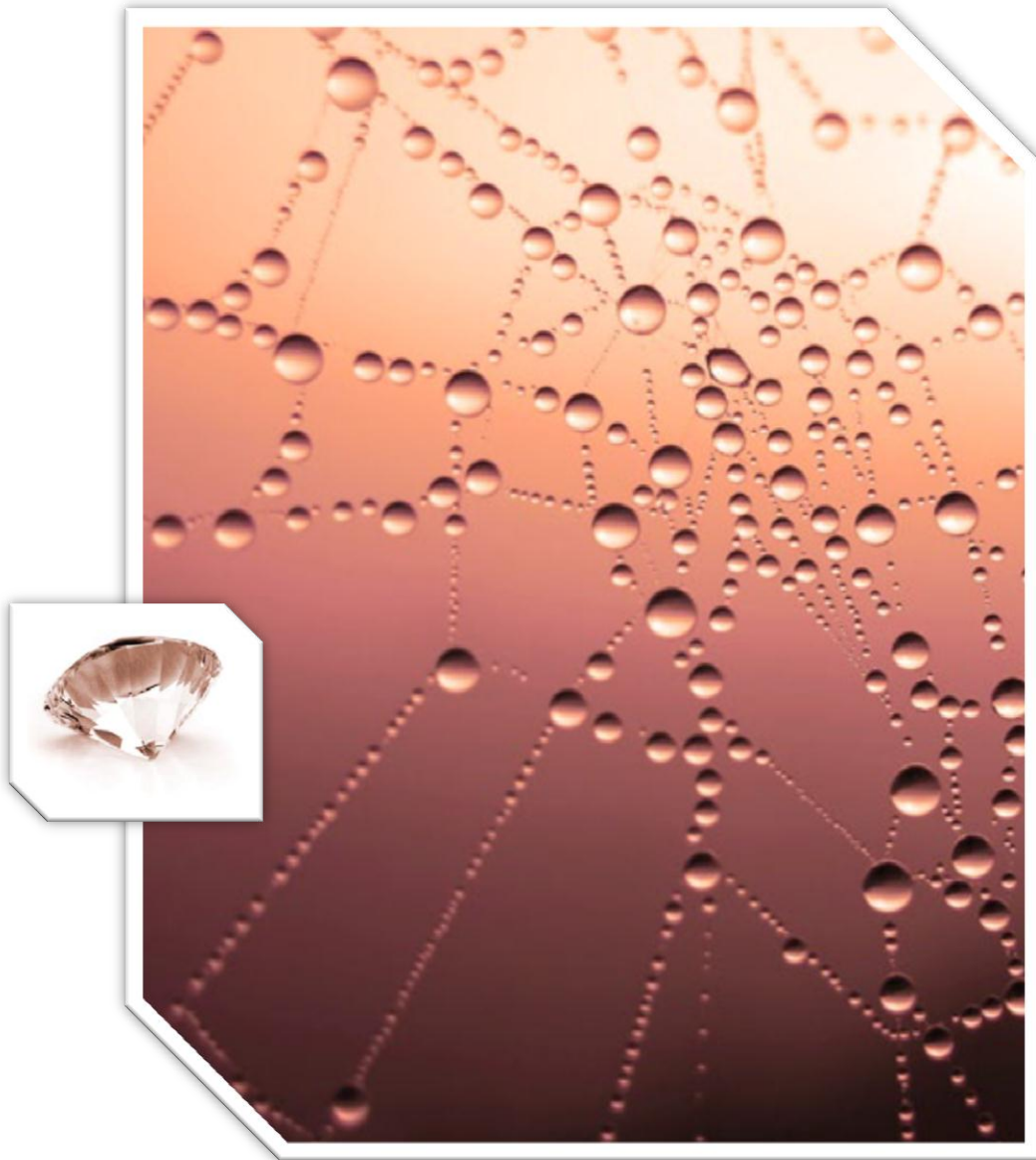


# FY2012 ANNUAL REPORT



## UNITARIAN UNIVERSALIST CHURCH OF KENT



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INFORMATION AND DISCUSSION: MAY 31, 2012  
VOTING: JUNE 3, 2012

7:00 PM  
10:30 AM



Cover Art: Derived from FY2012 Stewardship Campaign theme Indra's Net; originally designed by Saul Flanner and Kathy Walker.

Unitarian Universalist Church of Kent  
**Annual Report**

Information and Discussion Meeting: May 31, 2012, 7:00 PM  
Voting Meeting: June 3, 2011, 10:30 AM

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Proposed By-Law Changes

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Minister: The Rev. Melissa Carvill-Ziemer  
Director of Religious Education: Karen Lapidus  
Director of Music: Hal Walker  
Congregational Administrator: MaryBeth Hannan  
Affiliated Community Minister: The Rev. Renee Ruchotzke  
Commissioned Lay Leader: Christie Anderson

**Reports from the Board**

Moderator: Christopher Gargoline  
Secretary of the Board: Kim Marfy  
Church Treasurer: Kay Eckman  
Trustee for Fellowship: Julie Lineburgh  
Trustee for Outreach to the Wider World: Mac Goekler  
Trustee for Programming: Cheryl Spoehr

**Reports from Committees**

Committee on Ministry  
Exhibits Portion of the Aesthetics Committee  
Feasibility Team  
Finance Committee  
Fundraising Committee  
Library Committee  
Membership Team  
Music Committee  
Policy Governance  
Religious Education Committee  
Safety Committee  
Social Justice Committee  
Sunday Program Committee



## Information and Discussion: May 31, 2012

### Voting Meeting: June 3, 2012

#### Annual Meeting Agenda

- Welcome – Christopher Gargoline
- Informational Update on Expansion (Information & Discussion Meeting)
- Approval of June 5, 2011 Annual Meeting Minutes
- Election of New Officers
- Program Budget Approval of Fiscal Year 2013
- Consent Item: Proposed By-Law Changes
- Thank you to Trustees
- Closing – Kathie Slater

#### The Leadership Development Committee presents the following Election Slate for Fiscal Year 2013

##### Board of Trustees

<u>Position</u>	<u>Name</u>	<u>Term</u>
Moderator:	Kathie Slater	1 year
Assistant Moderator:	Elaine Bowen	1 year
Church Treasurer:	Sandy Eaglen	2 years
Trustee for Building & Grounds:		2 years
Trustee for Outreach to the Wider World		2 years

##### Financial Secretary

<u>Name</u>	<u>Term</u>
Kathy Wilen	2 years

##### Endowment Committee

<u>Name</u>	<u>Term</u>
Paulette Thurman	3 years

#### The following individuals will be continuing in their elected terms

<u>Position</u>	<u>Name</u>	<u>Term</u>
Board Secretary:	Kim Marfy	through June 2013
Trustee for Fellowship:	Julie Lineburgh	through June 2013
Trustee for Programming:	Cheryl Spoehr	through June 2013
Financial Secretary:	Ann VerWiebe	through June 2013
Endowment Committee	Cheryl Casper	through June 2013
Endowment Committee	Kristofer Sperry	through June 2014

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#### 2012-2014 Leadership Development Committee

Christopher Gargoline (chair)	Lauren Straubaar
Denise Snyder-Markovich	Leah Gillig
Rhonda Richardson	

**ANNUAL MEETING MINUTES OF THE UNITARIAN UNIVERSALIST CHURCH OF KENT**  
**June 5, 2011**

The quorum was met so the meeting was called to order.

1. Last year's minutes:

Randy Leeson made a motion to accept the minutes of last year's congregational meeting and Lori McGee seconded it. It passed unanimously.

2. Leadership Development Committee:

Lori McGee explained a misprint in the Yearly Report, so it needs to be amended to state that Kristopher Sperry will be chair of this committee. Also, the 2 year term for Kristofer Sperry for the Endowment Committee – should be 3 years. Larry Cole moved that this amendment be made and Randy Leeson seconded it. This passed unanimously.

The nominees for the 2011-2012 Board of Directors are: Kathie Slater as Assistant Moderator, Kim Marfy as Board Secretary, Cheryl Spoehr as Trustee for Programming, Julie Lineburgh as Trustee for Fellowship and Colleen Norris as Trustee for Building & Grounds. Mac Goekler has agreed to serve 1 more year – to bring the board in bylaw compliance on position rotation.

Elaine Bowen made a motion to elect the slate as given and Randy Leeson seconded it. This passed unanimously.

3. Unitarian Universalist Assoc. (UUA) and Ohio Meadville District (OMD) dues:

Renee Ruchotzke, Affiliate Minister, made a motion to amend the budget to show full payment of the dues. Bob Erdman suggested that this proposal be amended to reflect only those special pledges received by June 30, 2011. Renee agreed to this change. Lori McGee seconded the motion and it passed unanimously.

4. Budget:

Kay Eckman presented the budget for FY 2011-2012. Elaine Bowen made a motion to accept the budget as presented and Christopher Gargoline seconded it. It passed unanimously.

5. Policy Based Governance:

Lori made a motion to continue the process of adopting the policy based governance which the Board has been working on the past three years. Kay Eckman seconded the motion and it passed unanimously.

6. Outgoing Board and incoming Board:

Christopher Gargoline asked the present Board to come forward. He presented Kristofer Sperry with a gift from the Board in thanks for all he has done for the church this past year as Moderator. He also thanked the Board for their hard work and dedication.

He introduced the members of the incoming Board and had them stand with the rest of us and then presented his goals for the coming year.

