive and serve God and our community. Our Senior Minister will partner with the congregation to identify what extravagant welcome looks like and help to manage change as our culture inevitably expands and shifts.

As Avon Lake UCC finds ways to grow in spirit and mission, the impact outside our walls will be the nurturing of a spiritual and cultural neighborhood hub that provides a safe place for everyone to ask the big questions.

In addition, we fully intend to continue the good work already being done, including our extensive mission work and the support of many charitable organizations.

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

We require no languages beyond English. Demonstrated intercultural experience and competence would be a plus.

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

Nurturing the identity of Avon Lake UCC

Engaging in sacred stories and traditions, while thoughtfully encouraging change

Strengthening inter- and intra-personal assets by understanding and ministering to all stages of human development within our congregation and the surrounding community



Confirmation Sunday

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?

The members and leadership of Avon Lake UCC believe God is calling us to continue being a loving and kind congregation that welcomes everyone regardless of where they are on life’s journey. We are called to listen for God’s direction through scripture, sacrament, and community. We are also called to make connections, develop friendships, and build a firm foundation for a lifetime journey of faith. As a congregation, we are encouraged to explore questions of faith and life; cultivate a commitment to service; grow individually and in community; and to walk in the ways that Jesus modeled for us, showing justice and compassion. We are called to participate in the life and mission of this community, sharing regularly in the worship of God and enlisting in the work of this congregation as it serves the community and the world.

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

Below are three areas that stand out as challenges Avon Lake UCC has addressed and continues to improve upon which provide the opportunity to grow and change.

MISSION:

The mission statement of the Avon Lake UCC is Growing People to Serve God and Others. As part of that guiding purpose, the heart and soul of Avon Lake UCC is its commitment to outreach and mission. We are a strong and faithful congregation that sees the needs of our members and our community and grows to meet those needs. We are proud to own and operate a nonprofit resale shop called the Good Neighbor Thrift Shop. All proceeds from the Thrift Shop go toward the needs of the Mission Partners we support all year long. Our mission giving provides resources for youth mission trips and valuable assistance to organizations throughout our community and beyond. With the help of volunteers and donations, we are able to regularly provide meals to shelters for homeless individuals and families and survivors of domestic violence; help stock our local food bank and Community Resource Center; support individuals in addiction recovery; and provide financial support to families in need. When unexpected needs arise, our congregation finds a way to expand our mission outreach to provide additional support. For example, our Church helped prepare a home on Cleveland’s West Side for the resettlement of a family from Afghanistan and seven of their children. A group of volunteers from the congregation came together to assist the family members in multiple ways including applying for their documents, driving them to doctors’ appointments, stores, and other errands, and helping them build a support system in the local community. We also extended our help and support by setting up an apartment for a displaced Ukrainian family. The Church recognizes the immediate needs of both Church members and the local community and steps in quickly to provide assistance.

YOUTH PROGRAMMING:

Avon Lake UCC recognizes the importance of our youth for the future of our Church and our community and is proud to be a leader in youth programming for children of all ages. Beginning with Sunday school programming and including youth programs for elementary, middle, and high school students, we believe in introducing children into Christian living and providing our young people with an environment where they feel accepted, welcomed, and understand the scope of God's endless love. When a student is in their 8th grade year, we offer our Confirmation program as an opportunity for them to learn about what Church membership is all about and the ways of living out our Christian beliefs as an adult. With our senior high students, we provide an opportunity to worship God, study God's word, and discuss God's hope for our lives in an open and accepting environment. Our Youth Ministry program not only develops relationships, but also develops youth leaders. Each fall we invite our high school students to apply to be a part of a Student Leadership Team. This group of young people is instrumental in planning, developing, and leading our Sr. High Youth Group, providing feedback, offering ideas, and assisting with so much of what we do throughout the year.

Over the years, our youth programming quickly grew and so did the need to provide a dedicated space. We converted our unused parsonage to create a space for youth activities and called it The Buoy. Having a dedicated space like this for youth activities directly signals the value we put on our young people and our care for them. All of our youth activities are open not only to members of our Church but to any youth in the surrounding community. The Buoy is a diverse, inclusive, accepting, welcoming, and safe space for any young person, no matter who they are or what they believe or who they love...as they navigate the choppy waters of adolescence.





WORSHIP STYLE CHANGE:

For many years, Avon Lake UCC had two Sunday services (9am and 11am) that were traditional in nature. Over the years, members of the congregation were asking for an option of a contemporary worship format. Our initial effort was to create an informal service on Sunday evenings, but that time slot was not good for many of our members. One of our consistent values is to grow the congregation and provide worship experiences that speak to everyone. Through extensive research, consultation, and prayerful discernment, our Senior Minister and Church Council took steps to create one service specifically designed with this need in mind. While our 9 am service continues to have traditional music with a choir and a traditional presentation of the liturgy from the New Revised Standard Version Bible, the 11 am service now incorporates more video technology, a contemporary worship band, and readings from a variety of versions of the Bible. Providing two formats meets the diverse needs of our congregation. The contemporary service has brought in many new members, including many young families, and is very well attended. The traditional service is also well attended and continues to meet the spiritual needs of many long-term (and new) members. Having an option for both forms of worship has provided our Church with the opportunity to continue to be a special place for a diverse congregation.



3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.”

Matthew 22:39 NRSV

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

The Avon Lake UCC is the first congregation established in Avon Lake, Ohio. Our mission is Growing People to Serve God and Others. Our members come from Avon Lake and many surrounding communities. We are individuals and families, of all ages, from a variety of church backgrounds (or none). We are an open and affirming community of Christian people committed to the acceptance of ALL people and respecting individual beliefs and perspectives is part of our inclusive nature. Our Church members describe us as “a family of Christian people where everyone has an opportunity to grow in their spirituality and faith in a loving and safe environment.” We are here to learn from each other how to live as followers of Jesus in our time and place.

Describe several strengths or positive qualities of your congregation.

We are a Church known for its extravagant warm welcome to all people, regardless of where they are on their faith journey. Avon Lake UCC is proud to be considered a “Big Tent Church” where Christian people who hold a diversity of viewpoints are united in Christ. We do not all share the same political opinions. We celebrate and embrace diversity and encourage cultural sensitivity and civil discourse. We are a Church that believes that as Christians we should share God’s passion for justice, and we pray for justice in both local and global issues.

We are also a Church with extensive Care Ministries. For decades, the Stephen Ministry program has provided supportive care for people in life crises of all kinds. We currently have a large active group of Stephen Ministers and Leaders who are all engaged with care receivers at this time. In addition, the Parish Nurse program, under the direction of our Parish Nurse and numerous volunteers, provides regular support, encouragement, and resources through several groups: grief support, caregiver support, and mental health support, Doorstep Dinners, Heavenly Helpers, and hosting the Life Memory Cafe, a new dementia-friendly program. Life happens . . . we care, God cures.

We have a strong Christian principle of providing service to Avon Lake, surrounding communities, and those across the region through our mission focused programming and opportunities to make a difference for good in the world. Avon Lake UCC is committed to the stewardship of the gifts entrusted to us and sharing with those less fortunate. We continue to be a Church where everyone's time, talent, and treasure are encouraged and utilized. We are proud to own and operate a nonprofit resale shop called the Good Neighbor Thrift Shop. All proceeds from the Thrift Shop go towards the Mission Partners we support all year long. Thanks to the phenomenal success of the Good Neighbor Thrift Shop we are able to disburse substantial funds in year-end giving each year!

We have an impressive youth program that helps young people develop strong Christian principles of service and love for others. This remarkable ministry focuses on relationships and worshipping God while helping our youth navigate the complicated and confusing challenges they face every day. During the year, the youth participate in fellowship activities and service projects with students from other churches in the Cleveland area. What once served as the Church parsonage was converted into an incredible dedicated space, called The Buoy, solely for our youth programming.

We have a rich and diverse music ministry program that is growing and consists of both vocal and instrumental music that features a Worship Band, a Chancel Choir, and a Bell Choir. Our music ministry extends past the Sunday service and includes community programming from individual concerts featuring local talent, to full ensembles including the Grammy-winning baroque orchestra Apollo's Fire, the Cleveland Pops Chorus, and the Cleveland Orchestra.



Describe what worship is like when your congregation gathers.

Avon Lake UCC provides a variety of meaningful worship experiences both in person and online that are prayerfully and thoughtfully planned. We offer both traditional and contemporary styles of worship that are designed to inspire and feed the soul. Sermons are impactful, relevant, relatable, and preach the Word of God as it relates to everyday challenges.

Both services include the use of video projections and technology to support themes woven into the worship order. The Sanctuary has projectors used during worship at the front and back of the room. The Sanctuary also has four ceiling-mounted cameras so worship services can be live streamed via Facebook, as well as shared live on Avon Lake Community Television, with repeats daily. Recordings of every service (plus any videos we make) are shared in HD at <https://vimeo.com/avonlakeucc>

We explore musical worship through a wide variety of genres and styles. The traditional service typically is accompanied by piano, organ, and choir. Our contemporary service provides a worship experience that includes the use of drums, guitars, and electronic keyboard.

A Children's Moment is provided at the 11 am service and helps introduce the biblical theme that will be taught during Sunday school and is tied to the sermon message as well. Sunday school is offered year-round every Sunday during both services. We are pleased to be able to accommodate children with special needs.



Children's Moment

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

We are proud to provide faith and spiritual growth programming for all ages throughout the year. Our Church is known in the community as an active Church. Through our adult education and Bible study programs, children's ministry, vacation bible school (VBS), Cross Training (twice yearly adult education programming), Music Ministry, and Youth Programming there are fellowship opportunities for everyone. All of our programming is open to any member of the community who wishes to participate, whether or not they are members of the Church.

Avon Lake UCC is a strong leader within the community of Avon Lake and Lorain County. We are a leader in faith ministry, youth programming, mission engagement, mental health support, Stephen Ministry, and caregiving support. We are a faithful congregation that sees the needs and grows to meet those needs. Avon Lake UCC serves as an anchor of support and provides an environment of respect and love. Our Church was built on a strong foundation and continues to be a beacon of light in the darkness for those who need it.

Describe how your congregation is organized for ministry and mission.

When it comes to decision-making, how many hours are spent in meetings per month?

The work of the Church is broken down into various Teams that attend to specific areas of decision making. The current Church Bylaws identify the following Teams: Family Faith Formation, Worship, Membership, Mission, Finance, Trustees, Thrift Shop, and Youth Ministry. Each Team meets once a month to discuss the work or projects within its responsibility. The leader of each Team also attends the monthly Church Council meeting to report on activities and concerns. The Senior Minister attends Team meetings as desired but is not expected to attend the Team meetings on a regular basis. The Senior Minister is expected to attend the Church Council meetings and is also available to Team members for any advice or counsel required for the Team to perform their work. Most Team meetings last between 1-2 hours, with some variation depending on the focus of the Team and the time of year or specific activities/projects.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

Thankfully we have not had any crisis or disaster incidents, however, in 2015 we watched as tragedy occurred with a shooting at a place of worship in a different community and immediately took steps to create a Safety Committee. In the process, we developed a robust documented Safety Policy and Procedure Plan in the event of an act of violence or natural disaster. Training is provided by law enforcement to the Safety Team members who now patrol the Church building and grounds during worship and other events. We conduct an annual evacuation drill with the congregation each year as a safety measure.

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/No]

Yes.

