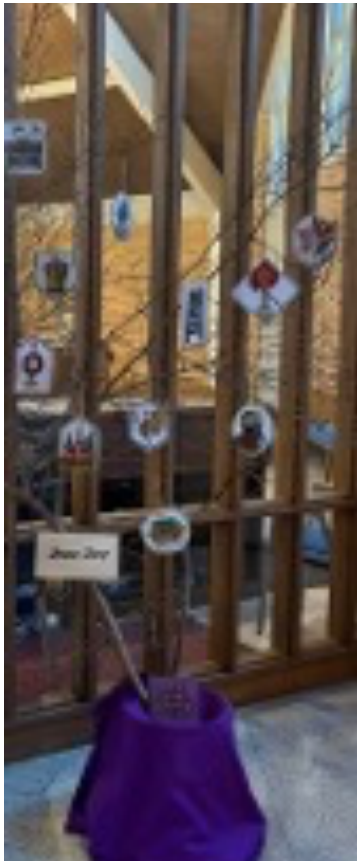




# Annual Report Church of the Redeemer United Church of Christ 2025





# Church of the Redeemer Annual Report 2025

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CHURCH OF THE REDEEMER  
United Church of Christ  
Annual Congregational Meeting  
January 26, 2025

**Annual Meeting Agenda**

Call to order	Mary Kanzeg
Opening Prayer	Rev. Kim Nagy
Review/Approve Minutes	
Financial Report	Janet Kramer
Recognition of Leadership Members	Mary Kanzeg
Nomination Report	Donna Greenwell
Election of new Leadership Members	
Pastoral Report	Rev. Kim Nagy
Leadership President Report	Mary Kanzeg
Closing Prayer/Benediction	Rev. Kim Nagy
Adjourn to Lunch	

**ANNUAL MEETING MINUTES**  
**January 26, 2025**

Call to Order / Opening Prayer

Opening – Meeting called to order by Matthew Williams at 11:40 a.m.

Opening Prayer – Pastor Brooke Baker

Old Business:

Leadership team members: Rhianne Olgin-Beard, Jim Stone

Motion made to approve the leadership team members made by Matthew Williams, seconded by Janet Kramer, and approved by all.

Appreciation for their service on Leadership team offered to Rich Shank and John Thomas.

Leadership Team presidents for 2025: Julie Barnes and Mary Kanzeg

VP: Matthew Williams

We have so much to celebrate!

We ended 2024 with a budget surplus thanks to the generosity of all of our members.

We have a sanctuary that is warm and dry.

We are welcoming a new staff member - we have hired a new bookkeeper.

Thanks to all the members of our committees!

Mission, Legacy and property teams have been working to share our gifts both within and outside our church.

Communication of financial situation of the church will be posted on the bulletin board and in the Grapevine monthly.

New Business:

Motion made by Chuck Zaugg, seconded by Mary Kanzeg that the church elect, by unanimous ballot, Richard Shank, Mike Miller and Rudy Duscha to serve on the Endowment Board, with their terms varying between 1 and 3 years of service. For now, their terms remaining will be clarified and determined by the Endowment Fund Board itself when it meets this year. Motion passed unanimously.

Members can consider the Endowment fund for planned giving as they consider their estates.

Cory Svette and Rhianne Olgin-Beard are suggesting a donation basket during coffee hour to be designated to support supplies for coffee hour.

Closing prayer offered by Pastor Brooke.

Motion to adjourn was made by Mike Miller and seconded by Andy Bischoff. Motion approved by acclimation at 12:00 p.m.

*Respectfully submitted by Julie Barnes*

## 2025 President's Report

If you remember, Mary Kanzeg and Julie Barnes split the Leadership team presidency in 2025. So, this part is to highlight the first half of 2025. We celebrated Alex Tomoff's retirement and welcomed Jennifer Serbian as our bookkeeper. We wished Pastor Brooke farewell and good luck and began our search for a new settled pastor. Not to steal the property team's thunder, but to highlight the generosity of our congregation, we used Raise the Roof funds to repair the flat roofs and to repay Endowment for the HVAC system. We have less than \$10,000 left on this loan. Lastly, the phone system is now updated with the correct information.

*Respectfully submitted by Julie Barnes*

The big issue confronting us was what did we have to do to get a new pastor. It starts with getting help and we did that with thanks to Janet Kramer, our HR committee chair. Her continued help throughout the entire process was invaluable. Next, we met several times with Rev. Elena Larssen, Transitional Association General Minister of the Living Water Association, and got some guidance on how to proceed. While we were going through the process we still had to keep our worship services going. Pastor Brooke was leaving and who would lead us in worship on Sundays? Janet did an exceptional job filling the pulpit for every Sunday while we waited for a new pastor.

We had to decide what committees were needed and establish them. The Search Committee was a priority and was established. A big thank you to Maria Calderon, Bonnie Hawver and Rich Shank for serving on the committee. Next, we needed candidates, but the living Water Association had no candidates for us. Our own Faith Formation leader, Pastor Kim expressed interest in becoming our new settled pastor. She was interviewed both by our Search Committee as well as the Association. She was presented to the Leadership Team and then to the congregation as our candidate. A new job description was developed that combined some of the Faith Formation duties with the duties of a pastor. Her salary and benefits had to be decided and agreed upon. A special congregational meeting was held to call Pastor Kim to be our next settled pastor. The result of the vote was an overwhelming vote of acceptance.

Part of the process we still need to do is a profile on our church. In short, the profile will tell us who we are and where we are going. The Association has offered us help and will send Rev. Brian Burke to guide us through the process. We all will have a part in doing the church's profile. There will be several meetings for us to voice our opinions and desires. This whole process takes many meetings, phone calls, talking to parishioners and a lot of prayers. God does hear us.