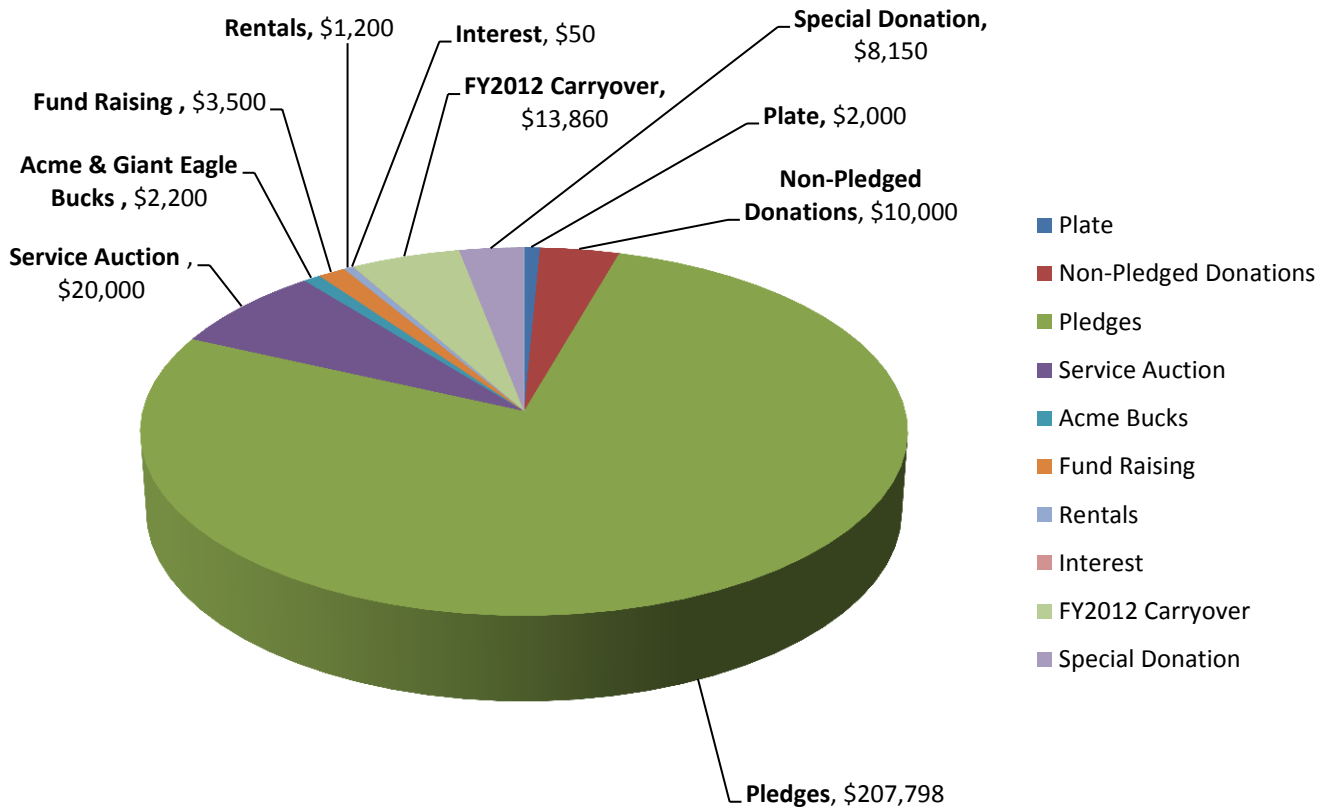
7. The meeting was adjourned in time for the second service to begin.

Respectfully submitted by Kathy Wilen, Secretary of the Board

# Fiscal Year FY2013 Program Budget Proposal

## Revenues

<b>Plate</b>	\$	2,000.00
<b>Non-Pledged Donations</b>	\$	10,000.00
<b>Pledges</b>	\$	207,798.00
<b>Service Auction</b>	\$	20,000.00
<b>Acme Bucks</b>	\$	2,200.00
<b>Fund Raising</b>	\$	3,500.00
<b>Rentals</b>	\$	1,200.00
<b>Interest</b>	\$	50.00
<b>FY2012 Carryover</b>	\$	13,860.00
<b>Special Donation</b>	\$	8,150.00
<b>Total</b>	<b>\$</b>	<b>268,758.00</b>

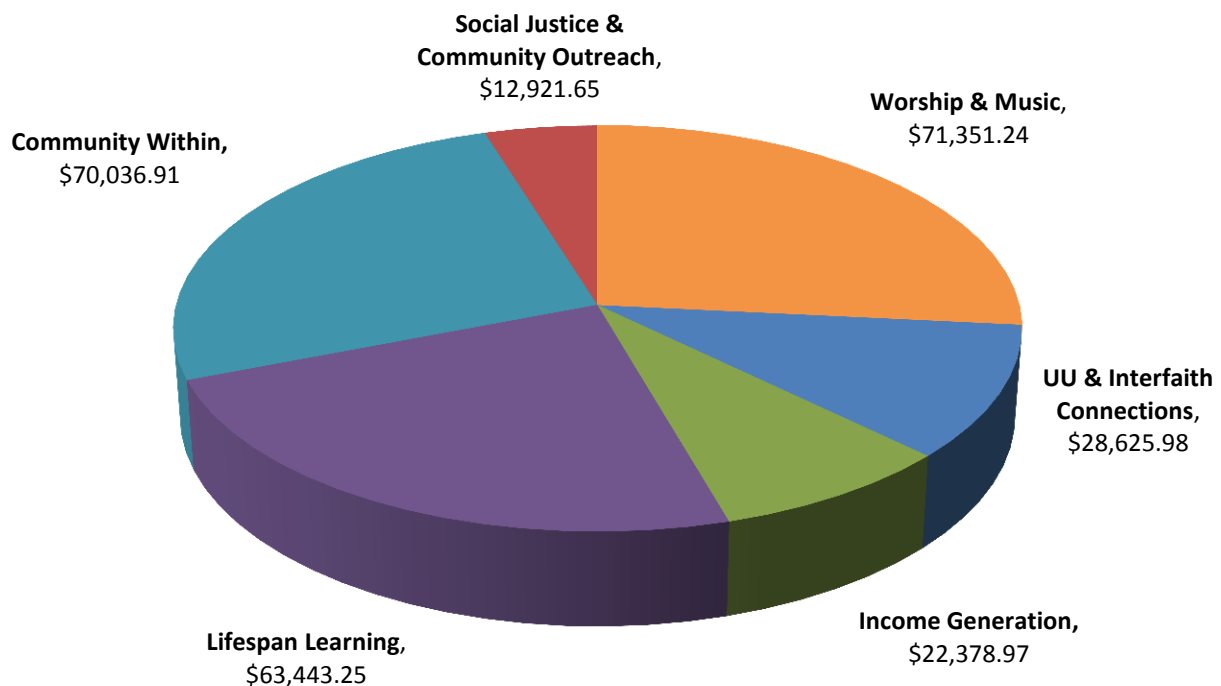


A line-item budget is available in the Church Office for any member that would like a copy.

# Fiscal Year FY2013 Program Budget Proposal Continued

## Program Ministry Expenses

<b>Worship &amp; Music</b>	\$71,351.24
<b>UU &amp; Interfaith Connections</b>	\$28,625.98
<b>Income Generation</b>	\$22,378.97
<b>Lifespan Learning</b>	\$63,443.25
<b>Community Within</b>	\$70,036.91
<b>Social Justice &amp; Community Outreach</b>	\$12,921.65
<b>Total</b>	<b>\$268,758.00</b>



*A line-item budget is available in the Church Office for any member that would like a copy.*

**Policy Governance Task Force of the Unitarian Universalist Church of Kent**

Suggested by-law amendments

April, 6, 2012

Between current Article IV. Meetings of the Membership and current Article V. Board of Trustees add new Article V. Governance and Ministry

**Article V. Governance and Ministry**

*The congregation of the Church elects a Board of Trustees to function as its governing body and a minister to serve as its spiritual, programmatic and administrative leader. The intended style of leadership will be consultative, collegial and inclusive. All Church leaders are expected to practice transparent decision making, healthy conflict management, and mutual support in their respective roles. [insert italics]*

**Article VI. Duties of Officers and Trustees**

Section 1. Moderator

The Moderator shall *serve as Chief Governance Officer of the congregation and shall* [insert italics] bears [delete underscore] overall responsibility with the Board *for leading the governance of the church* [insert italics]. for the general welfare of the Church and assists it toward its goals by overseeing the implementation of its plans and policies. [delete underscore] *The Board of Trustees believes governance is a collective, democratic process that produces lasting policies designed to achieve the mission and well-being of the congregation. As much as possible, the board shall delegate management decision making and devote its attention to discernment, strategy and oversight.* [insert italics]

The statement as currently written reads:

The Moderator bears overall responsibility with the Board for the general welfare of the Church and assists it toward its goals by overseeing the implementation of its plans and policies.

The revised statement, if adopted, would read:

The Moderator shall serve as Chief Governance Officer of the congregation and shall bear overall responsibility with the Board for leading the governance of the church. The Board of Trustees believes governance is a collective, democratic process that produces lasting policies designed to achieve the mission and well-being of the congregation. As much as possible, the board shall delegate management decision making and devote its attention to discernment, strategy and oversight.

**Article X. Minister**

Section 1. Roles of Minister.

The Minister shall *serve as the Chief Executive Officer, leading and directing the spiritual, programmatic and administrative work of the Church in concert with the Ministry Executive Team. The Ministry Executive Team shall be led by the Minister and shall include the Congregational Administrator and the Treasurer of the Board of Trustees. The Ministry*



*Executive Team is hereby delegated authority and responsibility to make all operational decisions, adopt administrative policies, and allocate congregational resources except as*

*specifically limited by board policy. The Minister shall also serve as head of staff and be responsible for maintaining a productive and effective staff team, for ensuring that its efforts are directed toward fulfilling the congregation's mission and vision of ministry, and for staff compliance with all board policies. [insert italics] be in charge of the religious and spiritual aspects of the Church, including regular and special worship services, ceremonies, celebrations, rites of passage and pastoral care. The Minister shall act as an advisor in Church matters, [delete underscore] The minister shall [insert italics] be a non-voting [insert italics] ex-officio member of the Board, and serve as an ex-officio non-voting member of all Councils and Standing Committees except the Leadership Development Committee, [delete underscore] the Interim Minister Search Committee, and the Ministerial Search Committee. The Minister shall supervise other staff, and perform such duties as usually pertain to the position. [delete underscore] The Minister shall be in fellowship with, or in process of obtaining fellowship with, the Unitarian Universalist Association. The Minister shall have freedom of the pulpit.*

The by-law as currently written reads:

The Minister shall be in charge of the religious and spiritual aspects of the Church, including regular and special worship services, ceremonies, celebrations, rites of passage and pastoral care. The Minister shall act as an advisor in Church matters, be an ex-officio member of the Board, and serve as an ex-officio non-voting member of all Councils and Standing Committees except the Leadership Development Committee, the Interim Minister Search Committee, and the Ministerial Search Committee. The Minister shall supervise other staff, and perform such duties as usually pertain to the position. The Minister shall be in fellowship with, or in process of obtaining fellowship with, the Unitarian Universalist Association. The Minister shall have freedom of the pulpit.