3b. 11-YEAR REPORT

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



Church#:	520340										
Assoc:	566	Schedule:	0	Avon Lake United Church of Christ			Avon Lake		OH	44012	
	AVG WEEKLY	CHR ED/				TRANSFER OR	DEATHS OR	OTHER	NET MEMBS		
YEAR	MEMBERS	ATTENDANCE	FAITH FORM	CONFIRMATION	CONFESSION	REAFFIRM	TRANS OUT	LOSSES	ADDS-REMOVED		
2012	1135	404	285	15	17	30	17	0	45		
2013	1193	378	263	25	9	35	20	-9	58		
2014	1204	371	297	22	12	40	16	47	11		
2015*	870	358	308	21	18	27	18	382	-334		
2016	896	375	350	25	14	17	9	21	26		
2017	944	379	352	13	20	30	14	1	48		
2018	976	389	604	19	10	23	16	4	32		
2019	1024	373	680	20	21	35	18	10	48		
2020	1037	377*	531	17	8	16	14	14	13		
2021	1039	256*	373	16	4	6	24	0	2		
2022	1069	442	298	17	26	0	13	0	30		
	CURRENT	CAPITAL	BASIC	TOT OTHER	TOTAL	OTHER	WIDER	BASIC SUPP%	PLEDGES AND		
YEAR	EXPENSES	PAYMENTS	SUPPORT	UCC GIVING	OCWM	GIFTS	MISSION	CURR LOCAL	TOTAL EXPEND	OFFERINGS	
2012	\$701,708	\$140,495	\$48,000	\$23,635	\$71,635	\$295,928	\$367,563	6.84	\$1,209,766	\$996,197	
2013	\$755,169	\$114,360	\$47,427	\$11,793	\$59,220	\$118,836	\$178,056	6.28	\$1,047,585	\$960,779	
2014	\$797,231	\$250,466	\$48,000	\$73,698	\$121,698	\$118,276	\$239,974	6.02	\$1,287,671	\$869,709	
2015	\$785,754	\$152,250	\$39,000	\$10,721	\$49,721	\$135,045	\$184,766	4.96	\$1,122,770	\$810,103	
2016	\$749,126	\$122,519	\$36,000	\$13,281	\$49,281	\$91,881	\$141,162	4.81	\$1,012,807	\$709,885	
2017	\$644,489	\$121,923	\$12,000	\$37,811	\$49,811	\$43,038	\$92,849	1.86	\$737,338	\$774,235	
2018	\$760,686	\$74,439	\$48,000	\$11,673	\$59,673	\$54,791	\$114,464	6.31	\$875,150	\$792,332	
2019	\$976,534	\$56,727	\$48,000	\$11,243	\$59,243	\$47,925	\$107,168	4.92	\$1,083,702	\$862,665	
2020	\$945,451	\$64,535	\$48,000	\$50,663	\$98,663	\$75,194	\$173,857	5.08	\$1,119,308	\$925,842	
2021	\$1,244,344	\$94,445	\$48,000	\$3,525	\$51,525	\$165,640	\$217,165	3.86	\$1,461,509	\$866,345	
2022	\$1,367,000	\$133,600	\$48,500	\$48,000	\$96,500	\$140,600	\$237,100	3.55	\$1,604,100	\$1,027,900	
	AVG WEEKLY	CHR ED/	TOTAL	TOTAL		CURR LOCAL	TOTAL	TOTAL			
% CHANGE	MEMBERS	ATTENDANCE	FAITH FORM	ADDITIONS	REMOVALS	EXPENSES	OCWM	EXPENDITURE			
2017-2022	13.24	16.62	-15.34	-31.75	-13.33	112.11	93.73	117.55			
2012-2022	-5.81	9.41	4.56	-30.65	-23.53	94.81	34.71	32.60			

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. *Drop in members reflects a review and update of membership database. Attendance during pandemic shutdown are estimates based on livestream and Vimeo views.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	814	estimate
Number of active non-members:	472	estimate
Total of church participants (sum of the numbers above):	1286	estimate

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	388	estimate
Less than 10, more than 5 years:	196	estimate
Less than 5 years:	225	estimate

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>
240	243	223	35	81	173	131	140	154	estimate

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

We do not track the occupations of our members. Our congregation reflects the overall makeup of our local community. Avon Lake and the surrounding communities have a mix of white collar and blue collar professions. For a full description of the local demographics, refer to section 4b MISSION InSite, question 2.

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 populations of Avon Lake and the surrounding communities are very homogeneous, with most of the population being white (non-Hispanic). Generally, to the east and west, as one approaches the larger population centers of Cleveland (east) and Lorain (west), the level of racial diversity increases.

We do have a diversity of political perspectives, socioeconomic status, gender identity, and sexual orientation.

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

Avon Lake officially and unanimously approved a Statement of Welcome and Inclusion in early 2023, reflecting years of prior conversation. (The [Statement of Welcome](#) can be found in section 4a of this document.)

3d. PARTICIPATION AND STAFFING

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	varies by group	We have multiple groups and classes for adults including social and educational opportunities. All are well attended but the number of individuals varies by the group. For example, our Cross Training sessions offered twice yearly average 80 participants, our Prime Timers Lunch averages 30. Generally, the groups are arranged by staff or lay leaders.
Baptisms <i>(number last year)</i>	8	Ministers with help from Deacons
Children's Groups or Classes <i>(preschool to 6th grade)</i>	Sunday School avg 25 weekly Mid-High Youth Group (4th & 5th grade) avg 18 weekly	These programs are planned by the Minister for Families and Children and a part-time staff member with volunteer member assistance.

	2nd and 3rd Grade Youth Group avg 12 weekly	
Christmas Eve and Easter Worship	900 / 589	Services are planned by the Ministers and the Media and Music staff.
Church-wide Meals	varies	The annual picnic had 155 attendees last year. The Annual Meeting features a Chili Cook Off and had 120 attendees last year. We have occasional fellowship nights, for example we held a Bingo night last year that had 90 attendees. Meals are generally planned by the Membership Team with the assistance of the Outreach & Connections Coordinator.
Choirs and Music Groups	9 am choir 37 members 11 am worship band 12 members Bell ringers 14 members	Director of Music Ministries Note: We also host several music events featuring professional musicians in our local community. These are arranged by our Director of Music Ministries.
Church-based Bible Study	35	Senior Minister
Communion (<i>served how often?</i>)		We celebrate communion on the first Sunday of each month and on Easter and Christmas. The Ministers and Deacons plan for communion.
Community Meals	n/a	We do not host community meals, but we do prepare and deliver meals for a local family homeless shelter once per month.
Confirmation (<i>number confirmed last year</i>)	21	Confirmation is planned by the Director of Youth Ministries in coordination with the Ministers and lay volunteer leaders.
Drama or Dance Program	46	Minister for Families and Children

Funerals (<i>number last year</i>)	12	Ministers and staff
Intergenerational Groups	varies	Most of our offerings have multiple generations participating. Our Men's Ministry has 40 members. Our Women's group, LIFT, has 65 members.
Outdoor Worship	n/a	We do not have regular outdoor worship.
Prayer or Meditation Groups	10	Planning varies between staff and volunteers depending on the group.
Stephen Ministry	10 active Stephen Ministers with 3 also serving as SM Leaders - currently training additional 10 members	The group meets regularly the first Monday of every month and meetings are coordinated by the Stephen Leaders.
Public Advocacy Work	n/a	We participate in multiple mission efforts in the local community. We do not have any groups doing formal political action activities.
Retreats	Men avg 30 Women avg 50	The Men's Retreat is coordinated by a group of lay volunteers. The Women's Retreat is currently coordinated by the Senior Minister.
Theology or Bible Programs in the Community	n/a	
Weddings (<i>number last year</i>)	6	
Worship 9 am	122	See Note below.
Worship 11 am	164	Note: In the summer (Memorial Day through Labor Day) we have only one

		<p>service at 10 am, with an average attendance of 244.</p> <p>These numbers reflect in-person worship data. It should be noted that we televise the 9 am service on the local cable access channel in Avon Lake and we also livestream both services on FaceBook each week. Viewership of the livestream is difficult to determine. In addition, all services are recorded for viewing at a later time on Vimeo and can be found on our website.</p> <p>We offered these different media formats for many years prior to the pandemic. Having that capability in place was extremely helpful during the pandemic shutdown.</p> <p>The Director of Membership and Media coordinates the technology for virtual access to our services.</p>
Young Adult Groups or Classes	n/a	
Youth Groups or Classes (Junior and Senior High)	varies	<p>We have a strong youth program. Our Senior High group meets regularly with 20-25 in attendance. Our Junior High program has about 15 in regular attendance. Our Senior High summer mission trip in 2023 had 125 attendees (including adult chaperones). Our summer camp program is also well attended.</p> <p>The Director of Youth Ministries plans and coordinates the youth activities with a team of lay volunteers.</p>
Other: Cross Training	80	<p>This program is held in the spring and the fall each year for 6 weeks, meeting once per week. Each session consists of classes on various topics of interest, with about 4-5 different offerings in the fall and the spring. The Ministers, Director of Music Ministries, staff and various lay volunteers plan for these sessions.</p>

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? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired?
BJ Myers-Bradley	No			Retired
Dennis Fredriksen	No			Retired
Deb Gorman	No			Retired
Paul Peters	No			Retired
Scott Patterson	No			Retired

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:

All of these individuals are retired. They have led worship when both the Senior Minister and the Minister for Families and Children are out of town (which is rare). On other occasions some of them have been leaders for a Cross Training course, Bible study, or other small group events. Generally, they are not involved in Church programming.

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
Beau Dansizen	Minister for Families and Children	full time	Sr. Minister	6 years
Nate Taylor	Director of Youth Ministries	full time	Sr. Minister	16 years
Tim Schulz	Director of Membership & Media	full time	Sr. Minister	12 years
Scott Ewing	Director of Music Ministries	full time	Sr. Minister	1.5 years
Angela Oleksiak	Office Manager	part time	Sr. Minister	1 year
Kelly Smolik	Business Manager	part time	Sr. Minister	2 years
Kim Rose	Outreach & Connections Coordinator	part time	Sr. Minister	7 years
Cheryl Updegraff	Parish Nurse	part time	Sr. Minister	19 years
Dinah Hunt	Special Projects Coordinator	part time	Sr. Minister	4 years
Eileen Zakel	Christian Education Coordinator	part time	Minister for Families and Children	5 years
Annie Rasor	Director of Bell Choir	part time	Director of Music Ministries	Hired 1/2024
Jim Kotora	Staff Soloist	part time	Director of Music Ministries	12 years
TJ Frie	Facilities Manager	part time	Sr. Minister	1 year
Diane Velez	Custodian	part time	Facilities Manager	5 years

REFLECTION

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

Avon Lake UCC provides a spiritual home for citizens of Avon Lake and surrounding communities. Our Church is known for being welcoming to individuals and families at various stages of their faith journey. Avon Lake and the surrounding communities are not racially or ethnically diverse however, as reflected in our Statement of Welcome and Inclusion, we encourage and invite all people of the community (members or nonmembers) to join us in worship, educational, and fellowship activities. Our Church does reflect diversity in age, gender, gender identity, sexual orientation, socioeconomic status, and political perspectives. The Church extends itself to the wider community through mission projects locally, throughout the state of Ohio, and in other parts of the United States. Our youth program is widely respected in our community and in the mission locations we travel to each summer. Within our congregation, we provide spiritual support and fellowship programs through regular worship, the Stephen Ministers, Parish Nurse, small group activities, large group meals and events, and special music events. Our Church is supportive of local community groups, providing space for AA meetings, providing meals and financial assistance to area homeless shelters, domestic violence shelters, addiction recovery homes, and our sister church in Cleveland. Avon Lake UCC is a vibrant active church working daily to meet the spiritual and personal needs of our members and our community and to live our mission of Growing People to Serve God and Others.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$966,522.73
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$44,624.24
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$10,050.00 (see one-time special draw discussed below)
Fundraising Events	\$28,839.59 (all funds raised for 2023 youth programming)
Gifts Designated for a Specific Purpose	\$203,443.27