While we were moving forward with getting Pastor Kim settled, we also moved forward as a church. We are a congregation that is involved in many projects: our outstanding mission projects and our out-reach programs continued to reach out to help so many; our community meal and our generous monthly gatherings. We have a wide variety of internal programs to help us grow in faith like bible study, book study, Messy Church and Sunday fellowship time.

It seems we all volunteer in one way or another, whether serving on Leadership Team, on our Committees, Mission projects, Choir, Bell choir and Workdays. We may be a small congregation, but we are giants in our contribution of our time and talents.

And we cannot forget what a great staff we have at Church of the Redeemer. Our wonderful Nurse Nancey, who does so much to help us all and provides us with wonderful programs to help us in our daily lives. When it comes to music Carol provides wonderful concerts and leads a small group who can sound like a few dozen. Our Administrative Assistant Jennifer who is always willing to help. And a new pastor who will lead us in our journey of faith. Thank you for all you do.

We have so much to be proud of and I am excited about our future and with the Lord's help we will continue our journey as the Church of the Redeemer.

*Respectfully submitted by Mary Kanzeg*

### **2025 Financial Secretary's Report**

2025 has been a year of change, and some might say, reckoning. The number of people who financially support Redeemer has shrunk somewhat, and yet we have new members, new pledges, and a stronger than ever commitment by the body of "old timers." The percentage who financially pledged for the coming year is at an all-time high. Many others and I are experiencing a new excitement with our new leadership and mission. We continue to move forward with hope and faith.

Total amount contributed to the General Fund by named givers was \$191,096, plus \$1021 in "free will" (anonymous) gifts. (By way of comparison, in year 2024 total given to the General Fund was \$199,269, plus \$1418 in "free will" gifts)

More on year 2025 General Fund giving: The \$191,906 was contributed by 53 giving units, with the average (*annual*) amount being \$3605, and the median (*annual*) giving at \$1225. (By way of comparison, in year 2024 there were 62 giving units, with average gift ~\$2930 and median gift ~\$1000.)

Looking at total giving to Church of the Redeemer last year in support of its programs and missions, which includes funds in addition to the General Fund but not including Raise the Roof money, the number this year is \$209,112. (In 2024 it was \$212,273)

Some of the major other fund giving: \$3431 to monthly and special Missions, \$1760 to Memorial, \$1780 to Designated, and \$1513 to Special Offerings.

\$152,740 was given to the General Fund in year 2025 by 26 members who *pledged*. 18 of these pledges were met or exceeded by year end. The balance of \$38,356 was from an equal number of givers (members, friends, and former members) who did not turn in a pledge.

The very best news to share with you is the results on *pledging* for the new year 2026: \$152,240 total, by 29 giving units. This \$152K amount is the highest in more than a decade, and the percentage of active members who turned in a pledge is at an all-time high. There are

8 “new” pledges for 2026, although there were 5 which we lost (pledged for 2025 year but not for 2026). For the 19 members who pledged to the General Fund *both years*, they as a group increased the dollar amount by 8%, with 10 pledges being significantly raised. Also, for the coming year, there are written pledges for \$1200 to Missions, \$950 to the Facilities Fund, and \$5000 remaining to the Raise the Roof campaign.

As the giving period to “Raise the Roof” is ending, here is a recap of where we are and how far we’ve come: \$43,881 was given in 2023, \$66,255 in 2024, and \$42,530 in 2025, for a grand total of \$152,666. There are 42 giving units involved. As I mentioned earlier, an additional \$5000 will likely be given in 2026. Truly generous, sacrificial, and amazing! The Redeemer membership giving has remained strong, and the individual commitments has strengthened even more. This is good for the giver as well as for the Church as an organization. May we increase our numbers, and even more our involvement, as we move into 2026. It should be a wonderful year for the Church of the Redeemer.

*Respectfully submitted by Chuck Zaugg*

## **2025 FINANCE TEAM REPORT**

As we welcome the New Year, we reflect with gratitude on all our blessings of the past year.

We are grateful for all of you, the members and friends of Church of the Redeemer UCC. We want to express our gratitude to those who supported Church of the Redeemer with your gifts of your time, your talents and your treasures in 2025.

The Team met in January, March, May, July, September and November to review and stay up to date with the financial responsibilities of the church.

As I write this report the December 2025 financial reports have just been finalized for the year.

Total giving to the General Fund through 12/31/2025 is \$191,096, which is remarkable.

We are so grateful that our church leadership, prior to us, were wise to establish the endowment and legacy funds that have been so beneficial to the church’s longevity and our outreach to the community. Both the Endowment Fund and the Legacy Fund incurred market increases in 2025. Through December, the Endowment Fund had year-to-date investment gains of \$125,219 and the Legacy Fund had YTD investment gains of \$65,179.

The church has a loan agreement with the Facilities Fund that was executed on June 1, 2024, for \$48,500 to be used to pay for the HVAC system installed in 2024. The current remaining balance is approximately \$8,813.

After Alex Tomoff stepped down from being the church’s accountant, he was instrumental in helping us find his replacement. Jennifer Serbian was hired in January 2025 and has done an excellent job in learning the financial platform used by the church. Jen attends all Leadership and Finance Team meetings and reports on the financial situation of the church. We appreciate that Alex still acts as a consultant to Jen when questions arise.

We are grateful for the pledge results for the 2025 Stewardship campaign.

There were 28 pledges for a total amount of \$151,720. This is an increase of more than 11% from the prior year's total of \$136,640. The average pledge this year was \$5,418 and the median pledge is \$2,550. We continue to encourage members to pledge during the annual Stewardship campaign so that we can plan for the future.

The Raise the Roof campaign continued to receive contributions from many of you throughout the year totaling approximately \$41,930. For this we thank you.

The 2026 budget was approved by the congregation at their congregational meeting held on November 23, 2025. The approved budget was presented with an (\$8,306) deficit that included a 2.5% increase in salaries for the staff.