The revised by-law, if adopted, would read:

The Minister shall serve as the Chief Executive Officer, leading and directing the spiritual, programmatic and administrative work of the Church in concert with the Ministry Executive Team. The Ministry Executive Team shall be led by the Minister and shall include the Congregational Administrator and the Treasurer of the Board of Trustees. The Ministry Executive Team is hereby delegated authority and responsibility to make all operational decisions, adopt administrative policies, and allocate congregational resources except as specifically limited by board policy. The Minister shall also serve as head of staff and be responsible for maintaining a productive and effective staff team, for ensuring that its efforts are directed toward fulfilling the congregation's mission and vision of ministry, and for staff compliance with all board policies. The minister shall be a non-voting, ex-officio member of the Board, and serve as an ex-officio, non-voting member of all Councils and Standing Committees except the Interim Minister Search Committee, and the Ministerial Search Committee. The Minister shall be in fellowship with, or in process of obtaining fellowship with, the Unitarian Universalist Association. The Minister shall have freedom of the pulpit.

**Bylaw revision related to Minister's assessment**

The committee on Ministry recommends the following change in the By-Laws:

P.7

Article VI Duties of the Officers and Trustees

Section 1. Moderator

9. Participate in the (annual) delete **regular** add review of the minister.

The by-law currently reads:

9. Participate in the annual review of the Minister.

If adopted, the revised by-law will read:

9. Participate in the regular review of the Minister.

P.16

Article VIII Committees that report Directly to the Board

Section 2. Committee on Ministry

Beginning in line 10:

The chair of the committee serves on the panel that conducts an assessment of the Minister's engagement with the congregation as part of an (annual) delete **regular** add review and renewal of the leadership and ministry of the congregation.

The by-law currently reads:

Section 2. Committee on Ministry

The Committee on Ministry monitors and nurtures the health of the shared ministry of the congregation. The committee evaluates the total ministry of the church to assess how it is living out the congregation's mission. The committee functions as a vision or oversight group and cultivates open and appropriate communications with members of the congregation, the Minister, staff and the board. The committee appoints liaisons to the Programming Council and the Fellowship Council. The committee consists of four members serving staggered terms not to exceed three years. The committee selects its own chair. Annually, the Board will appoint members from a slate prepared by the Minister and Moderator. The Minister serves as an ex-officio member of the committee. The chair of the committee serves on the panel that conducts an assessment of the Minister's engagement with the congregation as part of an annual review and renewal of the leadership and ministry of the congregation. Upon calling a new settled Minister, the board shall appoint as the next member someone who served on the Ministerial Search Committee that selected that ministerial candidate.

If adopted, the revised by-law will read:

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The Committee on Ministry monitors and nurtures the health of the shared ministry of the congregation. The committee evaluates the total ministry of the

church to assess how it is living out the congregation's mission. The committee functions as a vision or oversight group and cultivates open and appropriate communications with members of the congregation, the Minister, staff and the board. The committee appoints liaisons to the Programming Council and the Fellowship Council. The committee consists of four members serving staggered terms not to exceed three years. The committee selects its own chair. Annually, the Board will appoint members from a slate prepared by the Minister and Moderator. The Minister serves as an ex-officio member of the committee. The chair of the committee serves on the panel that conducts an assessment of the Minister's engagement with the congregation as part of a regular review and renewal of the leadership and ministry of the congregation. Upon calling a new settled Minister, the board shall appoint as the next member someone who served on the Ministerial Search Committee that selected that ministerial candidate.

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#### Article X Minister

##### Section 3. (Annual) Review of Minister

The Moderator, the Immediate Past Moderator and Chair of the Committee on Ministry will meet with the minister (annually) ~~delete~~ **biannually** add to review the minister's performance, set goals and discuss professional development needs. The Committee and the Minister will discuss any needed changes to the letter of the agreement. The Moderator will report to the Board that this has occurred and provide a copy of any written review for enclosure in the minister's personnel file in the church office with a copy given to the minister.

add (In the case of a newly called settled minister the designated committee will conduct an annual review for the first five years of the minister's tenure. Following successful completion of those assessments biannual review will take place.)

The by-law currently reads:

##### Section 3. Annual Review of Minister

The Moderator, the Immediate Past Moderator and Chair of the Committee on Ministry will meet with the Minister annually to review the minister's performance, set goals and discuss professional development needs. The Committee and the Minister will discuss any needed changes to the letter of agreement. The Moderator will report to the Board that this has occurred and provide a copy of any written review for enclosure in the minister's personnel file in the church office with a copy given to the minister.

If adopted, the by-law will read:

##### Section 3. Annual Review of Minister

The Moderator, the Immediate Past Moderator and Chair of the Committee on Ministry will meet with the Minister biannually to review the minister's performance, set goals and discuss professional development needs. The Committee and the Minister will discuss any needed changes to the letter of agreement. The Moderator will report to the Board that this has occurred and provide a copy of any written review for enclosure in the minister's personnel file in the church office with a copy given to the minister.

## **Reports from the Staff: The Rev. Melissa Carvill-Ziemer**

Last year as I wrote my annual report, the work of our congregation's Expansion Committee was coming to an end as the work of the Capital Campaign Committee was preparing to begin. The Expansion Committee submitted its final report at our last annual meeting with a recommendation that we explore on site expansion. We decided that we needed another group of people to pick up where the Expansion Committee left off and that their charge would be to rigorously explore the feasibility of on-site expansion.

The Feasibility Team was formed last summer and includes Christopher Gargoline, Kathie Slater, Kay Eckman, Mac Goekler, Cheryl Spoehr, Randy Leeson and me. We decided that we needed professional architectural assistance to assess the feasibility of on-site expansion. After issuing invitations to eight architectural firms, we received and evaluated three bids from which we ultimately selected the Kent based Fuller Design Group. The first step in the process included both a structural assessment as well as an asbestos survey. After receiving positive news from those two assessments, we asked the Fuller Design Group to give us initial sketches and an estimate for the sanctuary reorientation project. We were very pleased when that estimate came in within a realistic range for our congregation's financial means. We then asked the Fuller Design Group to prepare sketches and estimates for the cost of constructing a new fellowship hall. The location of the fellowship hall we envisioned depended on acquiring adjacent property. Once we evaluated the first set of sketches and estimates and realized that project too was potentially within our means, we began the process of approaching our neighbors about purchasing property.

One of our neighbors has agreed to sell us a portion of their lot, but the other property we hoped to acquire is not available at this time. Thus we have returned to Fuller Design Group with a request for a second set of sketches for a new fellowship hall, utilizing a different design based upon the results of our efforts at property acquisition. We are currently awaiting the second set of sketches and accompanying financial estimates. We already have a good sense of the cost of renovating our existing fellowship hall for religious education classroom space. Thus, the information about the revised fellowship hall plan is the last piece of the puzzle we are awaiting before we approach the congregation with a comprehensive plan for on-site expansion.

While all of this has been happening, the Capital Campaign Committee has been busy laying the foundations for our campaign and inviting donations to help seed our efforts. The Capital Campaign Committee currently includes Amy Edmonds, Randy Leeson, David Smeltzer and me. We have plans to double the size of the committee over this summer as we enter the next phase of our work. Our work this past year included speaking with selected members of the congregation in a position to help seed our capital campaign fund. We knew that we would need funds readily available in order to acquire property and pay our architect, real estate attorney and other professionals. The response to that request was very positive and we are extremely grateful to our early campaign donors who together have committed approximately \$100,000. These funds are being carefully administered in a separate capital campaign account and are not available for use for general operating expenses.

In the winter and spring, the committee turned its attention to the process of hiring a capital campaign consultant. We educated ourselves about the services we could expect from a consultant and the campaign process as well as made inquiries of other Unitarian

Universalist congregations about consultants we might consider. We interviewed consultants from three different organizations and then ultimately recommended to the Board of Trustees that we hire the consulting services of the Unitarian Universalist Association (UUA). We were very impressed with the mission of the UUA financial consulting services and feel confident that their experience assisting Unitarian Universalist congregations in meeting their capital campaign goals will be invaluable to us. Our consultant, William Clontz, will be with us for an initial Assessment Weekend June 8-10. You can read more about the purpose and anticipated outcome of this visit in the June edition of the Chalice Flame newsletter.

Meanwhile, the life and work of our congregation goes on! Other building improvements we are celebrating this year include the new shed (with its new, level foundation), our new tables and chairs and our plans for new front doors for the church. With any luck, the new doors will be in place before summer officially begins. Less physical but equally valuable is our redesigned website. The website is the place that new folks to our congregation see even before they see the front doors. It is imperative that we have a strong, fresh and engaging web presence and we are incredibly grateful to Jennifer May and Dan Flippo for making it so.

In addition to our complete website overhaul, we also completely revamped our approach to our annual stewardship campaign this year. The Finance Committee, chaired by Gene Wenninger, led the charge to make the transition from a line item based budget to a mission based program budget. We researched the implications and process of making such a change and spent the fall laying the infrastructure, which included a time study by each member of the staff. The staff then worked with the wonderful campaign co-chairs Sandy Eaglen and Marion Yeagler to organize the information we needed to communicate in our new form. The ever so talented couple Saul Flanner and Kathy Walker once again graciously agreed to do the layout and design of our campaign materials. These were shared first with a 25 person team of visiting stewards and then sent to every member and active friend of the congregation. The outcome of this new approach has been fantastic. We have had the best stewardship campaign we have had in years and, as a result, we are finally going to achieve our goal of paying our full fair share of Annual Program Fund dues to both the Unitarian Universalist Association and the Ohio Meadville District in this next fiscal year.