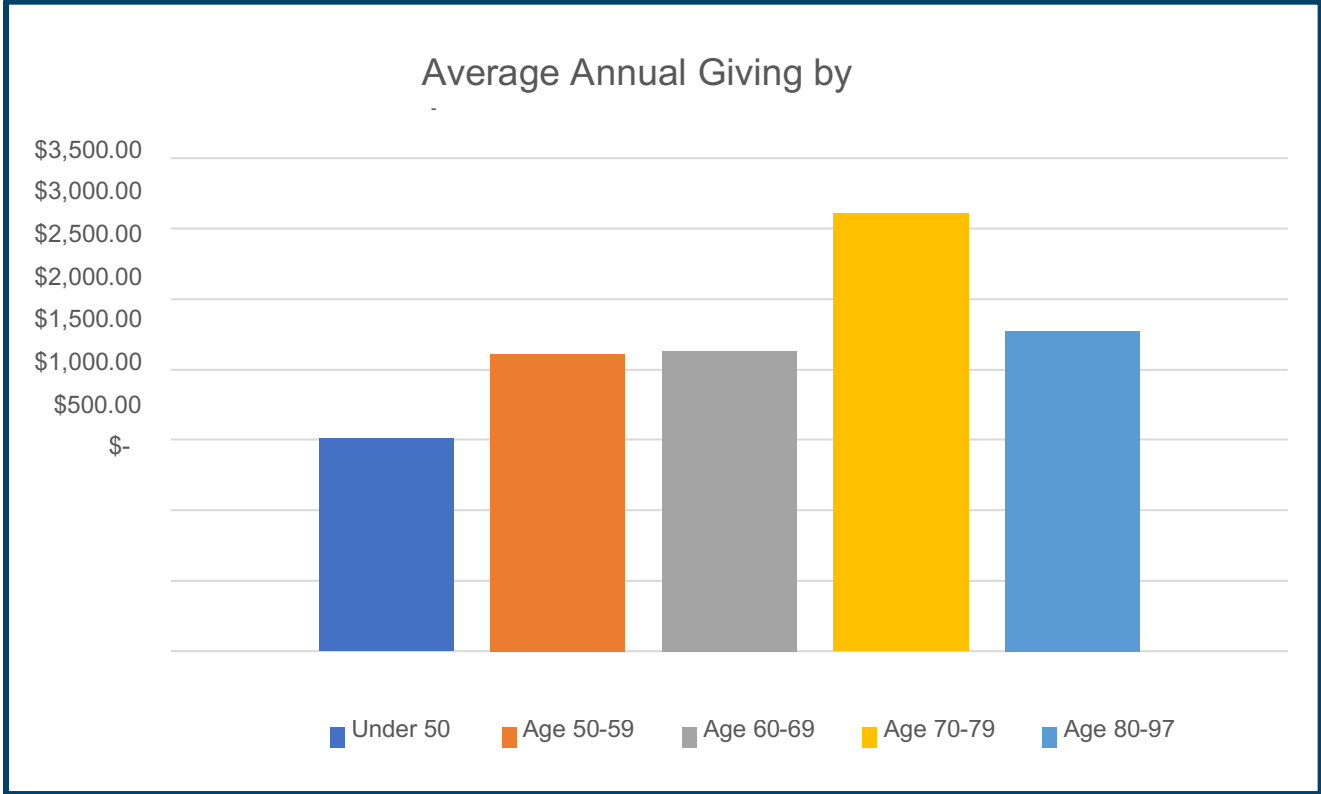
Grants	N/A
Rentals of Church Building	\$11,381.00
Rentals of Church Parsonage	N/A
Support from Related Organizations (e.g., Women's Group)	\$36,000.00 (from Thrift Shop for youth programming and to subsidize AA rental fees)
Transfers from Special Accounts	\$131,471.65 (income recorded in previous years)
Other (specify): Thrift Shop Income (see the "Overview" above on Thrift Shop income)	\$514,411.01
Other (specify): Interest Income	\$10,738.13
Other (specify): VBS Income (Registration Fees)	\$2,964.00
Other (specify): Music Concert Income (Donations)	\$6,341.95
TOTAL	\$1,966,787.57

NOTE about the Thrift Shop: Avon Lake UCC is unique in that, as part of its ministry and mission, it operates a thrift shop in Avon Lake, Ohio called the Good Neighbor Thrift Shop (the "Thrift Shop"). Until recently (2020), the Thrift Shop's financials were kept separate from the broader Church's; however, they are now incorporated into Avon Lake UCC's balance sheet and statement of activities.

The Thrift Shop's revenue has traditionally been used to cover its operating expenses and to support mission partners, including the UCC's Our Church's Wider Mission (OCWM) fund. The Thrift Shop was started over 40 years ago as a way to help the Church meet its obligation to support OCWM; in the past several years its revenues have increased significantly. The broader Church's funds are not used to cover Thrift Shop expenses. Awards to local mission partners are reviewed by the Team that oversees the Thrift Shop and receive final approval from Church Council. Historically, there has been significant push back against using Thrift Shop funds to support the Church's General Fund or capital projects as the Thrift Shop was created to provide mission support. This was most recently discussed by the Church Finance Team in 2022, and it was decided to maintain the status quo. Thrift Shop proceeds are used, rarely upon request, to support specific mission activities of the Church (typically youth programming). The use of Thrift Shop funds for the Church's general expenses was most recently

discussed by the Church Finance Team in 2022, when it was ultimately determined to keep the status quo.

Attached are (i) Avon Lake UCC's Balance Sheet as of December 31, 2023, and (ii) Statement of Activities for the period from January 1, 2023, through December 31, 2023, and the 2024 Annual Budget. These materials include the Church and Thrift Shop on a combined basis.



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

2023 Total Expenses were \$1,856,172.97

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

22%

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 operating budget, what is that percentage? (recommended 10%)

Avon Lake UCC pays OCWM (Basic Support) from the Thrift Shop's proceeds. It contributes \$4,000 per month or \$48,000 annually.

What is the church's current indebtedness?

Avon Lake UCC has two forms of indebtedness: (i) a mortgage, with Huntington National Bank in the amount of \$426,020.61 as of the date of this Church Profile (the "Mortgage"); and (ii) 4 credit card accounts.

The Mortgage consists of monthly principal and interest payments of \$5,789.87. In addition, the Church typically makes an additional principal payment of \$1,314.13. The Mortgage matures on February 5, 2026, at which time a balloon payment will be due. The current interest rate is 3.99%. If the Church continues the above payment schedule, the anticipated balloon payment will be \$281,000.

The Church uses the credit card accounts to cover certain monthly expenses. All credit card accounts are paid in full each month and the Church does not carry an interest-bearing balance.

Total amount of loan debt: \$426,020.61

Reason for debt: Outstanding loan balance for funds used to build the current Sanctuary.

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.

Church staff and members regularly review and assess the Church’s and Thrift Shop’s buildings and grounds. During the COVID-19 pandemic while in-person activities were not held, the Church conducted a number of large renovation projects, including maintenance on the Sanctuary, a complete renovation of the Education Wing, and the installation of its Courtyard Cafe. While there is no material building program currently underway, below are examples of projects the Church is currently conducting.

Project	Start Date	Estimated End Date	Budget
Kitchen appliance upgrade	7/1/2023	Open Ended	As donated
Family room refresh	12/1/2023	3/31/2024	\$8,000

In addition, the Church would like to renovate its music room and remodel its existing restrooms when funds become available.

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

There have been no capital campaigns in the last ten years.

If a capital campaign is underway or anticipated, describe:

The Church formed a committee in 2019 to begin planning for a capital campaign. The COVID-19 pandemic ended those conversations. Those conversations likely would have been restarted if the Church’s Senior Minister had not been planning her retirement. She believed that it was best not to start a campaign near the time that her retirement was announced. The capital campaign goals were not solidified, but the conversations focused on renovating the oldest bathrooms, converting them to single-person, gender-neutral, family friendly restrooms. Other projects discussed included kitchen renovation, music room renovation, and mortgage reduction.

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

The Church’s capital campaigns generally have not included a specific mission component. Rather, the Church has focused on the Church facility as “Mission Central,” the place from which it is able to engage in mission and outreach projects. For example, the last capital campaign the Church undertook in 2012 was focused on securing funds to reduce the Mortgage balance.

Does your church have an endowment?

Yes.

What is the market value of the assets? \$904,480

Are funds drawn as needed, regularly, or under certain circumstances? Unrestricted income is currently distributed to the Church quarterly. Restricted income is accumulated and is distributed when requested by the Church and approved by the Church's endowment committee.

What is the percentage rate of draw (last year, compared to 5 years ago)? Distributions of unrestricted income are based on 5% of the prior 36-month average of net assets. This has been the practice since 2016. Prior to 2016, the draw was at 3%. The increase was intended to be used to help pay down the Mortgage balance.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: In the past 5 years, the only instance of restricted funds being distributed was during 2023, when the Church requested approximately \$10,000 from the Stephen Ministry Fund to finish the renovation on the Church's garden room, which is a room used by the Stephen Ministers' in connection with that ministry. The draw was made on interest accrued and is the only draw made in the last 5 years.

At the current rate of draw, how long might the endowment last? The intention of the Church's endowment committee has been to not touch the principal. The endowment has a conservative mix of investments with 60% equities and 40% fixed income. Based on historical market conditions, the endowment committee does not foresee any degradation of principal unless the Church were to experience a significant financial hardship.

Other Assets

Reserves (savings): Both the Church and Thrift Shop maintain cash reserves for 2 or 3 months operating expenses, so that number can vary. The Thrift Shop also maintains a capital reserve.

Investments (other than endowment): None.

Does your church have a parsonage?

No.

Describe all buildings owned by the church:

The Church's main building, it's youth ministries headquarters (the "Buoy") and other outbuildings are located at 32801 Electric Blvd., Avon, OH 44012 and can be found on the Lorain County Auditor website (www.loraincountyauditor.com/gis) as parcels 0400018115002 and 040001815009 respectively. The property was purchased in 1955.

The main building sits on approximately 2.5 acres, was dedicated in 1956 and added onto in 1961 (Education Wing; completely remodeled in 2020/2021) and 1976 (fellowship hall). In 1998, the old Sanctuary (currently, the chapel) was remodeled and, in 2006, the new Sanctuary, which is connected to the main building and where services are held today, was built. The Sanctuary had substantial preventative maintenance done in 2020 when in-person services were on hold due to the COVID-19

pandemic. The main building currently consists of (i) a front entryway and Welcome Center, (ii) Courtyard Café (coffee shop built in 2022), (iii) restrooms, (iv) fellowship hall and kitchen, (v) staff offices, (vi) Sanctuary, (vii) chapel, (viii) music room, and (ix) Education Wing. The Sanctuary can seat 400.

The Buoy, formerly a parsonage and consisting of approximately 3,600 square feet, was renovated and dedicated in 2013. The Buoy has heat and air conditioning, many large open rooms, restrooms, and storage. Attached is a large deck that overlooks the creek, a maneuverability course, and a GaGa Ball pit.

To the south of the main building is the Memorial Garden where memorial services may be officiated and ashes of loved ones are spread. Behind the Memorial Garden is approximately 11 acres of wooded, undeveloped land.

Between the Memorial Garden and Education Wing is a dedicated mulched playground area with playground equipment.

A narrow parcel of land, approximately 0.58 acres, located off of Route 83, is currently being considered for potential sale.

In addition, there are several outbuildings/garages on the property used for storage and property maintenance equipment.

Describe non-owned buildings or space used or rented by the church:

The Thrift Shop leases 2 premises within the same complex, located at 156 Lear Road and 158 Lear Road, both in Avon Lake, OH 44012. The 156 Lear Road address is approximately 1,500 square feet and is the warehouse where the Thrift Shop has storage and sells large furniture. The 158 Lear Road address is approximately 3,500 square feet and is the main store for the Thrift Shop.