Members of the Finance Team include Julie Barnes, Bill Freed, Janet Kramer, Matt Williams and Chuck Zaugg. Pastor Kim and Jennifer Serbian are non-voting members of the Team. On occasion, Mary Kanzeg has also attended the Finance Team meetings, and for this we thank her.

As Chair of the Finance Team, I would like to extend my gratitude to the members of the Team for their continued support and dedication to Church of the Redeemer and its mission.

Thanks to Bill Freed for taking on the responsibilities of the Treasurer, to Chuck Zaugg who continues to be the Financial Secretary, to Julie Barnes and Mary Kanzeg as co-leaders of the Leadership Team and to Julie also acting as the Secretary. Thank you also to Matt Williams and Pastor Kim for your continued support and input to the Finance Team.

*Respectfully submitted by Janet Kramer*

CHURCH OF THE REDEEMER  
2026 BUDGET

Account Name	Projected Actual 12/31/25	Budget 2025	Budget 2026
<b>Income</b>			
01-Offering Envelopes	\$ 185,000	\$ 175,000	\$ 170,000
02-Free Will Offerings	500	1,200	600
03-Initial Offering	20	50	50
04-Building Use Donations	2,477	1,500	3,000
05-Bulletins	-	-	-
06-Flowers	602	500	600
07-Misc	200	(1,000)	-
08-Endowment Fund	29,500	29,500	35,500
09-Other Designated Gifts	15,000	15,000	15,000
11 Legacy Fund (Nurse, Faith Formation)	40,806	37,216	33,600
<b>Total Income</b>	<b>274,105</b>	<b>258,966</b>	<b>258,350</b>
<b>Missions Giving</b>			
01-Our Church's Wider Mission	5,500	5,500	5,500
03-Designated Gifts	15,000	15,000	15,000
Mission Outreach Allocation	1,000	2,000	-
<b>Total</b>	<b>21,500</b>	<b>22,500</b>	<b>20,500</b>
<b>Music</b>			
01-Music Supplies	500	500	/ 500
02-Maintenance&Repair Organ	500	500	500
03-Musicians/Performances	3,400	3,000	3,400
<b>Total</b>	<b>4,400</b>	<b>4,000</b>	<b>4,400</b>
<b>Faith Formation</b>			
01-Curriculum	-	100	-
02- Programs	-	-	-
03-Supplies	60	-	100
04-Leadership training, camps	-	-	-
05-Acolytes	-	-	-
07-Confirmation	-	-	-
08-Youth Ministry	450	650	500
09-Adult Education	-	250	500
<b>Total</b>	<b>510</b>	<b>1,000</b>	<b>1,100</b>

CHURCH OF THE REDEEMER  
2026 BUDGET

Account Name	Projected Actual 12/31/25	Budget 2025	Budget 2026
<b>Church Property</b>			
01-Utilities	23,400	22,000	24,000
02-Bldg-Repairs&Maintenance	5,000	6,000	6,000
03-Grounds-Rprs&Maintenance	16,000	7,500	15,000
04-Insurance	10,600	11,200	12,100
06-Supplies	900	300	900
<b>Total</b>	<b>55,900</b>	<b>47,000</b>	<b>58,000</b>
<b>Church Operations</b>			
01-Supplies & Stationery	3,500	2,200	3,500
02-Office Equip & Repairs	600	800	800
03-Postage	1,500	1,500	1,500
06-Automobile Allowance	-	-	-
09-Stewardship Campaign	300	300	300
13-Flowers	1,000	500	250
14-Altar Supplies	200	200	200
18-Technology -McKinley	7,500	6,300	8,050
<b>Total</b>	<b>14,600</b>	<b>8,000</b>	<b>14,600</b>
<b>Senior Pastor's Salary, Benefits &amp; Expenses</b>			
01-Salary	32,708	35,488	44,000
02-Housing Allowance	26,500	25,200	29,000
03-Pension	7,700	8,496	10,220
04-Ins-Disability & Life	825	884	995
05-Healthcare	13,872	14,500	-
06-Professional Expenses	53	500	500
07-Continuing Education	-	400	1,000
<b>Total</b>	<b>81,658</b>	<b>85,468</b>	<b>85,715</b>

CHURCH OF THE REDEEMER  
2026 BUDGET

Account Name	Projected Actual 12/31/25	Budget 2025	Budget 2026
<b>Staff Compensation</b>			
01-Organist Salary	16,400	16,400	16,810
02-Substitute Organist	450	600	700
03- Admin Jennifer	13,176	13,176	13,505
04 - IT specialist	2,600	2,600	2,600
05-Custodial services	7,250	7,800	7,800
07-Pulpit Supply	600	750	875
08-Workers Comp Insurance	150	400	400
09-Social Security Taxes	5,988	5,988	4,482
10- Accountant	5,600	4,800	5,600
13-Music Director	10,932	10,932	11,205
14-Min. of Faith Formation	21,114	21,114	-
15-Min. of Faith Formation Pensior	2,956	2,956	-
16-Parish Nurse	16,647	16,647	17,063
<b>Total</b>	103,863	107,863	81,041
<b>Programs</b>			
03-Fellowship Hour	-	500	300
08-Welcoming/Inviting	936	1,000	1,000
<b>Total</b>	-	1,500	1,300
<b>Total Expense</b>	282,431	277,331	266,656
<b>Net Surplus (Deficit)</b>	<b>(\$8,326)</b>	<b>(\$18,365)</b>	<b>(\$8,306)</b>

## 2025 Endowment Fund Team Report

The mission of the Endowment Fund is to support:

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

The year 2025 was both a productive and profitable year for the Endowment Fund. We gave \$23,000 to local charities. These were Genesis House, Hunger Network, Greater Cleveland Food Bank, A Place 4 Me, Chair-it-y, Fill This House, Oxcart Food Pantry, and Colors+. We contributed \$29,500 to our Church's General Fund, \$5,500 to Our Church's Wider Mission, and set aside \$500 for supplies for Nurse Nancey.