Our staff has been a big part of achieving our successes of the past year. MaryBeth Hannan, Karen Lapidus and Hal Walker are all talented, dedicated and experienced professionals and we are very lucky to have them working with us. Additionally, after serving as our contract nursery worker for several years, we have made Michelle Bores a part of our staff. After so many years of dedicated service, we felt this was in the interest of right relationship. We were sorry that our sexton Cindy Vair's tenure with us was so brief. However, we are grateful to Michelle Bores for filling in as our volunteer sexton while we searched for and hired our new sexton, Deb Biggins. Deb is an excellent addition to our staff team and it is my sincere hope that we won't be looking to hire anyone else for a good long time.

Of course, none of our ministries would be possible without the time, energy and dedication of so many incredible lay leaders. For the past three years a wonderful team of lay leaders have participated in the Congregational Growth and Vitality Consultancy Project for mid-sized congregations. This program has involved participating in two overnight retreats per year with ongoing work and monitoring phone calls between retreats. Our team has changed shape a bit since we began with the addition of Kathie Slater and Ann VerWiebe. Christie Anderson has remained as a member of the project along with Marion Yeagler, who has faithfully served

as our coordinator. Several leaders from our congregation have also participated in the six session Healthy Congregation series offered in our cluster by the Ohio Meadville District.

Taking advantage of opportunities like these is one of the ways we learn about next steps we can take in strengthening our congregation's health, growth and vitality.

This year we implemented Food for Thought groups as an extension of our small group ministry program. (Lori McGee came up with the idea at one of our Growth and Vitality retreats!) Over the last six years many members and friends of our congregation have gotten to experience the joys of small group ministry by participating in our Chalice Group program. Chalice Groups are a wonderful way of having meaningful conversations about subjects that matter with other folks in the congregation. However, we have come to realize that the highly structured format of our Chalice Group program does not appeal to everyone. We piloted the Food for Thought groups as an alternative to Chalice Groups for those who prefer a looser structure and would enjoy having conversation over meals. We had three Food for Thought groups this year and the feedback from participants has been very positive. We look forward to offering both Chalice Groups and Food for Thought groups again next year. If you are hoping to expand your relationships with others in the congregation, I strongly encourage you to participate. I think these groups are among the best ways of developing meaningful relationships with others in the congregation.

Transitions are always a part of congregational life. This year we experienced a transition in the leadership of our Helping Hands Network. After two years of service, we thanked Mary Ann Kasper and Stephanie Summers for their co-coordination of our Helping Hands Network. We are so pleased that Swanny Voneida and Colleen Thoele have agreed to become the new co-coordinators of this important part of our caring ministry.

As your minister I am honored to lead many of the rituals that mark the personal transitions of your lives. This year I joyfully officiated the unions of Rosie Herman and John Skocdopole and Meg Milko and Deb Biggins as well as the dedication and blessing ceremonies of Ava Zavodny, Ben Hovancsek, Miles Hager, Kailani Song Li Walker and Paxton Rex Beale. As a community we grieved the loss and celebrated the lives of three among us – Gordon Forrest Vars, Robert Wood and Beth Sholtis. Each of them will be greatly missed. I also officiated the memorial service for Carol Gould's beloved husband Edwin Gould. He too will be greatly missed.

Our ministries reach in and out. In addition to our work among us, I have had the pleasure this past year of continuing to serve on behalf of our congregation in the larger community. I have continued on as a member of the Kent Social Services Advisory Board and Karen Lapidus and I have shared responsibilities for our membership in the Kent State University Campus Ministers Organization. I have continued my participation with the interfaith William Williams Workshop (formerly the Sacred Conversation on Race) and once again participated in the CROP Walk. Through Ted and Swanny Voneida I have been connected with FaCT (Faith Communities Together – formerly Faith Communities Anti-Fracking) and have supported the work of Concerned Citizens Ohio: Frack-Free Kent. This past fall Kat Holtz and I participated in a special Kent Community Dinner highlighting the area GLBT community and we are already scheduled to participate in another such dinner in October 2013!

In addition to my work within our congregation and community, I remain involved in several forms of denominational service. Last summer I served as the Transformational Multicultural

Sensibility Lens Leader at two Unitarian Universalist Leadership Team Institutes (intensive leadership development trainings for Unitarian Universalists). At our annual General Assembly

(GA) I had the opportunity to participate as a panelist in a workshop called “Unfurling Moral Imagination” and to serve as a member of the GA Right Relationship Team. This year I have been invited to serve as a co-chair for our GA Right Relationship Team. I am also completing my three year term as a member of the Unitarian Universalist Ministers Association Nominating Committee, this year as chair. My work with Unitarian Universalist Allies for Racial Equity continues as I become President this year at GA. In that role I also will serve on the UUA Moderator’s Council on Cross Cultural Engagement. Finally, I will be continuing on in my role as a member of the UUA’s Western Regional Subcommittee on Candidacy (an evaluative body in the credentialing process for aspiring ministers) and have accepted the invitation to serve as chair of the committee.

My work at the associational level is a wonderful opportunity not only to serve this faith tradition I cherish, but also to grow in my own leadership. That is part of the reason I so strongly support lay leadership development opportunities. I know from my own experience that the chance to grow has abundant rewards for the communities we serve. I love Unitarian Universalism, I love our church and I love the ministries we are tending together. I look forward to another rich and wonderful year ahead.

In faith,

A handwritten signature in cursive script that reads "Melissa". The signature is written in black ink and is positioned below the text "In faith,".

## **Reports from the Staff: Director of Religious Education**

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As I write this report, I reflect back on another wonderful year working with the children and youth of our beloved church. It is such a honor to partner with so many dedicated volunteers who serve our young UU's with respect and love.

We have 110 children and youth who participate in our program. Our average weekly attendance is 49. On Sunday morning, we offer nursery care at both services, a multi-age activity during the first service and a full RE program for preschool, grades 1-3, grades 4 & 5, middle school and high school, during the second service. Throughout the fall and winter, we offered *Our Whole Lives (OWL)*, which is our program of comprehensive sexuality education, to seven of our children in grades 4 and 5. On Thursday evenings, we are offering the *Coming of Age* program to eight of our youth in grades 8-10.

Our program wouldn't happen if not for all the wonderfully committed volunteer teachers. They include Mary Leeson, Laura McCrystal, John Bores, Dan Hayes, Isabel Farnsworth, Leah Gillig, Trudy Diehl, Sandy Eaglen, Lauryn Straubhaar, Amanda Rome, Andrew Rome, Vivien Sandlund, Joe Kuemerle, Rhonda Richardson, Renee Ruchotzke, Bobbi Beale, Camille Pavlicek-Fauser, Beth Kuemerle, Kristina Spaude, Kristofer Sperry, Mary Ann Kasper, Cheryl Spoehr and Jennifer May. Our Coming of Age facilitators are Jim Scott, Julie Lineburgh, Ann VerWiebe and Joel Slater. Our Coming of Age Mentors are Shana Steinhouse, Elaine Bowen, Mark Eckman, Patrick O'Meara, Mike Hovancsek, Randy Leeson, Randy Ruchotzke and Don Easterling. Amy Edmonds has been our "con mom" again this year, sponsoring and transporting our youth to Ohio Meadville District youth conferences. Special thanks to John Kluth who leads the children in an art activity during coffee hour every Sunday.

The little ones in our nursery were cared for lovingly each Sunday by Michelle Bores, our Nursery Care Provider and the dedicated nursery volunteers who include Elaine Bowen, Trish McLaughlin, Don Easterling, Lila Goehring, Allison Norris, Sandy Bowers, Kathy Kerns, Noreen Kumm-Gory, Cheryl Casper, Laura Teagle, Natasha Swango, Julie Lineburgh, Lexi Pallone, Mary Leeson, Claudia Miller, Allison McSherry, Bob Erdman and Sarah Lang. This year we expanded the nursery space to include the former library. Having two separate rooms for the library has added a sense of calm in the nursery, since we have more space and the options of having quiet activities in one room and more lively ones in the other.

The Religious Education Committee continued with their good work this year. The members-- Mary Leeson (chair), Michelle Bores, Beth Kuemerle, Tanya Kahl and Kat Holtz--partnered with me to support the Halloween Party and Youth Group Haunted House, offer the Surprise Friends multigenerational mixer, host the two events for the RE teachers, sponsor the Christmas giving projects to support the residents of Miller Community House and to collect toys for families through Kent Social Services.

The RE Committee and I hosted two events for our RE Teachers. We held the annual teachers' meeting in the fall when the teachers meet others in their team and make plans for the year and the winter retreat in January when the teachers engaged in theological reflection, enjoyed a special brunch and made plans for the spring activities.



We used a combination of curriculum from the UUA's *Tapestry of Faith offerings (Moral Tales, Love Connects Us, Heeding the Call: Qualities of a Justice Maker and Our Whole Lives)* as well as programs from independent UU authors (*Spirit Play* and *With Justice and Compassion: Immigration Sessions for Children's Religious Education*). This summer we will be offering a program using the *StoryStretcher* resources to engage in classic children's literature with strong Unitarian Universalist themes.

I truly enjoy working with Melissa Carvill-Ziemer and the Worship Associates to plan and implement multigenerational worship experiences. I love the challenge of finding stories that align with the worship themes to use in the Time for All Ages.

When the church Library Committee moved their collection to the Founders' Lounge, this made room for the RE Committee to bring the children's collection over from the Eldridge Annex. Since then, we have had lots of books out in circulation. The RE Committee and I hope to add more books on Unitarian Universalism to our collection.

I support the Hogwarts Action Team by conducting the screening of their volunteer teachers. I also survey the class plans to assure that they align with Unitarian Universalist principles and values. It has been a wonderful experience to work with these folks who are so enthusiastic about the Harry Potter literature and strive to present high-quality, safe and awesomely fun programming to the children of our church and of the Kent community.

My professional development activities focus on my participation in the Liberal Religious Educators Association (LREDA). I attended the LREDA Fall Conference in Portland, Oregon in October. I am a retreat coordinator for the Ohio Meadville District LREDA Chapter and facilitated our annual retreat at February.