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

All areas within the main building and the main floor of the Buoy are accessible.

Both premises at the Thrift Shop are accessible.

REFLECTION

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

We believe our finances reflect the very nature of the Church, namely that we are a dynamic, thriving and mission-oriented church that is following our mission of Growing People to Serve God and Others through our time, talent, and treasure. A significant portion of our expenses are mission based or focused, designed to help our members, our community, and other non-profit organizations that support those in need and we actively engage with our community through the Thrift Shop.

That being said, we are no different than many churches in that we face headwinds caused by rising costs and expenses, and we have a significant financial commitment to address in the coming years with the Mortgage. However, we are confident that, as we always have, our membership, including our lay leaders, working in concert with our exceptional staff, will be creative, find and provide the

necessary resources, and deploy those resources in a fiscally sound and disciplined manner, to allow us to continue to thrive, both as a Church and as a beacon for those in the community. A few examples of this are listed below.

Our budgeting process shows a disciplined approach to managing and forecasting resources. The budgeting process begins in early October with Church Teams (led by volunteer member leaders) and staff meeting with the Business Manager to review the current year income and expenses, and to determine anticipated spending in the coming year. Once the various Team budgets are assembled, the teams review, analyze, and revise, and once final, vote to approve the requested budgets at November meetings. We budget for projected revenue from offerings, contributions and pledges by conducting a November stewardship campaign, whereby members make pledges for contributions in the upcoming year. As part of that process, we also estimate recurrent revenue from giving through automatic withdrawals in the absence of a formal pledge. That information is reviewed and analyzed by the Business Manager and Senior Minister, along with any revenue projected in the teams' budgets, to determine the most probable income amount. After all this data is collected, the chair of the Finance Team, Senior Minister, Moderator, and Business Manager work together to produce a balanced budget. That budget is reviewed, analyzed and revised, and once final, voted upon by the Finance Team in December and sent to Church Council. Church Council reviews, analyzes and revises, and once final, votes at the January Church Council meeting to submit the final budget to the Church's congregation at the Church's annual meeting in January.

Another example is how we have handled major maintenance projects that have arisen in recent years. In each of 2022 and 2023, repairs were required to our parking lot for safety reasons. Each time our Trustees (the team that leads maintenance of the Church) obtained multiple quotes for the repairs. The Trustees then worked with the Finance Team to find ways to pay for the expenses within the existing budget, showing our ability to handle unexpected challenges in a disciplined and creative manner.

Finally, the Thrift Shop serves as a shining example of what our Church can do. In 2019, Church Council agreed to move the location of the Thrift Shop from its then existing location to its current premises. Not only did the Thrift Shop survive the COVID-19 pandemic and the move, it thrived, doubling revenue to approximately \$500,000 in 2023, compared to approximately \$252,000 in 2019. Led by an innovative and determined team of staff and volunteers, the Thrift Shop provides a meaningful service to the community while also contributing over \$190,000 to mission gifts in 2023.

3f. 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.

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

The COVID-19 pandemic was a significant event in the history of Avon Lake UCC, and while COVID impacted churches across the world, it affected each in different ways. Avon Lake UCC was quickly able to pivot to virtual services through Facebook live. For years, Avon Lake UCC has maintained a high level of proficiency in the use of technology having also broadcast live services on local cable

television. This positioned the Church well for being able to reach viewers across the country during the pandemic. While Avon Lake UCC conducts in-person services today, it is still able to reach viewers across the country, and occasionally internationally, through its virtual service offerings. The pandemic also provided an opportunity for the Church to make needed repairs and renovations to the property. Among the more significant property improvement activities included the engagement of contractors and volunteers to repaint the Sanctuary, the addition of blinds to control sunlight in the Sanctuary, and a major renovation of the Education Wing, restrooms, and Sunday school rooms. The church was very forward looking in using the opportunity of less foot traffic in the Church because of the pandemic, to accomplish a number of needed projects.

Within the past several years, Avon Lake UCC made the difficult decision to close its Jack-n-Jill daycare/preschool ministry. Jack-n-Jill was a part-time preschool with enrollments declining over the years as a result of competition from full-time preschool providers. As good stewards of Church resources, it was simply unsustainable to maintain the preschool. Although a difficult decision, it affirms the fact that under the leadership of the Senior Minister, Avon Lake UCC routinely evaluates its ministry and stewardship on behalf of the congregation.

Within the past several years, a somewhat controversial decision was made to expand the Church's Good Neighbor Thrift Shop operation by moving it to a new location and incurring additional lease costs for the new space. The expansion also necessitated some operational changes to realign Thrift Shop management and finances with the Church's general finances (see full description under section 3a. Church Finances earlier in this Profile Document). Despite the fact that the new location was literally within a few hundred feet of the old location, some members were concerned about the additional cost to utilize the new space. The new space afforded a considerable advantage over the previous space including additional square footage and a sizable intake area for receiving and inventorying donations. Others believed that the Church should use the opportunity to acquire or lease even larger space in a different location. However, the decision to relocate the Thrift Shop in the same vicinity allowed it to service the constituency it had already been serving for years. The move has proven to be a successful one in that the Thrift Shop has considerably surpassed all expectations of revenues from the time of the relocation, with over 50% of the revenues being donated directly to mission projects, agencies, and organizations.



Another significant event in the recent history of Avon Lake UCC involved a change within the Church's music ministry. Church members enjoy a traditional music worship experience during its early Sunday worship service, and a more contemporary music worship experience during its later morning service. Music is an integral part of any worship experience, and Avon Lake UCC has created a music worship experience that appeals to its wide constituency from youth to its senior members. However, based on feedback from the congregation, Church leadership was challenged to find a way to re-evaluate and create a more cohesive and engaging music ministry. Avon Lake UCC used the time created by the COVID-19 pandemic to re-vision its music. As a result, Avon Lake UCC hired a new Director of Music Ministries to ensure that each service continued to maintain its individual music identity, consolidated under a leader talented to toggle between both. The results of this revisioning have been widely celebrated.

The most important event in the life of Avon Lake UCC in the past 10 years is the impending retirement of the Senior Minister. The Rev. Dr. Kelly Brill has been the Senior Minister of the Church since 1995 and is well loved by the congregation. As part of the process regarding Dr. Brill's retirement, the congregation was surveyed to gauge individual views about the Church and its direction moving forward. There were many reflections praising Rev. Dr. Brill's work over the years. While the Church appreciates Dr. Brill's years of service and recognizes that a change is inevitable, any replacement will represent a considerable adjustment for the congregation. Consequently, considerable effort is going into easing that transition, in part through a campaign reflecting on change and growth in the Church over the years, with a focus on the congregation as the heart of the Church.

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 congregation is in a relatively affluent area and is not racially diverse. During the height of the COVID-19 pandemic, around the time George Floyd was murdered, there were tensions in the congregation related to social justice. There were those in the congregation who felt that the Church should exercise a larger voice around the issues of racial inequality, while others believed that the Church should remain "neutral". There were also political tensions surrounding the 2020 election, as the congregation is politically diverse.

While the congregation is extremely welcoming and advances the causes of many organizations through its mission work, there were congregational disagreements about the Church's role in being a public voice for issues about which there were many opinions and emotions, to avoid the appearance of taking sides, and to minimize internal conflict. Under the collaborative leadership of both clergy and laity, the Church was able to address the issues of fairness, equality, social justice, and respect for differing opinions in a way that balanced the varied congregational perspectives. The Church has navigated challenging circumstances with love, compassion, and acceptance which is indicative of the congregation's respect for the Senior Minister's leadership in working through difficult circumstances.

Ministerial History

Staff Member's Name	Years of Service	UCC Standing (Y/N)
Rev. Dr. Kelly Brill	29	Y

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

Avon Lake UCC is an “Extravagant Welcome” church grounded in the Protestant Christian faith tradition. As an illustration of its history and consistency, the following UCC Yearbook statistics are provided: (Note: Yearbook statistics reflect the numbers from the prior year. For example, 2019 data reflects end-of-year 2018 data.)

Yearbook Year	Minister	Membership	Avg Sunday Worship	OCWM	Other Giving
2019	Rev. Dr. Kelly Brill (installed 1995)	976	389	\$59,673	\$54,791
2020	Rev. Dr. Kelly Brill	1,024	373	\$59,243	\$47,925
2021	Rev. Dr. Kelly Brill	1,037	377	\$98,663	\$75,194
2022	Rev. Dr. Kelly Brill	1,039	256	\$51,525	\$165,640
2023	Rev. Dr. Kelly Brill	1,069	442	\$96,500	\$140,600

This history is emblematic of the consistent, steady leadership provided by Rev. Dr. Kelly Brill. It suggests a united congregation well supportive of its Senior Minister and her leadership.

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

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

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

The Avon Lake UCC actively engages in service that provides immediate impact to individuals and communities and demonstrates our congregation's focus on social justice issues.

Our Church has been actively engaged in refugee resettlement efforts in recent years, supporting families from Afghanistan and from Ukraine. At least two dozen Avon Lake UCC members were directly involved in helping these families — bringing meals, providing transportation, familiarizing with communities, playing with children, etc.

We have a close connection with St. Paul's UCC, a "sister church" in an urban neighborhood of Cleveland — one of our members serves on their outreach board, one of our staff members helps them regularly with technology needs, our Senior Minister serves as a mentor to their pastor, etc. From time to time, we have engaged more deeply with that community (i.e. members of their church participating in our fellowship activities).

Several members of our church are active on boards and as volunteers with several of our mission partners. We have actively pursued educational opportunities to learn more about issues such as homelessness and addiction.

The Mission Team coordinates with a large number of community outreach and agency support activities (15-20 in total). Examples include:

Spring and Fall Food Drives, with the proceeds being shared among multiple agencies.

Christmas Giving Tree, with gifts purchased by the congregation and shared among multiple agencies.

Doorstep Dinners — the delivery of meals to congregants experiencing difficult times.

Haven Center Monthly Dinners — the preparation of a meal by congregants for those staying at the Haven Center which is a shelter for families experiencing homelessness.

Collection of personal hygiene items for individuals who are homeless and seeking services delivered by St. Paul's UCC.

Services to others is at the core of the Youth Program at Avon Lake UCC. The program conducts and coordinates a number of activities that benefit communities near and far. Examples include:

For the past 15 years, the middle school and high school groups have participated in week-long service trips across the country.

The Junior High Youth Group supports a summer mission program at Washington United Church of Christ in Cincinnati, Ohio.

The Senior High Youth Group travels to different locations to engage in home rehabilitation or disaster relief, partnering with a number of organizations and agencies.

Over the course of the year, the youth have opportunities to serve, learn, and grow ranging from sorting donations at our local food bank to raking leaves for those unable, to volunteering with organizations like Youth Challenge and assisting with mission opportunities provided by the Church.

Through Avon Lake UCC's Good Neighbor Thrift Shop (in continuous operation and service for the past 44 years) our Church:

Provides annual grants to partner agencies and organizations within Lorain County and beyond. In 2023, we distributed over \$167,000 to 15 agencies in response to community needs. Our total annual Mission giving exceeded \$278,000 when adding in budgeted donations, compared to \$156,000 in 2022.

Provides monthly in-kind donations of furniture and baby items to the Neighborhood Achievement Hub, which serves the largely immigrant and vulnerable populations on Cleveland's west side.

Gives the refugee families supported by Avon Lake UCC and other local churches the opportunity to "shop" the store for free.

Provides residents of the Road to Hope & Primary Purpose sober living facilities regular opportunities to participate in work projects and shop for free.

Collects and distributes clothing and other necessities to agencies working with the unhoused. We partner with the Community West Foundation to be the designated drop off location for the Socks+ program in Lorain County.