In 2025, Rudy Duscha was replaced with Charles Zaugg. We give MANY THANKS to Rudy for his years of service and wisdom.

Most of the Raise the Roof pledges have been paid back. Much of the HVAC loan has been paid back.

At the end of 2024, the Endowment Fund was worth \$583,880.97. We ended 2025 with \$665,112.21. As of 1/15/2026, our holdings were worth \$680,663.27. While the Stock Market remains strong, we have already seen volatility. Some level of correction is anticipated in 2026, although it is being forecasted by many that a resumption of the Bull Market will follow the correction. In addition to monitoring the market, we will discuss possible redistributions of our funds.

A goal for 2026 is to continue and expand our charitable giving.

*Respectfully submitted by Michael Miller*

Michael Miller, Chair  
Richard Shank, voting member  
Charles Zaugg, voting member

## 2025 Legacy Fund Annual Report

### **Introduction:**

During 2025, the Legacy Fund Committee has worked diligently to provide financial support for the wellbeing and education of our church family, and to provide funding for mission partners who help those in need in our community. What follows are details regarding the year 2025.

### **Current Committee Membership:**

During 2025, the Legacy Committee consisted of the following members, each serving five-year terms with staggered start dates. At the beginning of the year, the Committee welcomed Debbie Shank, the newest member of the team.

- Debbie Shank                      1<sup>st</sup> year
- Bonnie Hawver                    2<sup>nd</sup> year

- Dorothy Earl 3<sup>rd</sup> year
- John Thomas (Chair) 4<sup>th</sup> year
- Russ Williams 5<sup>th</sup> year

During the December meeting of 2025, Legacy Committee members thanked Russ Williams for his devoted service to the committee over the past five years and welcomed new member, Amy Reitz to a 5-year term starting in January 2026.

**Fund Performance:**

2025 was a year of continuing healthy gains in the financial markets. The Legacy Fund began on January 1<sup>st</sup>, with a balance of **\$618,573.68** (including cash held at COR-UCC); and ended the year with a balance of **\$617,627.31** (including cash held at COR-UCC); with a net loss of **\$946.37**). Specifics regarding fund activity during 2025 are as follows:

**Fund Activity during 2025**

Beginning balance ( <i>as of 1/1/25</i> )	<b>\$618,573.68</b>
Cash donations	\$600.00
Cash distributions	(\$60,715.70)
Income and dividends	\$31,818.39
Fund management fees	(\$6,009.49)
Market returns	<b>\$33,360.43</b>
<b>Ending balance</b>	<b>\$617,627.31</b>

As of December 31, 2025, the fund performance record was as follows:

<u>Performance (<i>as of 12/31/25</i>)</u>	<u>Percent Return:</u>
One year return	9.83%
Three years (average annual return)	14.13%
Five years (average annual return)	6.76%
Average return from inception (as of 1/1/2009)	10.20%

**Committee Activities During 2025:**

During 2025, the Legacy Committee held four meetings, one during each quarter of the year. These meetings were held on the following dates:

- Tuesday, March 11, 2025
- Thursday, June 12, 2025
- Thursday, September 11, 2025
- Thursday, December 11, 2025

**Gift to the Legacy Fund:**

During 2025, gifts amounting to a total of **\$600** were given to the Legacy Fund.

- A gift in the amount of **\$100** was given in April with no specific spending restrictions.
- A gift of **\$500** was given for purchase of a Community Meal freezer.

**Disbursements during 2025:**

A total of **\$60,715.70** was disbursed (including funds transferred to COR-UCC for salary support, and funds distributed to community mission partners. What follows is a summary of all

disbursements during 2025. (Note: Details of the committee's activities may be found in the meeting minutes, which are available upon request from the committee chair or from the church office.)

**1) Legacy Funds Transferred to COR-UCC for Salary Support:**

The following funds were gifted to COR-UCC for the purpose of salary support during 2025.

<b>Position</b>	<b>% of Salary</b>	<b>Amount</b>
Faith Formation Minister	75%	\$15,835.50
Parish Nurse	100%	\$16,647.00
Director of Music	10%	\$1,093.20
Organist/Bell Choir Director	10%	\$1,640.00
<b>Total transferred:</b>		<b>\$35,215.70</b>

**2) Legacy Fund Gift for Purchase of a new Community Meal Freezer**

\$500 was gifted for purchase of a new freezer to be used to store ingredients and prepared food for the monthly Community Meal.

**3) Legacy Fund Gifts to Mission Partners During 2025**

A total of \$25,000 of Legacy Funds were disbursed to the following mission partners during 2025:

<b>Mission Outreach Organization</b>	<b>1<sup>st</sup> quarter</b>	<b>2<sup>nd</sup> quarter</b>	<b>3<sup>rd</sup> quarter</b>	<b>4<sup>th</sup> quarter</b>	<b>YTD Totals</b>
Habitat for Humanity	\$1,000		\$1,000		\$2,000
Greater Cleveland Food Bank	\$1,000				\$1,000
Good Knights of Lorain County	\$1,000				\$1,000
National Alliance for the Mentally Ill	\$1,000				\$1,000
Empower Sports	\$1,000		\$1,500		\$2,500
Americans Making Immigrants Safe <sup>1</sup>		\$500			\$500
Volunteers of America <sup>2</sup>		\$1,000			\$1,000
Glenbeigh Hospital and Outpatient Center <sup>3</sup>		\$500			\$500
Lakewood Community Center		\$1,000			\$1,000
Providence House		\$500	\$1,000		\$1,500
YMCA Camp Fitch <sup>4</sup>		\$500			\$500
Salvation Army Camp NEOSA <sup>4</sup>		\$500			\$500
World Central Kitchen <sup>5</sup>		\$500	\$1,000		\$1,500
Honey From the Rock		\$1,000			\$1,000
Hunger Network <sup>6</sup>			\$1,000		\$1,000
Laura's House			\$1,000		\$1,000
Westlake Food Pantry <sup>5</sup>			\$1,000		\$1,000
Lutheran Metropolitan Ministries <sup>7</sup>			\$2,000		\$2,000
Stella Maris <sup>5</sup>			\$1,500		\$1,500
Kids' Book Bank				\$500	\$500