In faith and with love,

Karen Lapidus  
Director of Religious Education

## **Reports from the Staff: Music Director**

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Wrapping up what I believe to be my 14th year as the music director here, I'm pleased to report that it's been a good year of music at the UU church of Kent. For me, the highlights were the re-forming of the music committee, our church's "choir swap" with the West Shore UU church and the birth of the Cuyahoga River Concert Series.

After a couple years of non-existence, this Spring, the music committee was reborn. As the church grows and looks forward to expansion, our committee is in the process of looking ahead and creating a vision for the music program. We have asked for an increase in our music budget to continue purchasing music for the choir and to hire substitutes for the Sunday's when I'm away. I am already appreciating the support that the music committee offers me as music director.

Once again, I send big thanks to the UU church of Kent Choir for its commitment, willingness and good spirit. We have a core membership that shows up week after week on Sunday evenings to create our church choir. More and more, I'm choosing challenging pieces for the choir to learn. I've been impressed with our small number's ability to create a warm and big sound with a nice blend. We look forward to next year with plans for a choir covenant and a new approach to advanced planning. Please extend your thanks to our awesome volunteer choir!

This winter, we participated in a choir exchange with the West Shore UU church. The West Shore choir came down to Kent for our annual Music Sunday and it was great! With a theme of "The Courage to Sing," we had at least 40 singers on the stage filling the hall with great music. A few weeks later, we enjoyed traveling to Rocky River for our part of the exchange.

Last summer, I met Matt Watroba, a newcomer to Kent and the new DJ for WKSU's "Folk Alley" show. Matt and I both expressed our interest in hosting a top-quality concert series in Kent and we agreed that the UU church of Kent was the perfect place to do it. One year and 9 successful shows later, it's confirmed. Our sanctuary is an ideal place to hold an intimate concert series. This concert series is run by volunteers, the ticket prices are affordable (\$10), the performers are paid well and the church receives 10% of the concert proceeds.

Other highlights included the "tarnished brass" performance at Christmas, the continued vitality of our resident Celtic music group, the Celtic Clan, occasional sittings of the Geezers, wonderfully robust hymn singing by our congregation and quite a few performances by the musical individuals of our church.

Last summer, I was glad to attend the annual UU Musician's Network conference in Arlington, Va. I continue to lead the Summer Institute choir and again this year, I've enjoyed leading musical worship services in congregations throughout the district.

Thank you for the opportunity to serve this congregation for another year.

Hal Walker  
Music Director

## **Reports from the Staff: Congregational Administrator**

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I thank you for your patience and support over the past year as I have settled into my role here at the Unitarian Universalist Church of Kent. I truly enjoy my position and am grateful for the continued opportunity to be a part of the staff that serves this church family. Our new upcoming program budget highlights the numerous committees and activities of this church. As staff, we often work behind the scenes in support of these program ministries and a good share of the church office responsibilities take this form; quiet support that helps to keep the wheels turning.

As Bookkeeper, I've work closely with Kay Eckman, Treasurer to oversee the continued responsible stewardship of donations that support the program ministries of the church. I serve as an active member of the Finance Committee along with Gene Wenninger, Kay Eckman, Bob Erdman, the Rev. Melissa Carvill-Ziemer, Kathy Slater and Mac Goekler. My active participation in the development of the new program budget and the FY2013 stewardship campaign were both positive experiences. I believe the program budget to be a very healthy approach to church finances as it better reflects how your generous stewardship supports the ministries and activities of this community.

Fiscal 2012 began with the development of "in-house payroll administration." As part of my employment agreement, as of June 30, 2011 the use of an outside payroll service was terminated. We underwent a smooth transition and in order to ensure we meet all of our filing responsibilities, an accountant completes all required quarterly and year-end tax forms. All payroll records are regularly reviewed by both the Treasurer and the accountant.

### **Professional Development and Activities July 1, 2011 – April 30, 2012**

- Renewed membership to AUUA (Association of Unitarian Universalist Administrators)
- Participation in Ohio Meadville District (OMD) sponsored Stewardship Workshop
- Supervisor to the Sexton position
- Administration of facility rentals
- Sexton Search Committee: June – July 2011 and Feb – March 2012
- Collaboration with Administrator, Treasurer, and Bookkeeper from UU Church of Akron
- Continued participation in monthly Kent Churches Office Administrator/Secretary gatherings

Many thanks go to the Bores family for their assistance during our transitions between Sextons. Following Colleen Norris' appointment to Trustee for Building and Grounds, John and Andrew Bores acted as Sexton while the first search was conducted during the summer months of 2011. When once again we needed to search this past winter, Michelle Bores volunteered her time as Sexton until our 2<sup>nd</sup> search was complete when we welcomed Deb Biggins to the staff. Much appreciation also goes to Ed Stolish and Matt Slater for their time, energy and talents dedicated to both Sexton searches; I very much enjoyed working with both gentlemen.

I also would like to express my thanks to Rev. Melissa, Karen, Hal, Michelle and Deb...my fellow staff. It's truly wonderful to be a member of the group that works collaboratively and in support of each other.

In peace and appreciation,

MaryBeth Hannan  
Congregational Administrator

## **Reports from Staff: Affiliated Community Minister**

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As my ministry, I am continuing to serve the Unitarian Universalist Association in lay leader development. I work mainly in the Central East Regional Group (CERG) which includes 4 districts and covers most of Ohio, northern Virginia, and the states of New York, Pennsylvania, Maryland, West Virginia, Delaware and New Jersey. I work from home about 2/3 of the time and travel the other 1/3. I lead workshops, webinars, weekend trainings and work directly with Threshold Congregations.

As part of my covenant with the UU Church of Kent, I lead a couple of worship services a year and assist the leadership development team. I also provide back-up pastoral care when Rev. Melissa and CLL Christie Anderson are unavailable. To keep my own spiritual well filled, I participate in the choir and am part of the team that teaches Middle School religious education.

In faith and Service,  
Rev. Renee Zimelis Ruchotzke

## **Reports from the Staff: Commissioned Lay Leader**

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Since 2008, I have been serving as this congregation's Commissioned Lay Leader (CLL). A Commissioned Lay Leader is an unpaid volunteer who has been trained under a lay ministry program offered by the Ohio-Meadville District. As a CLL, my duties are negotiated with the UUCK Board. I work under the guidance of Rev. Melissa and I am accountable to the Committee on Ministry as well as the OMD's CLL Panel.

My present duties as CLL include leading two to four worship services per year for our church, serving as a referral source for Rev. Melissa for the performance of weddings and memorial services for non-members and helping to serve as a back-up for pastoral care needs in the minister's absence. Additionally, I continue to serve on our church's Growth and Vitality Team. In service to the UU denomination, I lead worship services at other area UU congregations.

This past year, I have had the joy of performing 4 weddings and have had meaningful experiences leading 3 memorial services. I have enjoyed leading worship services for the UU congregations at North Olmsted, UU Society of Cleveland, North Hills in Pittsburgh and Canton. In my role as a member of the Sunday Planning Committee, I initiated a survey of the congregation on theology and worship, with considerable help from Lois Weir and Rev. Melissa.

Since 2010, I have been enrolled in The New Seminary for Interfaith Studies in New York City. I will graduate in June and be ordained at All Souls Unitarian Universalist Church in New York City on June 16. This journey began with my role in our church as a Worship Associate. I am deeply grateful to Reverend Melissa Carvill-Ziemer for the opportunities for personal and spiritual growth which she has provided for me and others.

Through my expanding ministerial skills and my knowledge of the local social service support system, I will strive to find ways to contribute to the enrichment of this church community which means so much to me.

I am pleased and proud to be part of the team of caring, competent and dedicated individuals who serve this church.

*Christie Anderson, CLL*

## **Reports from the Board: Moderator**

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We began this Board year with one idea in mind: progress toward the Vision and the Mission of our congregation. A quotation from Einstein, “Nothing happens until something moves” became our watch word serving to remind us that it was not sufficient to have great plans. Sustainable growth and development requires both great plans and actions toward those plans. Sustainable growth and development requires engagement, commitment, and excitement about our potential as a community.

We have made progress this year. One merely needs to look around our grounds to see that we are beginning to take on a new identity as we continue to grow into our Vision. Improved communication approaches, including a new online presence and increased publicity through various media, help us communicate our Mission to the broader community. The work of our outreach groups, the active involvement of our ministries, and partnerships with community programs bring us into the wider world.

As a congregation, we decided to explore the possibility of staying at our current location and expanding the church campus to meet our needs. To that end, the Board commissioned the Feasibility Task Force to actively move forward with a study of that possibility. After a bidding process, partnership was formed with a local architect, Fuller and Associates. We are encouraged and excited about being able to expand in our present location. Moreover, the diligence of our Finance committee, including our Stewardship Committee and our Capital Campaign Team, continues to move us ever closer to our Vision by providing solid financial plans for sustainable growth. The Committee on Ministry, the Policy-based Governance task force, the Master Plan team, and the work of our staff members has helped us build the infrastructure that is needed for this next period of change and growth.

Much more has happened this year than I could touch on in this brief summary of the year. One must read the rest of this report to appreciate all the work which has occurred. In summary, new programs, new projects, and new people helped us move closer to Vision and our Mission this year. On behalf of the Board, I would like to offer our sincere appreciation to all the members of our beloved community for the accomplishments of this year. We move and grow together.

“Nothing happens until something moves.” ~ Albert Einstein

Christopher Gargoline  
Moderator

## **Reports from the Board: Secretary for the Board**

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This was a learning year for me as secretary. My goals were to take thorough minutes, get them out to the board in a timely fashion. Because I believe that transparency is very important, another personal goal was to be quick about putting the minutes and committee reports in the 3 ring binder that is kept in the Founder's Lounge.

I want to show my appreciation to Kay Wind who was the former secretary to the board. She was very kind in mentoring me. I also want to show my appreciation to members of the board and to Melissa who were patient with me as I sometimes needed to slow down board meetings for clarification purposes.

This year a new Website was launched. I want to thank Jen May and Dan Flippo for their amazing work in crafting the site and also for holding several training sessions. UUCK has a website we can all be proud of that will serve our community well.