Partners with an area recycling company to process unsold donations to help eliminate the number of items that might end up in the landfill.

Responds with gifts of clothing and housewares to families/individuals in our community (and schools) who have suffered loss and/or crisis.

Provides funding and service opportunities for our youth groups as they grow within our Church.

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

Avon Lake UCC maintains its connection to the wider church in various ways. It is part of our "branding," and we link to the wider church on our website.

Given our geographical proximity, at various times we have had members of our congregation who worked in the national office (most prominently John and Mimi Dorhauer). Tim Harris is a member of our Search Committee and former Moderator of the congregation; he is President and CEO of the Insurance Board.

Our current Senior Minister has been active in the Association and Conference in various capacities as have laypersons. Both of our current ministers and our Director of Youth Ministries participate in clergy excellence groups/communities of practice through the Association.

We regularly send delegates to the association and conference meetings, and we occasionally have had delegates to the General Synod from our congregation.

We maintain an extremely close tie with the summer camping/outdoor ministries program of our conference, an effort that is enthusiastically pursued by our Director of Youth Ministries. Most (if not all) years, we send more youth and adults to camp than any other congregation.

We have always supported OCWM, funded through our Good Neighbor Thrift Shop and various other special offerings.

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.) Check any statements below that apply to your UCC faith community.

<input type="checkbox"/> Accessible to All (A2A)	<input type="checkbox"/> Just Peace
<input type="checkbox"/> Creation Justice	<input type="checkbox"/> Global Mission Church
<input type="checkbox"/> Economic Justice	<input checked="" type="checkbox"/> Open and Affirming (ONA)
<input type="checkbox"/> Faithful and Welcoming	<input type="checkbox"/> WISE Congregation for Mental Health
<input type="checkbox"/> God Is Still Speaking (GISS)	<input type="checkbox"/> Other UCC designations:
<input type="checkbox"/> Border and Immigrant Justice	<input type="checkbox"/> Designations from other denominations
<input type="checkbox"/> Inter-cultural/Multi-racial (I'M)	<input type="checkbox"/> None

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?

Avon Lake UCC has participated in many of the above-listed efforts, without pursuing the official designations. We have a robust outreach to and with those who are living with mental illness and their loved ones, for example, including a monthly support group, occasional special speakers, special Sundays, etc. We have had close relationships with global mission partners over the years. We are very cognizant of accessibility issues every time we pursue a building improvement project or new construction.

People are often drawn to Avon Lake UCC because of how our Beliefs and Welcome are stated on our website <https://avonlakeucc.org/> as shown below:

What We Believe: *We believe in taking the Bible seriously, but not literally. We engage in Bible Study, discussing together what the texts meant originally and their relevance to our lives today.*

Welcome Statement: *We, the Avon Lake United Church of Christ, strive to be people of extravagant welcome. We affirm that all people are created in the image of God, and we celebrate the diversity of God's creation.*

As we seek to become faithful disciples of Jesus Christ and endeavor to live out our shared mission – Growing People to Serve God and Others – we respect and gladly receive persons of every race, ethnicity, nationality, gender, gender identity and expression, sexual orientation, mental and physical ability, age, socioeconomic status, marital standing and family structure, and religious background.

We believe that our political differences can be a source of strength, as together we practice civil discourse.

We welcome those who are seekers, those who aren't sure what they believe, all who come in a spirit of openness and mutual respect.

We affirm that the Holy Spirit gathers us as a congregation in which all persons are invited to participate in the life, leadership, ministry, fellowship, worship, sacraments, responsibilities, blessings, concerns,

and joys of our community of faith. We hope and pray that by establishing and embodying this covenant of inclusion, we might fully follow Christ's commandment to love God and neighbor and be a safe place where love abounds.

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

In prior years, there was an Avon Lake Ministerial Association; clergy would meet monthly and would plan ecumenical worship services together. Unfortunately, that group disbanded many years ago. There are no other ongoing groups of which we are aware, but it is fair to say that our congregation would be very supportive of such activities. We had a relationship with a group of Muslims from Turkey for a while and offered many opportunities for our two communities to come together for learning and community-building. We have been involved in refugee resettlement. Our Confirmation class regularly visits a mosque, a synagogue, and other houses of worship. There is a definite openness to ecumenism and interfaith relationships.

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.

Avon Lake UCC's Mission Statement: Growing People to Serve God and Others

There is a strong focus on personal growth in fellowship in the Avon Lake UCC. Cross Training is a multi-week opportunity for worship and learning that is held twice yearly. Each week begins with a worship service, after which attendees break out into their selected area of focus. The areas of focus are diverse, with recent topics including studying the book "The Universal Christ" by Richard Rohr, and "CAN WE TALK? Civil Discourse in Our Polarized World?" among others. Bible study has been held in different forms continuously over the years. The programming for youth from Sunday School to groups for various ages through high school offers fellowship, learning, and growth. In addition, there are numerous events, exercise classes, group outings, and a fall fest, that serve to bring the congregation together for fellowship and growth outside of the traditional church setting.

Service to others is a hallmark of Avon Lake UCC, an aspect to which many members are deeply committed. It begins locally, with the Good Neighbor Thrift Shop, that offers clothing and household goods, including furniture, electronics, and small appliances at very affordable prices. It extends to the wider region through financial assistance to service organizations. It extends further through the youth program which supports two mission trips each year, with the Junior High Youth Group providing a week of support at a childcare center in Cincinnati, and the Senior High Youth Group providing a week of service at varied locations, typically outside of Ohio. A significant number of adults participate in the trips, supporting the youth and contributing to the effort. Many youth speak of these trips as being foundational to the manner in which they view the world and evolutionary in terms of how they view themselves.

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?

The Senior and Associate Ministers delegate effectively to highly capable staff and volunteers who are empowered to act on behalf of the local Church and our mission activities beyond our congregation,

giving the Ministers adequate time to extend their ministries into the wider church in ways that they feel have the most impact. The Senior and Associate Ministers are expected to be available for counsel, planning, problem-solving, and connection to the overall mission of the Church. The Ministers act as “Keepers of the Vision,” and are not expected to participate in every mission event, activity, or program that our Church supports in its wider mission outside our congregation. Our staff and volunteers are exceptionally dedicated to the wider mission and our many mission partners, freeing the Senior and Associate Ministers to concentrate on worship planning and preparation, personal visitations, group Bible and book studies, and the activities most meaningful to them.

4b. MISSION InSite

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

Because of the homogeneous demographics of the city of Avon Lake, Avon Lake UCC extends its ministry reach into the surrounding and less affluent communities of Lorain County, as well as into inner city Cleveland (Cuyahoga County). Several of the Mission Partners who are supported by the Good Neighbor Thrift Shop are in the communities in and surrounding Elyria, Lorain, Sheffield, and Amherst. We provide significant financial and leadership support to these organizations, through financial gifts and through volunteer efforts, including participation on the boards of some of our Mission Partners. We expect that needs in our outlying communities will continue to grow at a moderate pace, as the population grows, over the next 5-10 years. Depending upon economic circumstances and the demands on human services in those areas, Avon Lake UCC may have a growing opportunity to increase the scope of its ministries.

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?

Avon Lake is in Lorain County, Ohio, on Lake Erie between two relatively large populations, Lorain/Elyria (10 miles) and Cleveland (24 miles) with suburbs extending between Avon Lake and these population centers. It is in the northeast corner of Lorain County, adjacent to Cuyahoga County.

Avon Lake experienced rapid population growth during 2000-2010, with the population in 2023 standing at 25,588. It is expected to grow moderately in the future. Avon, to Avon Lake’s south, also will experience moderate growth, while the other adjacent communities’ populations are expected to stay the same or modestly decline.

The level of adult education is very high in Avon Lake, Bay Village (the city to the east), Avon, and Westlake (the city to the southeast). Adult education levels are mixed in Sheffield Lake, the city to the west.

The populations of Avon Lake, Avon, Bay Village, and Sheffield Lake are all very homogeneous, with most of the population being white (non-Hispanic). Generally, to the east and west, as one approaches the larger population centers, the level of racial and ethnic diversity increases.

Avon Lake’s median family income is significantly higher than the state average, as is the case with the adjacent communities, apart from Sheffield Lake, which is close to the state average. The level of poverty follows the same pattern, with Avon Lake and adjacent cities being significantly below the state average, apart from Sheffield Lake’s level of poverty being somewhat below the state average.

The workforce in Avon Lake is closely split between blue-collar and white-collar, and the same is true of Sheffield Lake, with Avon, Bay Village, and Westlake leaning somewhat towards a white-collar workforce. There is a large Ford plant that occupies portions of Avon Lake, Sheffield Lake, and the Village of Sheffield that employs many people and provides significant tax revenue. There is other industry located near the borders of Avon Lake, Sheffield Lake, and the Village of Sheffield, and the southwestern area of Avon Lake has some light industry and warehouse facilities. Otherwise, aside from a small amount of retail, Avon Lake mostly consists of residential neighborhoods.

The city of Avon Lake has a varied population in terms of age. The average age is 43 and that is not projected to change in the next 10 years, although the number of people 65 and over is expected to grow by 5% during that time. 19% of the population is under the age of 18.

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

The demographics very much shape the ministry of Avon Lake UCC. Warm welcoming of visitors and new members and embracing diversity in all forms are hallmarks of the congregation and ministry. This has led to an increase in membership of people who might not feel as welcome in other congregations, and who might otherwise choose to not join any congregation. The youth ministry is very strong and draws people to the Church and engages teenagers in Church activities. Despite the overall generally positive economic numbers for the immediate area, and despite the seeming racial homogeneity in the immediate region, there are significant populations, in and near the major population centers, where poverty and homelessness are serious problems for people of all races and ethnicities. Drug and alcohol abuse are pervasive problems in all the communities in the region. Avon Lake UCC contributes significant time and treasure to directly assist individuals and families, and to support organizations focused on these social challenges. Those activities range from opening the Church to AA groups, to individuals and groups within the Church contributing their time and talent to a variety of causes, and to direct financial support for individuals and organizations. Through a grant process, non-profit organizations can submit applications enabling the Church to identify and contribute to those organizations that are best positioned to provide support for the community.

Although some modest growth in population is expected over time, in most regards the city of Avon Lake and the surrounding communities are likely to remain similar in terms of social and economic demographics for the foreseeable future. The opportunities in the future, and challenges, will probably be like what the Church experiences today. That's good news in the sense that the Church can examine what is presently working well, and the opportunities that exist today, and deepen our engagement with our community with confidence these steps will be appropriate to serve the community and region both in the present and into the future.