The Centers for Families and Children <sup>8</sup>				\$500	\$500
Toys for Tots				\$1,000	\$1,000
Coats for Kids				\$1,000	\$1,000
<b>Total</b>	<b>\$5,000</b>	<b>\$6,000</b>	<b>\$11,000</b>	<b>\$3,000</b>	<b>\$25,000</b>

<sup>1</sup>Limited to Housing/Clothing

<sup>2</sup>Restricted to Supporting Cuyahoga County Veterans

<sup>3</sup>Restricted to Rocky River Location

<sup>4</sup>Limited to Camper Sponsorship

<sup>5</sup>For greatest need

<sup>6</sup>Hunger Walk

<sup>7</sup>Limited to homeless shelters

<sup>8</sup>Restricted to mental health services

### **More about the Legacy Fund**

The Legacy Fund was originally created in 2006 to be used exclusively for mission outreach, Christian education, and promotion of member well-being, as noted in its bylaws. During its quarterly meetings, members of the committee seek out mission partners who fill needs for those in our community in a broad range of categories, including food insecurity, shelter, mental health, disabilities, family need, and addiction treatment and rehabilitation, among others. *(See Attachment #1: Pie Chart illustrating Legacy Fund Distributions 2025)*

Total annual distribution of Legacy Funds is limited to 7% of the fund balance at the end of the previous year, in addition to dividends and interest earned during the current year. Consequently, the total amount available each year is dependent on fund performance as well as spending during the previous year (both of which affect the fund balance over time).

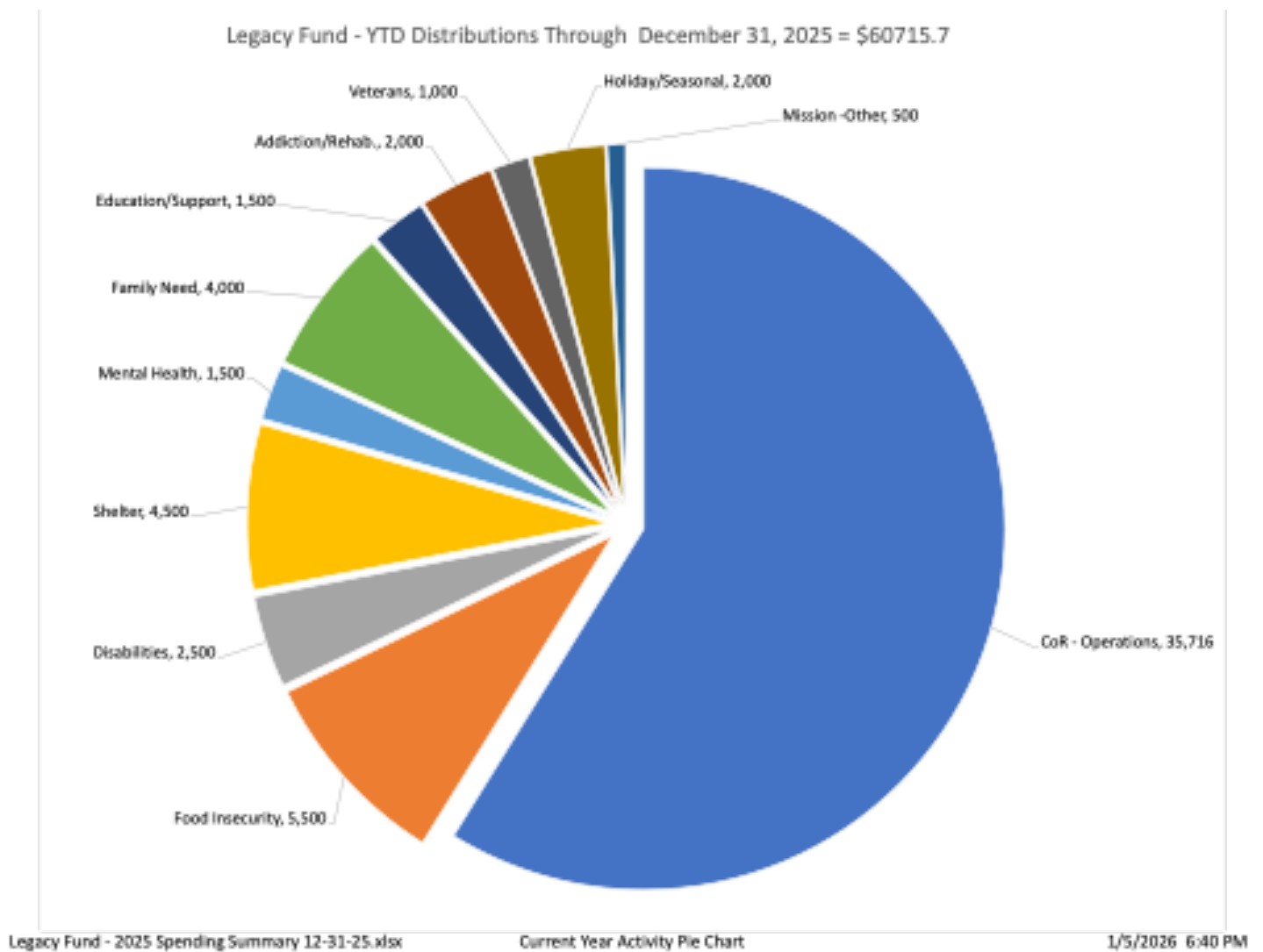
The Legacy Team works diligently to maximize the positive impact of fund gifts on members of our Church family as well as those in need beyond our walls. This process involves considering how best to allocate available funds among the many worthy recipients who would benefit from a Legacy Fund gift. Given that a fixed amount is allocated to support staff salaries at Church of the Redeemer, the amount remaining to support mission partners is limited, especially in years of weak financial market performance. For these reasons, our members take responsibility as stewards of this precious fund very seriously. This involves deciding how to allocate available dollars in a way that does the greatest good and yet, honors the original intent of the Legacy Fund founders.