Brad Bolton has continued to do a wonderful job publishing the Chalice Flame. The content is displayed beautifully and the pictures are always a highlight! Thank you Brad!

The Library Committee was patient and kind while we counted money in their space and again when we asked them to move so that room could be made for our growing nursery. The library continues to grow and is a wonderful, necessary and appreciated piece of our ministry. Thank you so much to Martha Kluth, Chair for all her hard work.

Kim Marfy  
Secretary for the Board of Trustees

## **Reports from the Board: Treasurer**

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We are ending up our fiscal year 2012 (July 1, 2011 – June 30, 2012) in great shape, after starting with a less than robust FY2012 stewardship campaign held last spring 2011. This was made possible by a combination of two factors, a staff that rigorously watched its expenses and higher than expected donations gave us a surplus at years end. This surplus will be carried over to allow us to do the following in our 2013 fiscal year: reaching the long desired goal of giving our full fair share to both the OMD and the UUA; keeping our staff at UUA fair compensation guidelines and establishing a small fund for emergencies.

A change that you will notice this year is our new program budget. The budget that we are presenting for membership approval reflects the actual work of the church much better than a line item budget. The finance committee headed by Gene Wenninger, spearheaded the introduction of this type of budget. Please know that a line item budget is available in the church office to any member that would like a copy. Many thanks to Gene and all of the office staff for guiding this process that led us towards a more user friendly budget.

Many others were instrumental in making this year a success...

### **Fundraising:**

Sandy Bowers worked tirelessly on fundraising projects throughout the year.

Lois Weir and Jennifer May headed a very successful Service Auction.

Esther Duncan and Bob Erdman ran the successful grocery card program. Be on the lookout for Giant Eagle cards in addition to the Acme cards that we are currently selling.

Sandy Eaglen and Marion Yeagler teamed up to effectively run our most successful stewardship campaign ever.

### **Volunteers:**

Angela Barzizza-Young has done a great job as assistant treasurer, week in and week out, as have Financial Secretaries Eric van Baars and Ann VerWiebe, along with many volunteer helpers.

MaryBeth Hannan has been just a wonderful resource and is the glue that keeps things together.

Finally, throughout my term as treasurer, I have never ceased to be amazed that the generosity of our congregation. From contributing to the repair of our bell tower to the support received at our service auction and countless other contributions of time, talent and treasure, our congregation came through time and time again.

Thank you,

Kay Eckman



	Actual Fiscal YTD 7/1/11 - 04/30/2012	Budgeted for Fiscal Year 7/1/2011 - 6/30/2012	
<b><u>Operating Income</u></b>			
Offerings			
FY2012 Pledged Donations	\$149,807.00	\$170,695.00	
Non-Pledged Donations	\$13,665.00	\$0.00	
Plate Offerings	\$2,147.00	\$2,000.00	
Coffee and Sermon Donations	\$17.25	\$0.00	
Two Friends Fund	\$0.00	\$204.00	
One-time Special Donations	\$0.00	\$9,100.00	
<b>Total Offerings</b>	<b>\$165,636.25</b>	<b>\$181,999.00</b>	
Misc Income			
Service Auction	\$22,480.00	\$17,000.00	net expenses \$18,808
Rentals	\$1,170.00	\$400.00	
Grocery Card Sales	\$770.00	\$1,500.00	
Fundraising	\$4,244.00	\$3,500.00	net expenses \$2,461
	\$0.00		
<b>Total Misc. Income</b>	<b>\$28,664.00</b>	<b>\$22,400.00</b>	
<b>Total Operating Income</b>	<b>\$194,300.25</b>	<b>\$204,399.00</b>	
<b><u>Expenses</u></b>			
	Actual YTD	Budgeted for Year	
<b><u>Operating Expenses</u></b>			
Utilities	\$7,317.00	\$9,200.00	
Bldg Grnds/Janitorial/	\$4,738.00	\$6,300.00	
Building and Liability Ins	\$1,733.00	\$3,476.00	
Parking Lot Lease/Triangle			
Assessment	\$1,372.00	\$1,572.00	
Office Expenses	\$5,906.00	\$6,820.00	
Personnel	\$136,454.00	\$167,023.53	
Employer Obligations (payroll costs)	\$5,581.00	\$7,171.00	
<b><u>Committee Activities</u></b>			
Childrens RE	\$1,012.00	\$1,640.00	
Campus Ministry	\$40.00	\$0.00	
Child Care	\$36.00	\$150.00	
Publicity/Bulletin	\$201.00	\$100.00	
Fund Raising	\$632.00	\$0.00	
Service Auction	\$3,301.00	\$0.00	
Board Expenses	\$29.00	\$0.00	
Committee on Ministry	\$75.00	\$150.00	
Expansion	\$0.00	\$150.00	
Sunday Program & Worship	\$1,464.00	\$600.00	

Supplies		
Music	\$632.00	\$600.00
Membership	\$12.00	\$50.00
Fellowship & Coffee Hour	\$0.00	\$0.00
Aesthetics Committee	\$225.00	\$0.00
Pastoral Committee	\$53.00	\$45.00
Stewardship Committee	\$215.00	\$100.00
Personel Committee	\$480.00	\$0.00
<b><u>Debt Service</u></b>		
Principal	\$4,860.00	\$6,054.00
Interest	\$4,951.00	\$5,718.00
<b>Total Expenses</b>	<b>\$181,319.00</b>	<b>\$216,919.53</b>

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Hometown Bank Checking balance 4/30/12	\$7,777.92
Hometown Bank Savings balance 4/30/12	\$27,920.65

## **Reports from the Board: Trustee for Fellowship**

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This year is my first year as on the Board as the Trustee for Fellowship. I have been grateful for this experience because it has taught me many lessons about the inner workings of our church community. My responsibilities as the Trustee for Fellowship include Board duties as well as the oversight of the Membership Team and social activities. Please note that my report from the Membership Team will be included in a separate document.

This past year I have been involved in various projects to help people get involved and to reach out to the young adults of our congregation as well as new members and people wanting to learn more about membership in our church. I have done this through helping to organize the Ministry Fair that was held this past September. I also worked with Melissa Carvill-Ziemer and Karen Lapidis to provide a UU campus ministry group at Kent State University. For the New UU classes I have worked with Claudia Miller to inform and inspire people who are interested in or thinking about becoming members of our church.

One of the lessons I have learned thus far is how many dedicated and hardworking people we have and need to keep our church up and running. Being a friendly and welcoming church does not just happen on its own! I want to thank everyone who helps with setting up coffee hour, greets before, during, and after service, and works on the membership committee. Your hard work and dedication provide vital services for our church community!

Thank you!

Julie Lineburgh  
Trustee for Fellowship

## **Reports from the Board: Trustee for Outreach to the Wider World**

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The Outreach to the Wider World (OWW) council consists of the Social Justice Committee (SJC), Denominational Affairs (DA), and the Time Bank Action Team (TBAT). Sally Burnell chairs the SJC, Kristina Spaude leads the TBAT and Mac Goekler is our DA coordinator.

The SJC's mission is to select and implement Social Justice Projects and Issues that reflect our Church's covenant, mission and vision, and that are in accordance with our UUA seven principles, and are supported by our Church's congregational resolutions. In addition, the SJC picks a monthly Social Justice Special offering recipient. There is some variance here in that we sometimes have two offerings (when there is great need) in a month and sometimes the special offering is for a non-social justice cause (as in UUA Organization Sunday).

A time bank is a service exchange networking organization where members exchange services with each other hour for hour. Our Church is an institutional member of the Kent TimeBank. This last year we put our Kent UU TimeBank on sound footing. We created an operational policy for the TBAT. We used this policy generating exercise as a learning opportunity. The Policy Governance Task Team (I'm a member) needed a policy template and used the TimeBank policy as its first example of a policy using the template. TimeBank continues to grow and many of the organizational and introduction meetings were held in our Church.

Denominational Affairs acts as liaison for the congregation with the UUA, the Ohio Meadville District and other UU organizations. Denominational Affairs actually had a meeting this year. Usually, the Sunday Morning Adult Exploration forums are used as a venue to supply the congregation's input to the UUA for various Social Justice issues that are before the UUA, but this year we convened a DA workshop to produce the needed feedback on both the current Study Action Issue (Immigration as a Moral Issue) and the selection of the next four year Study Action Issue.

We had a transfer of leadership on the Social Justice Committee – Caroline Arnold stepped down and by consensus Sally Burnell became the new chair. The SJC continues to support many causes, including Green Sanctuary, the Occupy movement, Single Payer Health Care (SPANOhio), Immigration Reform, and Anti-Fracking.

The SJC was asked to present a Sunday Service on Social Justice. Caroline Arnold, Paulette Thurman, and I presented a service in January 2012 titled, "Social Justice: Then and Now". In addition, Kat Holtz and I were invited by the West Shore UU Church (through Ellen Carvill-Ziemer) to conduct a discussion on Child Slavery and Chocolate following a showing of the documentary, "The Dark Side of Chocolate". Caroline Arnold has started an open Social Justice Forum – during Sunday second service.

The SJC generates "income" though the sale of Fair Trade coffee, tea, chocolate, and olive oil. The SJC continues to supply coffee, etc. for the Church's Sunday coffee hour. The SJC also donated \$500.00 to the Church's general fund. Saunis Parsons, our devoted Fair Trade manager noticed that some of our chocolate was disappearing and found that we had some chocolate loving church mice. We now have a locked cabinet for our chocolate. We also purchased Saunis a new table.

It has been my privilege to serve as your Outreach to the Wider World Board Trustee for the last three years.