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

"During the [2023 Avon Lake mayoral election] campaign there were times when the subject of church, volunteerism, and mission would come up. As the conversation turned to what church I was with, I would always get positive feedback when I responded with 'Avon Lake UCC, the church across from Bleser Park!' Some were aware of our relationship with the Good Neighbor Thrift Shop. They would comment on what a 'wonderful' and 'friendly place' it is and how it is amazing how so much money gets donated to others. Others commented on 'all the wonderful assistance' the Thrift Shop provides to so many. Regarding the Church, comments such as 'I've heard about all the amazing things the Church does' and 'My kids go to the youth groups and they love it!' The youth programming and mission trips have been brought up, often because I frequently brag about it! 'I can't believe you take so many young people all over the country to do this work – amazing.' 'God bless everyone who is involved in

these trips.’ Additionally, others are surprised by the size and activeness of our Church, wondering ‘How do you have so many people involved?’” **(Mark Spaetzel, Mayor, Avon Lake, OH)**

Past mayor Greg Zilka has lived in Avon Lake since 1974 and said he has always been impressed with Avon Lake UCC. His impression is that it’s a social leader, setting the tone in Avon Lake, with members representing the community on the school board and in city council. He feels it is highly respected, and that there is good collaboration with other churches to make Avon Lake a great place. **(Then current mayor Greg Zilka was interviewed by John Rice, member of the Search Committee, in December, 2023)**

“Avon Lake UCC is known for being welcoming to all, very mission-focused, and for having a great youth program that is active in mission trips. I think people know Avon Lake UCC for its annual Cornhole Tournament that is a big fundraiser and brings in a lot of outside community members.” **(Jim Stobe, President, Avon lake Board of Education)**

“I have deep appreciation for Avon Lake UCC’s focus on inclusion, its welcoming of all people without bounds. In particular, I appreciate how the Church speaks to and acts toward stress and anxiety, its acknowledgement of the importance of mental health, and its combating of stigma by embracing all aspects of the human experience.” **(John Rice, President of the Board, National Alliance on Mental Illness, Greater Cleveland)**

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

“The glowing endorsement of Avon Lake UCC submitted by our neighbors initiated our interest. Oftentimes members are not vocal or disciplined about recruitment and that personal “ask” is critical. Once we were in the door, the welcoming attitude shared by EVERYONE was so important to us. The Church feels healthy with a nice mix of age groups.” **(Mike – Joined 2023)**

“When we attend a service, I feel like it’s been planned just for me! Whether it’s a song, a prayer, or a reading, there is a message for me that touches my heart. And the sermons touch my heart as well...it’s like they’re speaking just to me. I’m impressed with the opportunities to serve and become involved at Avon Lake UCC. I look forward to finding my niche!” **(Tracy – Joined 2023)**

“What got us involved at Avon Lake UCC was the immediate feeling of a caring community when we first walked in the door. We could feel it, and it felt familiar to us, and it is what we were looking for (along with a contemporary service with great music). Each week, it really is impactful for me to hear the pastors say: ‘Please let us know if there is anything that the Church can do for you.’ We were also looking for a church that was open and welcoming, while also being a middle of the road church. Avon Lake UCC fits well with that, and the groups that we have participated in emulate that.” **(Tom – Joined 2020)**

“My husband had researched churches online in the Avon Lake area and we visited a few, including Avon Lake UCC. We found a totally accepting climate, comfortable and beautiful setting, close to home, with up front friendly people who actually take action with many and varied mission partners. That action, accepting component, and a kind, smart pastor was important to me. A pastor who will actually speak about national and world issues without taking sides and letting me decide my place is also a very important quality of Avon Lake UCC.” **(Nancy – Joined 2019)**

5. REFERENCES

REFERENCE 1

Becky Hetzer
Director of Mission Resources
Hosanna Industries, Inc.
724-770-0262
rjhetzer@gmail.com

Hosanna Industries is a mission partner of Avon Lake UCC

REFERENCE 2

Pam Ohradzansky
Executive Director
Avon-Avon Lake Community Resource Services
440-933-5639
pohradzansky@aalcrrs.org

Community and mission partner of Avon Lake UCC.

REFERENCE 3

Chris Walters
Alcoholics Anonymous Coordinator
216-337-3950
cwalters@pcfurniturestore.com

AA uses Avon Lake UCC facilities for their meetings.

January 20, 2024

RE: Letter of Recommendation

Avon Lake UCC
32801 Electric Blvd.
Avon Lake, OH 44012

Dear Search Committee of Avon Lake UCC,

It is with great honor that I write this letter of recommendation to you. My name is Becky and I represent a faith-rooted non-profit organization called Hosanna Industries. We have a long-standing relationship with Avon Lake church-almost 20 years of service together!

Hosanna Industries is primarily a charitable home repair program with many smaller programs that serve our neighbors in need. Avon Lake has served alongside and supported the Home Repair Program in the form of donated dollars and with human labor resources for many years (20 years). More importantly, our two entities have become close in friendship and relate to each other as close partners and most of us would say "like family".

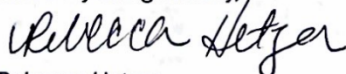
When those of us hear the term "Avon Lake", it instantly emits ideas such as excellence, highest level of organization by any volunteer group Hosanna has ever been exposed to, loving friendship and camaraderie, strong faith in the Lord, hard working and dependable. The leadership on the part of Avon Lake adult volunteers is unmatched. They display qualities of love, patience, kindness, and discipline to both their youth as well as to Hosanna Industries staff. These are equally matched with their construction knowledge and ability to lead the youth they bring to each project. This duality is extremely rare in the mission field and is one of the key reasons Hosanna Industries keeps Avon Lake at the top of the mission group list.

In Hosanna's almost 34 years of experience, what was described in the paragraph above, is not an accident. Leadership is learned and improves when fed the right ingredients. The church at large of Avon Lake has found the ingredients to breed continued excellent leadership throughout the years we have known them. A key component to this is found in the example of Nate Taylor. He came to Avon Lake with all the right tools to become the most highly organized, inspiring and energetic youth leader in America (according to those of us at Hosanna!) and the leadership at Avon Lake saw these characteristics in him and provided an atmosphere where he could learn and grow to become more than he ever imagined. The results are shown in his complete and unmatched design of a "mission trip".

It is hard to write a one-page letter describing Hosanna's love and respect for Avon Lake church, it's leadership and its youth, but I hope whom ever reads this, will get a glimpse of how God is leading and blessing this congregation in it's endeavors to become closer with Him and build His kingdom, here on earth.

Please do not hesitate to contact me for any further information concerning this letter and the content within – it would be my pleasure to expand on any of it!

Sincerely and gratefully,



Rebecca Hetzer
Director of Mission Resources
Hosanna Industries, Inc.
724-822-7862



January 19, 2024

To Whom It May Concern:

I am writing to enthusiastically endorse the Avon Lake United Church of Christ (ALUCC) as they embark on a search for a new Senior Minister. As the Executive Director of Community Resource Services (CRS), a local organization serving low-income residents in our community, I have had the privilege of working closely with this congregation. I am excited to share my experiences and express wholehearted support for the church's ongoing endeavors.

Over the years, our organization has had the privilege of collaborating closely with ALUCC, and the support we have received from the church has been nothing short of remarkable. The congregation's commitment to community service and outreach initiatives has left an indelible mark on the lives of those we serve. From food drives and monetary support, to volunteer efforts to support our assistance programs, the church has consistently demonstrated a deep dedication to making a positive impact in the community.

The Avon Lake United Church of Christ has an active and well-organized Mission Team that works to support various organizations in our local community. We have collaborated closely with the Mission Team for many years, and they regularly reach out to us to assess our needs and explore how they can support us. Specific examples of their support over the past 20 years include gift cards to accompany holiday food baskets for Easter, Thanksgiving and Christmas; Mother's Day gift bags to support our Women of Worth Program; toys for our Christmas Assistance Programs; and hundreds of filled and wrapped Easter Baskets. In addition to this, we have received significant monetary support throughout the years. ALUCC also supports the Empty Bowls by the Lake event, whose mission is to raise both money and awareness in the fight to end hunger in our neighborhood. CRS and other local food pantries benefit from their fundraising efforts.

Another noteworthy aspect of ALUCC's commitment to community service is the Good Neighbor Thrift Shop, a resale store run by the church and staffed primarily by devoted volunteers. This thrift shop has been a vital resource for both families in need and the community at large, providing access to clothing, household items, and furniture. The existence of the Good Neighbor Thrift Shop reflects the church's commitment to meeting practical needs in a compassionate and dignified manner.

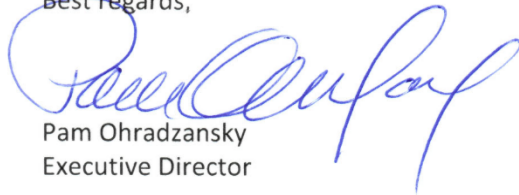
ALUCC's emphasis on fostering a sense of belonging and acceptance within the community is truly commendable. The inclusive nature of their worship services and the welcoming environment created for individuals from all walks of life have established the church as a cornerstone of unity and support for many.

As one considers the opportunity to serve as the Senior Minister of Avon Lake United Church of Christ, I am confident that they will find a congregation ready to embrace their leadership. The church's dedication to service, inclusivity, and community outreach, including initiatives such as the Good Neighbor Thrift Shop, is unparalleled and provides a unique and fulfilling platform for ministry. I am confident that the next minister will find an incredibly supportive and engaged congregation, ready to embark on a journey of shared growth and service.

In conclusion, I wholeheartedly recommend Avon Lake United Church of Christ as a vibrant and supportive community for any potential Senior Minister candidate.

Please do not hesitate to contact me if you require additional information or have further questions.

Best regards,



Pam Ohradzansky
Executive Director

January 17, 2024

To Whom It May Concern:

Avon Lake United Church of Christ (ALUCC) has been a large part of my life for almost 37 years. Although I'm not a member of the church my life has been dramatically and profoundly affected, as has the lives of literally thousands of others, because of ALUCC allowing us a place to have our AA meetings. The Avon Lake Friday AA group is the 5th oldest AA meeting in the State of Ohio. Our group began May 6, 1941 and has been meeting at the current location since 1955. Since that time the church has allowed us to start a Wednesday night meeting and also a Saturday morning Woman's only group. If ever there was an example of a church giving back, to not just their parishioners but the community as a whole, ALUCC is it. I know that I speak for all of our members when I say that we are incredibly thankful for ALUCC.

Chris Walters
PC Furniture Store, LLC
(Metal Cabinet Store)
PO Box 39060
North Ridgeville, OH 44039
216-337-3950
cwalters@pcfurniturestore.com

6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Dear Creator God, who loves us unconditionally, continue to guide us with your still-speaking voice. Bless our new Senior Minister, who is also listening. May we all find where our passions meet the needs of the world...

"Here I am Lord,

Is it I, Lord?

I have heard You calling in the night.

I will go Lord,

If you need me.

I will hold Your people in my heart."*

*Lyrics by Dan Schutte

6b. STATEMENT OF CONSENT

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 suitable new Senior 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.

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.)

The contents of this Local Church Profile were written by the Avon Lake UCC Search Committee members in consultation with Church staff and include comments from community members as noted in the sections above.

Signed: *Mallory Reinking*

Mallory Reinking

Avon Lake UCC Search Committee Chair

February 12, 2024



6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

A strong, vital, intergenerational, multi-staffed congregation Avon Lake UCC boasts a vital and living ministry for all ages and for all people within its walls and beyond. Avon Lake is in good standing with the Association and as such it is actively involved with the Association blessing is with a variety of gifts. Avon Lake has a healthy congregational culture with commitment to continued growth as it ministers within and outside its walls. It partners with sibling congregations in ministry and gives generously to share God's love and change lives; and boasts a very active youth and children's ministry. The congregation continues to engage in the transitional path to prepare and welcome its new Sr. Pastor for the next chapter of its story.

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

Email: nayiri.agm@livingwaterone.org

Phone: 203.722.9174 Mobile

Date: February 15, 2024



“Jesus answered them, ‘Have faith in God!’”