### **Conclusion**

As in past years, during 2025, the Legacy Committee provided generous support of important programs relating to faith formation, health, education, and wellbeing of the congregants, as well as services provided by 23 mission partners. We will continue to share thank you letters we receive throughout the year, which provide ample and uplifting evidence of the positive impact of Legacy Fund gifts on the congregation as well as in the wider community.

*Respectfully submitted by John Thomas, Legacy Committee Chair*

## Attachment #1: Pie Chart illustrating Legacy Fund Distributions



### 2025 Memorial Fund Report

The Memorial Fund of the Church of the Redeemer funded no projects for the 2025 year.

We, as always, are thankful for the donations that were made to the Memorial Fund this year. We also welcome any requests for further projects for our church.

*Respectfully submitted by Carol Mealy, Debbie Shank and Rudy Duscha*

## 2025 Pastor's Report

*“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in Thanksgiving.” ~ Colossians 2:6-7*

In 2025, Church of the Redeemer UCC has experienced an abundance of change! Rev. Brooke Baker, upon faithful discernment, submitted her resignation as the fourth senior minister of the congregation in June. After a joyous celebration of her ministry here, she moved on to her next call at the beginning of August, and we entered a period of transition. Our Search Committee and Leadership Team worked with the Living Water Association to determine the best course of action, and I expressed my interest in applying for the position as the church moved through the process. With little to no prospects for an interim minister, the process began to move quickly; the Search Committee interviewed me and recommended me to the congregation for a vote. At the end of October, I was called as the next settled senior minister.

It has been almost three months since I have had the privilege of serving you in this capacity, and we've been hard at work together! Immediately, we launched into a Stewardship Campaign to “Dream God’s Dream” for our future. With the faithful generosity of the congregation that campaign proved successful in helping us plan financially for 2026.

Our Advent theme, “Come Home for Christmas,” involved many congregation members in reading liturgy and lighting Advent candles, even involving members who do not get out of their homes to come to worship. For me, the highlight of the season was caroling these members with several people after worship. Our Advent book study, *Christmas in the Four Gospel Homes*, served as a wonderful complement to our theme during the season.

As 2026 unfolds, so does a continued transition for our congregation. This transition year, themed “Rooted in Our Faith,” will be intentionally focused on helping our church move into the next chapter of our life together:

- Rev. Brian Burke, Living Water Association Transitional Consultant, will lead us in transition sessions from his experience as an ordained minister with a background in interim ministry.
- Lent will focus on healing through grief, and we will examine some of the grief we have as individuals and as a church family.
- During the summer, we will host listening sessions on a variety of topics for your opinion.
- In the fall, we will complete a church profile that combines all the transition work into a document that showcases who we are as a congregation.
- By Advent, strategic planning will begin to help us launch into 2027 and beyond.

I am hopeful that as many of our members and friends who can have a voice in this transition process will do so. God is doing so many new things among us, and I am excited to embark on that with you all in 2026!

Your partner in ministry,  
Rev. Kim A. Nagy

## 2025 Faith Formation Report

### Faith Formation with Children

Our Prayground in the sanctuary continues to be an important space for children to play and experience worship. I switch out the materials each season.

I made it a ministry goal this year to get families into our building - one way or another. To do that, I created Wiggle Worms, a toddler play group that launched in November. We have had no visitors yet, but with increased publicity, I hope this will gain some traction soon.

Westlake area churches came together in June to host a community vacation Bible school at Prince of Peace Lutheran Church. It was a fun and faith-filled week and a great outreach to our community.

### Faith Formation with Youth

It has been incredibly difficult to gather our three high school students together, but I have enjoyed meeting with them one-on-one and attending their school functions.

### Faith Formation with Young Adults/College Students

With your help we collected items for college care packages in the spring and fall this year.

In the summer, I gathered with a few of our college students to paint pottery at Crocker Park.

### Faith Formation with Adults

We have done some incredible book studies this year! In February, we hosted an all-church read and discussion of the book, *American Teenager*. During the fall, we read *Inspired* together in Bible study and on Sunday mornings. Finally, *Christmas in the Four Gospel Homes* gave us good discussion during our Advent season.

Lent 2025 proved meaningful in that our midweek gatherings hosted different community groups so we could hear about the work they are doing in the community and how we can best support it. We heard from Colors+, Honey from the Rock, Building Hope in the City, and Family Promise of Greater Cleveland.

### Messy Church

We hosted a Messy Church in April, June, and September this year.

As faith formation will now be rolled into the responsibilities of the senior pastor, many of the above will continue! Please give prayerful consideration into how you might deepen your faith in 2026 by joining in.

Thankful for your partnership in ministry,  
Rev. Kim Nagy

## 2025 Music Department Report

The year 2025 was a challenging year, but the music department remains strong, although smaller in size. The Chancel Choir is now referred to as “small, but mighty!” The choir continues to remain an extremely dedicated and hard-working group on a mission to continue serving God through our music. They presented a Spring Concert titled Broadway Revue, on May 15<sup>th</sup>, which was very well-received by all. On October 19<sup>th</sup> they presented Autumn’s Choral Blessing in Concert, featuring favorite sacred anthems. They planned to present a Christmas Cantata on December 14<sup>th</sup>, but it was cancelled due to weather.

We are happy to have the bell choir back under the direction of Jingyu Xu. They provided beautiful music for the close of our Christmas Eve service. We look forward to more soon!