Respectfully,

Mac Goekler

**Special Offerings for 2011 – 2012**

<b><u>Date</u></b>	<b><u>Recipient</u></b>	<b><u>Amount</u></b>
May 2011	Mid-South District Storm Relief Fund	\$608.00
June	Kent Social Services Kitchen Project	\$495.00
July	Pakistan Flood Relief	\$361.52
August	Kent Social Services	\$1065.35
September	UUSC East Africa Refugee Relief	\$746.00
October	UUA Association Sunday	\$634.04
November	Anonymous Relief Mission	\$975.00
December	Minister's Discretionary Fund	\$3137.00
	Emergency Energy Conservation Fund	\$1104.50
January 2012	Heifer International	\$643.00
	UUSC Guest At Your Table	\$1273.09
February	Hartville Migrant Ministry	\$689.23
March	Phoenix Witness Project	\$917.00
April	UUSC Justice Sunday, Human Right to Water	\$634.00
May	<i>Portage Parks District</i>	
June	<i>Planned Parenthood</i>	

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**TOTAL as of 4/30/2012    \$13,282.73**

## **Reports from the Board: Trustee for Programming**

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If there is one word that sums up the Programming Block for this year, that word is – Change.

Whether actively or more passively, all the committees and teams within this block have been pursuing transformation. The Vespers Committee has been on hiatus, assessing new ways to meet the needs for non-Sunday worship within our community. Similarly, the Adult R.E. committee has taken a step back to better reorganize and provide excellence in Adult Religious Exploration next year. Several Adult R.E. series were offered, the topics ranging from one's own personal spirituality, to the more social justice oriented subjects of immigration and the world food supply network. The Chancel Decorations committee is newly reformed, but still in the process of self-definition. The Music Committee is similarly reforming after a long period of quiet, and big things are on the way once it is completely together.

On a more active note, the Youth Religious Exploration Committee has had an overflowing year. Plans were made to focus on the second service for formal curricula, while the first service has offered a looser agenda. The Youth R.E. Committee has managed to include within this year its semi-annual offerings of O.W.L., or Our Whole Lives, training young people for a lifelong application of our values, as well as Coming of Age. Various service projects were included as part of these and other packages, giving the children both fun and meaning as they learn to reach out to the larger community.

Hogwarts has returned to the official Harry Potter “cannon”, and found itself with literally more applicants than space for them. While there has been some talk of moving, Hogwarts has chosen to stay in the time-honored Mason's manse for now. In addition to giving fun time for children and “Professors” alike, Hogwarts spreads both good will and experience with our church and our values beyond the borders of our religious community.

The Aesthetics Committee has made a decision to go beyond the emotional value of the artwork upon our walls, premiering new, and sometimes controversial art. The artwork is expressive of our values, often mirroring the themes of the services.

The Sunday Programming Committee has blended lay-led services lead from within our own ranks with pulpit exchanges from other U.U. churches, as well as refocusing on guest speakers. The formats of these services are challenging and new, including a theatrical interpretation of “Charles Darwin”, and readings of theological fiction by guest Ministers. These add variety to our Sunday morning services.

Where's Walden continues its mission of bringing our congregation into the “Church of Nature”. Those who don't actually participate can still have the vicarious blessings of this experience when those who have return and share their recent discoveries with them.

Cheryl Spoehr,  
Trustee for Programming

## **FY2012 Annual Committee Reports**

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### **Committee on Ministry 2011-2012**

The 2011-2012 Committee on Ministry is comprised of Chris Hurlbut, Jane Krimmer, Randy Ruchotzke, Jim Scott, Lori McGee and Rev. Melissa Carvill-Ziemer. Jane Krimmer and Randy Ruchotzke have served as co-chairs for this year. Jane Krimmer and Chris Hurlbut will complete their 3 year commitment in August of 2012. One new member will be appointed to the committee to begin serving in August of 2012.

The Committee on Ministry (COM) is a Board appointed committee with each member committing to a 3 year period of service. The COM serves and supports the Board and all ministries of the Unitarian Universalist Church of Kent via assessment, evaluation, mediation, communication and appreciation/recognition.

Throughout this committee year The COM has read and discussed "Practicing Right Relationship" by Mary K. Sellon and Daniel P. Smith. We also have shared attendance to the Healthy Congregations workshops. We hope to formulate a position statement on Right Relationship for the church which of course would require approval of Board and congregation.

We were pleased the Ohio Meadville District approved our nominee for Unsung Hero, Elaine Bowen, and recognized her at their spring district meeting.

### **Exhibits Portion of the Aesthetic Committee Annual Report for 2011-2012**

Ten exhibits were mounted in the sanctuary as follows:

1. August -- Animal Paintings in the Chinese Brush Style by Frederick John Kluth.
2. September -- Portraits of Famous UU's by Frederick John Kluth.
3. October -- Color Music Paintings by Halim El-Dabh.
4. November -- Famous UU's in Politics by Mark Stephens.
5. January -- Social Justice in Education by students of Christa Boske.
6. February -- Paintings by Wally Unsold.
7. March -- Gratitude by Debra Lynn Hook.
8. April 1,8,15 -- Spring Mood by Frederick John Kluth.
9. April 22,29 -- Available Paintings by Beth Sholtis,

Income received \$17

Expenses \$48.04

Total in the Aesthetics committee fund -- \$1055

The process of raising money involving the exhibits needs to be explored. The idea of charging the artists commissions is not practical. All the money raised was from free-will contributions. The expense was unusual in that normally the artist covers the cost of a reception. The exhibits are expected to be self-funding. But in the event of unusual circumstances the committee needs expenditure guidelines and a budget.

Respectfully submitted,  
Frederick John Kluth

## **Feasibility Team 2012 Annual Report**

The Feasibility Team was created in May 2011 to explore the possibility of staying on site to reach the congregation's Vision of Physical Expansion. Towards this goal, the group met many times. We invited several architectural firms to make proposals for an assessment of the current condition of the Church building and its suitability for expansion. Three firms responded and after discussions and comparisons, the Team chose the local Fuller Design Group.

Working with their construction company, Metis Corporation, Fuller studied and explored the condition of our building and deemed it suitable and sound for renovation and reorganizing with an eye to the original floor plan for the main level. General costs estimates were made that were within the parameters thought reachable for our capital campaign. Preliminary drawings were presented for both the Church and a new Fellowship Hall.

At this point, the Feasibility Team began negotiating with two neighbors with a goal of purchasing land to enable the building of the Fellowship Hall. After coming to a preliminary agreement with one neighbor, we are currently working with a real estate lawyer as the next step in the process of buying a portion of the Dykes property (the property behind the Eldredge Annex). Since we are not currently able to purchase more property, we have asked the Fuller Group to submit a second set of drawings for a Fellowship Hall to be built on the site of the current Annex. There are several positive reasons for using this site: availability, savings on utilities, and the ability to have a connecting bridge to the main church structure.

Hopefully, at the 2012 Annual Meeting, we will be asking the congregation to vote on purchasing land and will also be sharing the first drawings of the Eldredge Annex/Fellowship Hall building.

Respectfully submitted,

UUCK Feasibility Team

Rev. Melissa Carvill-Ziemer  
Kay Clatterbuck Eckman  
Mac Goekler  
Randy Leeson  
Kathie Slater  
Cheryl Spohr



## **Finance Committee 2011-2012 Annual Report**

The major activity of this Committee is always the annual Stewardship Campaign. This year's campaign began in December with a decision to implement a Program Budgeting approach. This had been recommended by the previous Finance Committee. Implementation involved a number of efforts by church staff and members – selection of a theme (Pie), production of a brochure, a study of staff time allocated to church programs, the translation of a line item budget into a program- focused budget, and the integration of this into the work of the Stewardship team.

The program budget required an initial line-item budget. The solicitation of budget requests for FY2013 from all members with budget authority was done in December and January, and the initial draft budget assembled in February. This, plus the staff time allocation study, was the input for the brochure, which was produced and mailed to all members late February, early March. A strong Campaign leadership team was recruited, and a very successful campaign conducted. In mid-April the initial line-item budget was revised to reflect the successful campaign, and as of this writing was ready to go to the Board and then the Congregation

Other highlights: Again following on a previous Finance Committee recommendation regarding retention of financial records, a recommendation was sent to the Board and approved by it to place a seven year cap on retention. Another recommendation was sent to establish a separate money market account to hold capital campaign contributions and other long-term deposits. An audit of Church employee records by the Bureau of Workman's Compensation indicated a need to have the Minister also carry the title of Chief Executive Officer. A recommendation was sent to the Board, approved, and is awaiting congregational action.

Staffing needs and compensation levels were reviewed and recommendations forwarded to increase work hours for the congregational administrator and sexton, and to adjust salaries selectively to remain in line with new UUA guidelines.

Submitted by  
Gene Wenninger,  
Chair

on behalf of the Committee:  
Kay Eckman, Kathy Slater, Bob Erdman, Mac Goekler, Melissa Carvill-Ziemer and  
MaryBeth Hannan.

## **Fundraising Committee Annual Report**

The Fundraising Committee has been busy over the past year. We have continued some favorite events and are actively looking at new events to broaden the base of financial support. We are very thankful for everyone who helped!

Our activities included:

- Booksale
- Sheetz Coupons
- Holiday Share
- Chili Cook Off
- Pancake Breakfasts
- Psychic Visit
- Paper Retriever
- 5 Below
- Tupperware Sale

Submitted by:  
Sandy Bowers  
Fundraising Chair

## **Church Library Committee Annual Report 2011-2012**

Once again the church year was busy for the library committee. Present members are: Martha Kluth, Chair; Kathy Wilen, Secretary; Ann Waters, Publicity; Carolyn Schlemmer, Cataloger; Matt Cox and Andrew Bores.

To provide more space for the nursery program we moved the library to the Founders Lounge in January, 2012. The children's book collection was moved from the Annex and made available to the public adjacent to the adult books in the Lounge. The two collections share a returns box, but the circulation of each collection is administered by the separate division.

Ann Waters, Library Publicity, has done a wonderful job for us and has worked to initiate our public programs. The library hosted two such programs this year. In October, Dr. Tom Dukes, Professor of English at the University of Akron, read from his book, Sugar Blood Jesus. In February our speaker was Dr. Dan Roland, Assistant Professor at the Kent State School of Library and Information Science and Primary Researcher for the Center for the Study of Information and Religion (CSIR) hosted by the school. His topic was "Communication and the Fear Factor." Both programs were well-received and followed by refreshments and conversation.