– Mark 11:22

BALANCE SHEET

Avon Lake United Church of Christ	
Balance Sheet	
<u>Accounts</u>	<u>Year End Balance 2023</u>
Assets	
Cash Assets	
1001-000 Church Checking	64,143.43
1002-000 Thrift Checking	32,093.28
1003-000 Petty Cash	250.00
1006-000 Sweep Money Market Account	540,807.42
Total Cash Assets	637,294.13
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	885,904.00
Total Endowment	885,904.00
Total Assets	4,769,198.13
Liabilities & Net Assets	
Liabilities	
Credit Cards	
2201-000 US Bank	6,838.97
2202-000 Citi Bank	9,050.99
2203-000 Lowes Credit	78.56
2204-000 Huntington National Bank Card	1,173.30
Total Credit Cards	17,141.82
Long Term Liabilities	
2901-000 Mortgage-Hunt Nat Bank	427,268.31
Total Long Term Liabilities	427,268.31
Other Liabilities	
2700-000 Gift Cards Unused-Thrift	2,081.09
Total Other Liabilities	2,081.09
Total Liabilities	446,491.22
Net Assets	
Capital Improvement Funds	
3015-000 Capital Improvement Funds	26,250.46
3015-014 Capital Improvement Funds Restrooms	(995.61)
3015-015 Capital Improvement Funds Music Wing	812.64
Total Capital Improvement Funds	26,067.49
Operating Funds	
3001-000 General Operating Fund	54,866.89
3001-000 General Operating Fund-Thrift Shop	41,843.50
Total Operating Funds	96,710.39
Memorial Funds	
3020-000 Memorial Funds	8,824.00
3020-039 Memorial Funds Music	7,078.80

Avon Lake United Church of Christ	
Balance Sheet	
<u>Accounts</u>	<u>Year End Balance 2023</u>
3020-040 Memorial Funds Undesignated	1,244.35
3021-000 Memorial Garden Fund	1,612.43
3022-000 Flynn Memorial Fund-Cap Improvement	8,500.00
3023-000 Morningstar Memorial Fund-Transition Costs	25,050.00
Total Memorial Funds	52,309.58
Pastoral Funds	
3051-000 Mission, Ministry, Outreach Fund	21,586.79
3057-000 Welcome Fund	16,222.01
3062-000 Pastoral Emergency Fund	10,810.22
3063-000 Pastoral Wedding/Funeral Fund	1,723.90
3064-000 Stephen Ministry Fund	6,222.43
Total Pastoral Funds	56,565.35
Faith Formation	
3031-000 Children's Ministry Fund	18,593.10
3032-000 Mission 101 Fund	500.00
Total Faith Formation	19,093.10
Music	
3041-000 Music Fund	6,280.95
Total Music	6,280.95
Tech & Media	
3121-000 Tech & Media Fund	4,345.99
Total Tech & Media	4,345.99
Youth Funds	
3080-000 Youth Fund	2,940.54
3080-061 Youth Fund Pop	1,353.52
3080-063 Youth Fund Mission Scholar	4,852.48
3081-000 Jr High Service Trip Fund	2,866.65
3081-060 Jr High Service Trip Fund Dirty Dog 5K	305.06
3082-000 Sr High Service Trip Fund	57,705.25
3082-055 Sr High Service Trip Fund Cornhole	5,000.00
3083-050 Summer Camp Fund Bunk & Bunkers	5,106.08
3083-052 Summer Camp Fund Camp Incentive	3.24
3083-067 Summer Camp Fund Washington UCC	559.36
3084-000 Sportscamp Fund	1,962.64
3084-035 Sportscamp Fund Cap Imp Camp	9,902.25
Total Youth Funds	92,557.07
Mission Appeal Funds	
3071-000 Food Drive Fund	948.52
Total Mission Appeal Funds	948.52
Reserve Funds	
3003-000 Cash Reserves	110,744.69
3003-000 Cash Reserves-Thrift Shop	50,000.00
3004-000 Capital Reserve-Thrift Shop	17,061.87
3016-000 Emergency Mission Fund	3,011.28

Avon Lake United Church of Christ	
Balance Sheet	
<u>Accounts</u>	<u>Year End Balance 2023</u>
3201-000 ERC Credit Fund	82,374.94
Total Reserve Funds	263,192.78
Restricted Funds	
3900-000 Endowment Fund	885,904.00
Total Restricted Funds	885,904.00
Owner's Equity	
3999-000 Owner's Equity	2,818,731.69
Total Owner's Equity	2,818,731.69
Total Net Assets	4,322,706.91
Total Liabilities & Net Assets	4,769,198.13
	-

STATEMENT OF ACTIVITIES

Avon Lake United Church of Christ		
Statement of Activities		
<u>Accounts</u>	<u>2023 Actual</u>	<u>2024 Annual Budget</u>
Revenues		
Capital Contributions Income		
4015-000 Cap Imp Contribution Income	23,000.00	-
4015-015 Cap Imp Contribution Income Music Wing	10,395.26	-
Total Capital Contributions Income	33,395.26	-
Operating Income		
Contributions & Offerings		
4001-003 Contributions & Offerings Cash/Check	427,791.76	433,000.00
4001-004 Contributions & Offerings Electronic	504,693.99	526,000.00
4001-005 Contributions & Offerings Special Gifts	10,000.00	-
4001-010 Contributions & Offerings Easter	15,484.75	-
4003-000 Loose Offering	8,552.23	6,700.00
Total Contributions & Offerings	966,522.73	965,700.00
Thrift Shop		
4010-003 Thrift Shop Sales Cash/Check	167,115.69	136,400.00
4010-006 Thrift Shop Sales Credit Card	321,146.62	251,000.00
4010-007 Thrift Shop Sales Recycling	21,371.80	21,600.00
4010-022 Thrift Shop Sales Miscellaneous	4,776.90	1,000.00
Total Thrift Shop	514,411.01	410,000.00
Total Operating Income	1,480,933.74	1,375,700.00
Miscellaneous Income		
4002-000 Rental Income	10,731.00	12,000.00
4002-088 Rental Income AA Groups	6,650.00	6,000.00
4018-000 Transactions Fee Income	2,242.47	2,100.00
Total Miscellaneous Income	19,623.47	20,100.00
Interest Income		
4008-000 Interest Income-Savings	10,662.71	13,200.00
4009-000 Interest Income-Checking	46.29	12.00
4009-000 Interest Income-Checking-Thrift Shop	29.13	24.00
Total Interest Income	10,738.13	13,236.00
Memorial Income		
4020-000 Memorial Funds Income	8,824.00	-
4020-039 Memorial Funds Income Music	1,950.00	-
4020-040 Memorial Funds Income Undesignated	830.00	1,200.00
4021-000 Memorial Garden Fund Income	5,676.22	5,500.00
4023-000 Morningstar Memorial Fund Income	25,050.00	-
Total Memorial Income	42,330.22	6,700.00
Pastoral Income		
4013-009 Holiday Offering Income Christmas	16,722.01	16,000.00
4013-010 Holiday Offering Income Easter	-	12,000.00
4051-000 Miss & Ministry Outreach Fund Income	2,000.00	-
4052-021 Ministry Groups Inc Men's	3,398.00	4,000.00
4052-023 Ministry Groups Inc Women's	8,374.00	3,600.00

Avon Lake United Church of Christ		
Statement of Activities		
<u>Accounts</u>	<u>2023 Actual</u>	<u>2024 Annual Budget</u>
4052-090 Ministry Groups Inc Primetimers	726.00	700.00
4053-000 Cross Training Income	160.00	1,000.00
4055-000 Tree of Remembrance Income	312.00	250.00
4062-000 Pastoral Emergency Fund Income	3,075.00	1,200.00
4063-000 Pastoral Wedding/Funeral Fund Income	7,175.00	1,200.00
4169-000 Gala Fund Income	-	30,000.00
Total Pastoral Income	41,942.01	69,950.00
Worship Income		
4012-000 Flower Income	3,628.00	2,150.00
4067-000 Coffee Shop Income	884.51	900.00
Total Worship Income	4,512.51	3,050.00
Faith Formation Income		
4033-000 VBS Income	2,964.00	3,000.00
Total Faith Formation Income	2,964.00	3,000.00
Music		
4041-000 Music Concert Series Fund Income	6,341.95	4,000.00
Total Music	6,341.95	4,000.00
Youth Program Income		
4085-000 Youth Program Income	3,040.00	1,440.00
4085-054 Youth Program Income Confirmation	1,395.00	1,200.00
4085-059 Youth Program Income Jr High Events	355.00	1,300.00
4085-065 Youth Program Income Sr High Events	30.00	1,300.00
4085-066 Youth Program Income Sr High Excursion	1,600.00	2,000.00
4085-076 Youth Program Income Adult Mission T	300.00	-
Total Youth Program Income	6,720.00	7,240.00
Youth Funds Income		
4080-000 Youth Funds Income	4,225.00	2,500.00
4080-063 Youth Funds Income Mission Scholar	500.00	-
4081-000 Jr High Mission Trip Income	18,753.00	21,050.00
4081-060 Jr High Mission Trip Income Dirty Dog 5K	1,126.50	4,300.00
4082-000 Sr High Mission Trip Income	52,596.28	78,000.00
4082-055 Sr High Mission Trip Income Cornhole	19,109.03	19,300.00
4083-050 Summer Camp Income Bunk & Bunkers	8,604.06	9,450.00
4083-052 Summer Camp Income Camp Incentive	3,283.52	14,000.00
4084-000 Sportscamp Fund Income	1,025.00	-
Total Youth Funds Income	109,222.39	148,600.00
Membership & Outreach Income		
4101-000 Membership Event Income	336.00	2,000.00
4102-000 Fall Festival Income	288.00	-
Total Membership & Outreach Income	624.00	2,000.00
Mission Appeals Income		
4070-000 Mission Appeals Income	3,296.00	2,000.00
4070-078 Mission Appeals Income Haven Center Di	700.00	-
4070-079 Mission Appeals Income Giving Tree	300.00	1,500.00

Avon Lake United Church of Christ			
Statement of Activities			
<u>Accounts</u>	<u>2023 Actual</u>		<u>2024 Annual Budget</u>
4070-091 Mission Appeals Income Good Knights	605.00		700.00
4071-000 Food Drive Fund Income	16,393.00		12,000.00
Total Mission Appeals Income	21,294.00		16,200.00
Endowment Income			
4900-000 Endowment Income	43,748.24		33,600.00
4900-064 Endowment Income Featherstone	10,926.00		10,800.00
Total Endowment Income	54,674.24		44,400.00
Total Revenue	1,835,315.92		1,714,176.00
Restricted / Carry Over			
4999-000 Other Fund Transfers	131,471.65		327,100.00
Total Restricted / Carry Over	131,471.65		327,100.00
Total Revenues	1,966,787.57		2,041,276.00
Expenses			
Capital Improvements Expenses			
5004-000 Capital Reserve Expense	13,959.09		47,500.00
5015-000 Capital Improvement Expense	6,816.79		26,000.00
5015-015 Capital Improvement Expense Music Wing	12,824.62		-
Total Capital Improvements Expenses	33,600.50		73,500.00
Operating Expenses			
5300-022 Facility Operating Expense Miscellaneous	846.37		-
5301-000 Electric Expense	30,108.81		35,000.00
5302-000 Gas Expense	17,705.35		17,400.00
5303-000 Water & Sewer Expense	1,222.82		1,360.00
5304-000 Trash Expense	9,147.94		9,000.00
5306-000 Phone & Internet Expense	4,070.47		4,800.00
5306-038 Phone & Internet Expense Warehouse	595.43		-
5307-000 Pest Control Expense	820.00		1,230.00
5308-000 Insurance Expense	17,348.00		18,800.00
5309-037 Rent Expense Store	30,000.00		30,000.00
5309-038 Rent Expense Warehouse	12,300.00		13,200.00
5310-013 Maintenance Expense Garden Room	9,721.88		-
5310-022 Maintenance Expense Miscellaneous	162.23		-
5310-030 Maintenance Expense Building	12,526.95		42,000.00
5310-032 Maintenance Expense HVAC	14,347.18		15,000.00
5310-034 Maintenance Expense Security/Fire	2,395.81		3,600.00
5310-038 Maintenance Expense Warehouse	5,369.62		6,000.00
5311-000 Grounds Expense	15,578.23		15,000.00
5311-018 Grounds Expense Trees	4,850.00		5,000.00
5311-019 Grounds Expense Backwoods	-		1,500.00
5312-000 Tools & Equipment Expense	2,311.49		2,000.00
5315-000 Cleaning Supply Expense	3,939.54		3,900.00
5316-000 Shop Supply Expense	5,128.21		7,000.00
5317-000 Snow Removal Expenses	6,850.00		7,000.00