A very special thank you to Jingyu Xu, our pianist, organist, and bell choir director, for her outstanding skills and musical artistry. She is truly an amazing musician and we are truly blessed! Thank you to all of our soloists who have faithfully filled some of our Sunday services with special music, particularly during the summer months: Julie Barnes, Zach Barnes, Jeff Kirkby, and Cory Svette.

Thank you to McKinley Works and the crew for all their work as our media technicians, and to Jennifer Williams, our Administrative Assistant, for her “behind the scenes” work and support! A special thank you to Pastor Kim Nagy for her loving support of our music ministry. And a very special thank you to our congregation for their consistent support and appreciation. We are truly blessed and thankful to God for the gift of music and His constant presence in our lives and our ministry.

*Respectfully submitted by Carol Peddie, Director of Music*

## 2025 Parish Nurse Report

<b>Telephone Calls/Texts/Emails</b> (Includes Caregiver Team Communications)	<b>1,935+</b> <b>(I do not always count texts)</b>
• <b>Home Visits</b>	<b>282</b>
• <b>Office Visits</b>	<b>172</b>
• <b>Lunch-n-Learns</b>	<b>75+ hours</b>
○ “Vitamin & Mineral Supplements How They Work and How to Use Safely”	
○ “Lunch-n-Learn with Julie Barnes, the Pharmacist”	
• <b>Caregiver Support Group</b>	<b>93+ hours</b>
• <b>Grapevine Articles</b>	<b>12</b>
• <b>Cards Sent</b>	<b>723+</b>
• <b>Parishioner Emergency Contact &amp; Medical History Forms</b>	<b>45+ hours</b>
• <b>Time spent performing Case Management functions such as Blood Pressure Management, talking to family, counseling, research on doctors, medications, labs, wound care and imaging, Assisted Living vs Home with Caregivers. Extensive time spent on</b>	<b>670 – 700 hours</b>

**Diabetic Education, Healthy Foods for Diabetics, Diabetic Complications, and Ways to manage Diabetes.**

**Caregivers Research and information gathering on cost, purpose, process, help available list of companies, etc., Independent Living vs Assisted Living vs Caregivers research and providing Parishioners’ teaching/guidance.**

**Helping Parishioners get access to doctor Portals, review labs, images, discuss results, advise on plan of treatment, set up doctor’s appointments – this will be ongoing)**

- **Example of helping Parishioners: Visiting shut-ins on a regular weekly/bi-monthly, assess head-to-toe, monitor medications, provide them tools to be safe in their homes (I gave several parishioners an Echo Dot and a tablet), getting shut-ins what they need whether food, regular meals, setting up doctor appointments, getting hearing aids, cutting through red tape, etc. Whatever is needed, I try to do!)**
- **Meals for Shut-Ins (includes cooking, coordinating, and delivering) 207 hours**
- **Classes to Maintain Current Certifications and be able to assist parishioners 56+ hours**

<b>2026 SCHEDULE</b>	<b>OBJECTIVE</b>
Increase home and office visits, phone calls, and cards	Stay in close contact with home-bound parishioners, and always offer help, encouragement, medical assistance, and meals. Be there when needed!
Implement Wellness Class, Healthy Eating Class	Would like Wellness and helping parishioners to be focus of 2026
Lunch-n-Learns	Planned: “Importance of Screening”, “Managing Complex Medications”, “Understanding Medicare A & B”, CPR and First Aid
Speakers to talk to parishioners	Hospice, Independent Living vs Assisted Living, Possibly Care Patrol
Increase Caregiver Support Group Meeting times and eventually open to the community.	Ensure that parishioners have a place to talk about caregiving issues and get access to <u>all</u> the resources available to them. Keep them current on available resources.
Would like to host a healthy luncheon with the help of parishioners	Will teach parishioners how to make healthy, easy meals

*Respectfully submitted by Nancey Brock, RN. Parish Nurse and Care Giver Team*

## 2025 Human Resources Team Report

The Human Resources Team began the year with the following objectives:

1. Review and update CoR Human Resources Policies.
2. Establish a Worship Committee to support and guide Pastor Brooke.
3. Review staff members reporting to Pastor Brooke.
4. Review Pastor Brooke.
5. Continue to support Jennifer Serbian (new accountant/bookkeeper.)

After our initial meeting in March, in which we talked about a process for reviewing policies, how to proceed with staff reviews, and to develop a timeline for beginning Worship Committee, our efforts were directed to other, more pressing issues.

While most staff reviews were completed in May 2025 and were positive, we did take a moment to show concern for Nancey Brock's tendency to always "do more." She obviously loves the work she does in tending the flock at Redeemer, but we warned that she must also take care of herself. We also noted that Jingyu Xu had impressed the congregation with her musical talents and willingness to learn the organ and bells.

Janet Kramer continued to do periodic check-ins with Jen Serbian and Alex Tomoff to make sure Jen was moving ahead with training and familiarity with Redeemer's accounting systems. While there have been a few stumbling blocks along the way, Jen continues to reflect a positive attitude and make corrections as needed.

In June, Pastor Brooke announced that she had taken another position as lead Pastor at a church in Akron. She would leave Redeemer at the end of August. During the next three months, Pastor Brooke continued to fulfill her pastoral commitment and advise us on a transition process.

Janet Kramer and Bonnie Hawver conducted a thorough review of Pastor Brooke's performance during her years at Redeemer. They also completed an exit interview in which Pastor Brooke talked about her perceived accomplishments and the less admirable moments where a "do over" would have been desired. In short, she was honest, transparent, and expressed deep caring for Redeemer.

This reality created a shift in Human Relations priorities. Janet Kramer and Bonnie Hawver both played roles in the establishment of a Transition Search Team and in guiding the process of finding a candidate to lead us through a period of change and emotional upheaval. As one might imagine, feelings in the congregation ranged from acceptance and support for Pastor Brooke's opportunity to expand her skills to disappointment and even anger. It was an unsettling period.

As the search process began, Mary Kanzeg took the lead. She and others established an Interim Search Team which included Maria Calderone, Richard Shank and Bonnie Hawver. The group met several times to develop questions for a potential Interim Candidate and address any concerns within the team or among the congregation. There was much evidence

that the congregation wanted a thoughtful but timely decision on a replacement for Pastor Brooke.

Within the next several weeks, it became apparent that nominees for the Interim Pastor position were few if any. More and more members of the congregation came to us about their concern that we were overlooking the perfect candidate in Pastor Kim. Team members quickly realized that God was leading us toward a very enthusiastic candidate who was a part of our family and had known us for three years.

Pastor Kim made it known that she had also felt a strong calling to become Senior Pastor at Redeemer. Her experiences in Faith Formation, filling the pulpit when needed and ability to negotiate through troubled times at other churches made her even more appealing as a candidate. Those of us who had walked a somewhat bumpy road toward discerning who would fill the open Pastor position were comforted by where God had led us. The Reverend Kimberly Nagy was ultimately called to become our next Pastor with unanimous approval from the congregation.

The Human Resources Team will begin 2026 with hope, enthusiasm and a heavy agenda. Janet Kramer and Bonnie Hawver will begin to review Job Descriptions and update Policies governing H. R. In addition, they will continue yearly evaluations of staff with Pastor Kim, look at any potential staffing needs, and keep lines of communication open between Jen Serbian and the church. Pastor Kim believes that many of the Worship Committee tasks are being done voluntarily and there is no need to develop a team at this time.

God has led our church to a good place with many opportunities, but it is up to our congregation, our leadership and our pastor together to write our future.

*Respectfully submitted by Bonnie Hawver, Janet Kramer and The Rev. Kim Nagy*

### **2025 Prayer Group Report**

Thank you to my very special, dedicated Prayer Group callers. I am grateful to have their help. We had 26 calls for people needing our thoughts and prayers this year.

We are always in need of callers. If you are interested in becoming a member of our very special group, please call me at 440-871-9178. Have a blessed year. I have all of you in my prayers.

*Respectfully submitted by Marilyn Hughes*

### **2025 PROPERTY TEAM REPORT**

Another year has passed and we had a number of major items for the property team to deal with along with taking care of all of the routine projects needing care.

- **Neighbor's Complaint** - a large branch in our wooded area was hanging over our neighbor's yard and they requested it be removed before it would fall and cause

damage to their yard. Estimates were obtained, a company selected and the branch was removed without causing any damage.

- **Flat Roof** - we had another problem in the beginning of the year with water coming in. This time it was Pastor Kim's old office and the office hallway. The roofing company identified some holes in the rubber roof and patched them. They did an inspection of all the flat roof areas and made some recommendations. They found the area over the offices and boiler room to be in the worst shape and recommended to replace the entire area with a better roofing material. The area over the gathering room and classrooms are solid; nothing needs to be done at this time. In a small area over the chapel the roofing material was old and needed to be replaced. Recommendations were followed. A new gutter was installed by the windows in the lounge to help eliminate the ponding of water on the roof over the lounge.
- **Parking Lot** - bids were received on redoing the parking lot and driveways. The bids ranged from \$80,000 to \$120,000. No action was taken. A big Thank You to Russ Williams who patched several holes in the parking lot and driveways.
- **Fellowship Hall Roof** - we had some shingles that fell off the fellowship hall roof due to high winds that had to be replaced. The roofing company replaced them. They also found some wood that was soft and in a bad condition around the old chimney area and replaced them
- **Boiler Pumps** - one of the boiler pumps needed to be repaired or replaced and it was recommended that it be done in the summer as we would not need any heat at this time. The pump was replaced.
- **Sanctuary Roof** - it was identified that some of the new plywood boards on our sanctuary roof were warped. Before we could get them fixed, we took some time to monitor to see if we still had any more moisture problems in the sanctuary. With our new HVAC system, the moisture problem we had is contained. With none found Feazel roofing came and replaced the plywood boards and shingles that were affected.
- **Outside animals and pests** - we dealt with some uninvited guests for several weeks that invaded our sanctuary and our steeple. Ants everywhere. An exterminator was called in to treat all around the sanctuary and did eliminate them.
- **Survey** - bids were obtained to see what the cost would be to survey our property boundary area. They ranged from \$2800 to \$3500. We also had a discussion on whether we should do a topographic survey. No further action taken at this time.
- **New Additions**
  - **Motion lights** were added by Russ Williams. He installed motion detector lights at the main entrance for better safety for people entering or leaving the building at night.
  - **Doorbell** – we are looking into getting a new doorbell as the current one is old and doesn't work a lot of the time and no new parts are available.
  - **Dehumidifier** - A dehumidifier was placed in the Fellowship hall to help with eliminating some moisture.

### **General Maintenance**

The property team does a wonderful job staying on top of routine items needing attention, such as changing burned out light bulbs, trying to get the automatic door opener repaired, furnace and AC filters are changed, light timers are changed and thermostats get programmed for the

appropriate temperature and time. A reminder: please, if you have a need to change the temperature in a room only use the up and down arrows, do not use the Hold on the thermostats.

A section of paneling in the lounge came loose and was repaired. We had to have Lake Erie Electric out several times to repair the pole lights in our driveways. We also had the plumbing company come to repair the toilet fixture in the lady's restroom but had to replace the entire fixture as no more parts were available for it.

### **Workdays**

We had 2 very successful workdays: once in spring and once in the fall. I had quite a long list of things to get done and no matter how many folks were here to do the work all items inside the church got done. We spent one workday doing all things glass and it sure was bright in the church after that day. Outside landscape areas got weeded, bushes got trimmed, and new plants were planted. Thanks to all who gave of their time and talent to get the jobs done. Big thanks to the property team: Janet, Jeff, Jim, Mary and Russ.

*Respectfully submitted by Mary Kanzeg*





**CHURCH OF THE REDEEMER**  
United Church of Christ



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