Avon Lake United Church of Christ		
Statement of Activities		
<u>Accounts</u>	<u>2023 Actual</u>	<u>2024 Annual Budget</u>
5318-000 Parking Lot / Driveway Repair	62,137.47	5,000.00
5322-000 Advertising Expense	900.00	1,200.00
5323-000 Sales Tax Expense	27,661.13	25,460.00
5324-000 Volunteer Expense	6,389.78	9,000.00
5328-000 Legal Fees	1,545.47	1,300.00
Total Operating Expenses	305,980.18	280,750.00
Service Charge Expenses		
5016-000 Bank Service Charges	2,317.55	2,780.00
5017-000 Cash Back Rewards	(3,837.86)	(2,320.00)
5018-000 Transaction Fees	20,331.46	17,560.00
Total Service Charges	18,811.15	18,020.00
Mortgage Expenses		
5003-001 Mortgage Payment Expense Principal	66,492.36	72,619.02
5003-002 Mortgage Payment Expense Interest	18,755.61	12,628.98
Total Mortgage Expenses	85,247.97	85,248.00
Memorial Expenses		
5020-000 Memorial Fund Expense	-	8,800.00
5020-039 Memorial Fund Expense Music	2,000.00	7,000.00
5020-040 Memorial Fund Expense Undesignated	-	2,400.00
5021-000 Memorial Garden Fund Exp	5,663.75	7,100.00
5022-000 Flynn Memorial Fund Exp-CapImp	-	8,500.00
Total Memorial Expenses	7,663.75	33,800.00
Office Expense		
5110-000 Office Supplies Expense	7,821.35	7,500.00
5111-000 Copier Expense	16,956.21	17,000.00
5112-000 Postage Expense	1,937.12	2,000.00
5113-000 Subscription Expense	761.50	300.00
5118-000 Upper Room Devotional Expense	382.20	390.00
Total Office Expenses	27,858.38	27,190.00
Pastoral Expenses		
5006-009 Holiday Offering Expense Christmas	-	16,000.00
5006-010 Holiday Offering Expense Easter	-	12,000.00
5051-000 Miss Min&Outreach Fund Expense	12,767.63	21,500.00
5052-021 Ministry Groups Expense Men's	6,126.86	4,000.00
5052-023 Ministry Groups Expense Women's	7,530.98	3,600.00
5052-090 Ministry Groups Expense Primetimers	1,374.72	700.00
5053-000 Cross Training Expense	436.88	1,000.00
5054-000 Parish Nurse Expense	-	300.00
5055-000 Tree of Remembrance Expense	185.64	250.00
5056-000 Care Card Expense	73.94	100.00
5062-000 Pastoral Emergency Fund Expense	6,096.51	12,000.00
5063-000 Pastoral Wedding/Funeral Fund Expense	7,959.70	2,900.00
5064-000 Stephen Ministry Fund Expense	2,213.23	6,200.00
5069-000 Transition Expenses	-	25,000.00

Avon Lake United Church of Christ		
Statement of Activities		
<u>Accounts</u>	<u>2023 Actual</u>	<u>2024 Annual Budget</u>
5169-000 Gala Fund Expense	-	30,000.00
Total Pastoral Expenses	44,766.09	135,550.00
Worship Expenses		
5067-000 Coffee Shop Expense	1,703.70	3,600.00
5115-000 Flower Expense	4,319.00	4,500.00
5116-000 Decorating Expense	-	900.00
5117-000 Communion Supply Exp	81.51	100.00
5119-000 Baptismal Certificate Expense	44.50	-
Total Worship Expenses	6,148.71	9,100.00
Faith Formation Expenses		
5030-000 Faith Formation Expense	-	300.00
5031-000 Children's Ministry Fund Exp	2,195.07	18,500.00
5032-000 Mission 101 Fund Expense	-	500.00
5033-000 VBS Expense	7,897.55	7,800.00
5034-000 Sunday School Expense	5,616.20	3,800.00
5036-000 Children's Fellowship Expense	2,160.56	1,200.00
5037-000 Children's Christmas Program Expense	930.29	1,600.00
5038-000 Worship Expense	1,511.33	1,200.00
Total Faith Formation Expenses	20,311.00	34,900.00
Music Expenses		
5040-000 Music Expense	1,396.55	1,200.00
5041-000 Music Concert Series Fund Exp	1,426.00	10,000.00
5042-000 Organ/Piano Tuning Expense	765.00	1,200.00
5043-000 Choir Expense	466.73	600.00
5044-000 Bell Choir Expense	569.34	600.00
5045-000 Band Expense	-	300.00
5046-000 Guest Musician Expense	3,600.00	3,800.00
5047-000 Music Licensing Expense	2,178.82	1,200.00
Total Music Expenses	10,402.44	18,900.00
Tech & Media Expenses		
5120-000 Technology & Media Expense	907.25	1,000.00
5121-000 Technology & Media Fund Expense	4,492.98	4,300.00
5123-000 Computer Hardware Expense	4,146.06	6,000.00
5124-000 Software Expense	9,622.49	10,000.00
5125-000 Worship/Media Subscription Exp	1,021.19	1,800.00
5126-000 LED Sign Expense	-	225.00
5127-000 Email Expense	1,694.57	900.00
5128-000 Licensing Fees	-	75.00
5129-000 Software & Tech Exp-Thrift Shop	-	100.00
Total Tech & Media Expenses	21,884.54	24,400.00
Youth Program Expenses		
5085-022 Youth Program Expense Miscellaneous	1,134.20	1,000.00
5085-041 Youth Program Expense Volunteers	1,367.81	1,200.00
5085-051 Youth Program Expense Buoy	4,208.08	2,500.00

Avon Lake United Church of Christ			
Statement of Activities			
<u>Accounts</u>	<u>2023 Actual</u>		<u>2024 Annual Budget</u>
5085-052 Youth Program Expense Camp Incentive	11,975.00		-
5085-054 Youth Program Expense Confirmation	6,368.32		3,000.00
5085-056 Youth Program Expense Sportscamp	2,766.21		-
5085-057 Youth Program Expense Education	1,306.00		1,000.00
5085-059 Youth Program Expense Jr High Events	1,440.60		2,000.00
5085-062 Youth Program Expense Promo/Pub	1,292.50		1,000.00
5085-065 Youth Program Expense Sr High Events	5,090.51		5,000.00
5085-066 Youth Program Expense Sr High Excursion	5,909.25		4,000.00
5085-076 Youth Program Expense Adult Mission T	2,632.84		-
Total Youth Program Expenses	45,491.32		20,700.00
Youth Fund Expenses			
5080-000 Youth Fund Expense	2,742.38		5,400.00
5080-061 Youth Fund Expense Pop	178.20		1,300.00
5080-063 Youth Fund Expense Mission Scholar	-		4,800.00
5081-000 Jr High Mission Trip Fund Expense	18,346.08		23,850.00
5081-060 Jr High Mission Trip Fund Expense Dirty Dog 5K	2,539.16		4,300.00
5082-000 Sr High Mission Trip Fund Expense	41,687.35		135,000.00
5082-055 Sr High Mission Trip Fund Expense Cornhole	7,163.95		24,300.00
5083-050 Summer Camp Expense Bunk & Bunkers	3,585.58		14,450.00
5083-052 Summer Camp Expense Camp Incentive	2,690.28		14,000.00
5083-067 Summer Camp Expense Washington UCC	-		500.00
5084-000 Sportscamp Fund Expense	33.75		-
5084-035 Sportscamp Fund Expense Cap Imp Camp	2,209.72		1,900.00
5084-056 Sportscamp Fund Expense Sportscamp	-		9,900.00
Total Youth Fund Expenses	81,176.45		239,700.00
Membership & Outreach Expenses			
5100-000 Membership Expense	166.97		100.00
5101-000 Fall Festival Expense	1,195.56		3,000.00
5102-000 Membership Events Expense	2,432.92		3,000.00
5103-000 Publicity Expense	-		100.00
5104-000 Outreach Expense	685.84		300.00
5105-000 Inquirer's Expense	30.00		300.00
5106-000 Welcome Center Expense	-		100.00
Total Membership & Outreach Expenses	4,511.29		6,900.00
Mission Appeals Expenses			
5071-000 Food Drive Expense	21,954.04		12,900.00
5073-022 Mission Appeals Exp Miscellaneous	2,806.94		2,000.00
5073-079 Mission Appeals Exp Giving Tree	-		1,500.00
5073-091 Mission Appeals Exp Good Knights	605.00		700.00
Total Mission Appeals Expenses	25,365.98		17,100.00
Mission Expenses-Thrift Shop			
5014-000 Emerg Mission Expense	19,425.00		-
5076-022 Mission Expenses Miscellaneous	5,300.13		5,000.00
5076-071 Mission Expenses Clothe-a-Kid	250.00		-

Avon Lake United Church of Christ		
Statement of Activities		
<u>Accounts</u>	<u>2023 Actual</u>	<u>2024 Annual Budget</u>
5076-072 Mission Expenses Neighbors in Ne	500.00	1,500.00
5076-073 Mission Expenses One Great Hour	1,000.00	2,000.00
5076-074 Mission Expenses Resource Moms	539.94	-
5076-076 Mission Expenses Adult Mission T	500.00	2,000.00
5076-078 Mission Expenses Haven Center Di	3,375.76	4,800.00
5076-079 Mission Expenses Giving Tree	450.00	500.00
5076-080 Mission Expenses Empty Bowls	250.00	500.00
5076-081 Mission Expenses Mercy Medical	500.00	500.00
5076-082 Mission Expenses Genesis	500.00	500.00
5076-083 Mission Expenses St Paul's	500.00	500.00
5076-084 Mission Expenses CRS Snack Bags	478.52	500.00
5076-085 Mission Expenses Recovery House	750.00	500.00
5076-087 Mission Expenses Youth Program S	30,000.00	36,000.00
5076-088 Mission Expenses AA Groups	6,000.00	6,000.00
5078-000 Resource Mother's Fund Expense	7,907.76	-
5079-000 OCWM (Our Church's Wider Mission)	48,000.00	48,000.00
Total Mission Expenses-Thrift Shop	126,227.11	108,800.00
Grant Committee Expenses		
5478-000 Grant Funding Expense	167,250.00	58,031.21
Total Grant Committee Expenses	167,250.00	58,031.21
Personnel		
5200-000 Personnel Expenses	517.38	600.00
5200-024 Personnel Expenses Assoc Pastor	682.06	600.00
5200-025 Personnel Expenses Youth Director	4,405.29	2,400.00
5200-026 Personnel Expenses Sr Pastor	2,890.33	2,400.00
5201-000 Salaries Expense	581,330.69	618,000.00
5202-000 Social Security & Medicare	37,212.75	39,700.00
5203-000 Auto Allowance	7,200.00	7,200.00
5204-000 Housing Allowance	103,672.80	105,000.00
5205-000 Annuities	46,902.86	46,600.00
5206-000 Health & Dental Insurance	28,792.77	30,600.00
5208-000 Worker's Compensation Expense	1,233.36	926.00
5209-024 Continued Education Expense Assoc Pastor	1,880.16	1,900.00
5209-025 Continued Education Expense Youth Director	-	200.00
5209-026 Continued Education Expense Sr Pastor	1,100.00	1,200.00
5210-000 Payroll Processing Fees	2,727.23	2,700.00
5211-000 Contingency	2,928.43	-
Total Personnel	823,476.11	860,026.00
Total Expenses	1,856,172.97	2,052,615.21
Net Total	110,614.60	(11,339.21)*

*Unbalanced Budget is balanced by the positive General Fund Balance at the end of 2023.