Changes this year include the following. We added the category "Religious Studies" to our list of subjects in the library collection. Our circulation process was refined this year. We improved our tracking of overdues and now have a dated return slip that can be inserted in

each book. Matt Cox and Martha Kluth took on the job of updating our material on the church website and posting news items about the library. They have trained with webmaster Dan

Flippo this spring. We have also undertaken the publication of the new UUCK periodical, Here We Have Gathered. This "chapbook" will focus on our Kent UU Church history.

We would like to develop our library collection to a greater degree than we have this year. Each month any new books of interest that we add have been put in the section to the top left of the shelves entitled "New Books in the Church Library". The titles are also featured in our column in the Chalice Flame. The donation of a variety of magazines from Denise Snyder-Markovitch has been much appreciated. We are presently cataloging CD's of Summer Institute speakers received from Bob Erdman and Larry Cole. Kathy Wilen worked to process these items.

Our income continues to be from a portion of the annual book sale proceeds and individual donations. We are not a line item on the church budget.

We have been working on several personnel changes this year. Andrew Bores who has ably filled the position of database manager and cataloger for three years, has retired from that position while remaining on the committee. Carolyn Schlemmer of our church joined the committee this spring and is filling the position of cataloger. Martha Kluth is continuing with the committee but has served as chair for 2 years, and at her request we have been in the process of looking for a replacement for her in the chair position for 2012/2013.

Present needs include a 2-3yr. old laptop in good working order with Windows 7 and at least 1 USB port. Please speak to any Library committee member if you have one you could donate to facilitate the cataloging of our rapidly expanding collection.

Future plans include continuing with the public programs which have been popular. We want to continue to make more use of volunteers. We would like to add more books of interest to the library collection. We look forward to an expanded library with the future growth of the church.

Martha Kluth, Chair  
Kathy Wilen  
Ann Waters  
Carolyn Schlemmer  
Matt Cox  
Andrew Bores

## **Membership Team Annual Report 2011-2012**

Marion Yeagler, Chair

Members: Bonnie Harper, Mary Leeson, Claudia Miller, Lisa Pozo, Cheryl Spoehr,  
Mark Stephens, Kathy Wilen

Associate members: Kim Marfy, Georgia Quinn

The Membership Team has many tasks, from welcoming visitors, to the integration of new members and nurturing of existing members.

- In 2011-2012 we held New UU classes each quarter, under the able guidance of Claudia Miller.
- The membership list was reviewed and updated by the whole team with the help of Rev Melissa.
- Pictures of new members were displayed on the new member bulletin board by Mary Leeson
- A new program of interviewing members was instituted. Two new members have been interviewed so far.
- A New Member Sunday welcoming service and potluck was held.
- The stock of brochures in the foyer was maintained.
- New name tags were made by Georgia Quinn.
- The greeter/ushers were scheduled and trained by Kim Marfy.
- The rough draft of a new member mentoring program was developed.

Many thanks for the dedication of the Membership Team!

Marion Yeagler, Chair

## **Music Committee Annual Report**

The Music Committee serves to support musical excellence at the Unitarian Universalist Church of Kent by assisting the Music Director in planning, preparing, and coordinating music programming. The Committee will meet every other month for discussion and to establish development goals.

Our plan for the upcoming year is to obtain sufficient budgetary funds to attract a wider selection of guest musicians, and to enable the purchase of sheet music for the choir. Other projects include establishing a database of sheet music and possibly sharing music resources with other churches in our district. The development of a Children's Choir, supported by an adequate volunteer staff is another aspiration.

The Music committee members are:

Diana Watt, Jesse Young, Mark Eckman, Barry Kiernan, Karin Cseak and Hal Walker

## **Policy Governance Team**

For the last few years, the Board has been investigating the concept of policy-based governance as an approach to managing the vision, mission, and responsibilities of the church. Currently, many congregations, including several local Unitarian Universalist Churches, have adopted policy-based governance and have found it effective in their churches. After discussions with lay leaders from these churches and consultants from the ML district, the Board asked the congregation's approval to further investigate policy-based governance during a trial period in the 2010. Unfortunately, other priorities supplanted the work of this team and another trial period was requested for this year.

Policy-based governance is a disciplined approach to empowerment within a congregation. Its primary focus is to make the board more efficient and focused in their work, adding value to what they do rather than merely processing work. Under the policy-based governance model, the board responsibility is transformed from a required "rubber stamp" to strong leadership meaningfully interacting with the ministry to support the articulation of the Church's mission. Policy-based governance provides a rationale for clarity in interactions by defining roles, accountabilities, and guidance through established policies. Being policy-based will allow quicker response, more consistency in decisions, and clear expectations about desired outcomes.

This year, good progress was made in testing the policy-based governance approach. The Board operated as if the structure was already in place, deferring decisions to policies where available, and to the leadership of teams and committees. The Policy-based Governance team created diagrams of the new structure and the approach which will be used to define new policies and amend existing ones. They worked on definitions of roles and created straw models of structural interactions. Additionally, they defined the policy formation policy and designed a tool to be used in the definition of policy. More importantly, they piloted the policy formation process as well as the tool and the approach. This pilot included bringing the tools to the Board for review and approval of the trial policy. A brief summary of that work follows.

Under policy governance, two distinct areas of leadership exist, the Board and Ministry. Our current structure will be re-conceptualized from councils under the leadership of trustees who report to the Board, to committees and teams functionally aligned with either the Board in Fiduciary accountabilities or the Ministry, in the work of the congregational mission. Policies from either the Board or Ministry side will guide the operation of the church, through staff members and volunteers (see attached diagram). Essentially, decision making and responsibility for leadership in the church moves from the Board and makes teams and committees responsible for good stewardship within their areas of focus. To this end, configurations of committees and teams have been revised (see attached list). Overall, the Board retains overall fiduciary responsibility for the health and well-being of the church. The role of the minister becomes more like that of a chief executive officer, with an enlargement of responsibilities as committees and teams on the ministry side shift their reporting relationship from the Board to the Minister.

In 2012, as the work of the Policy-based Governance team continues more work on the infrastructure of the church will be done. This work to include the modification of processes and interactions required for full implementation of the policy-based governance approach.

## UUCK Governance and Ministry groups

### I. DISCERNERS

- A. Committee on Ministry
- B. Master Planning
- C. Leadership Development
- D. Settled Minister Search Committee

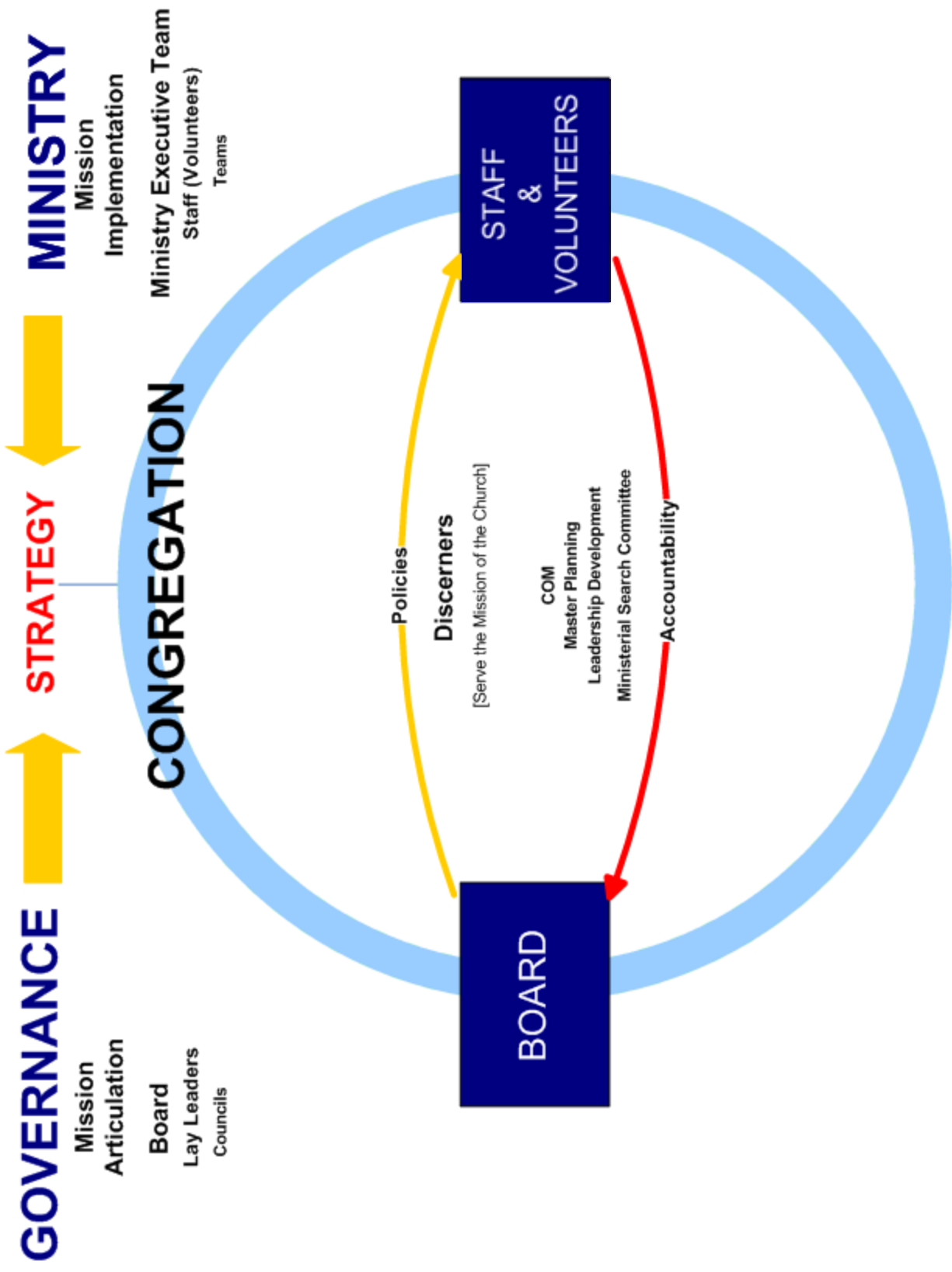
### II. COUNCILS

- A. Finance
  - 1. Finance
  - 2. Stewardship
  - 3. Capital Campaign
  - 4. Endowments
  - 5. Fundraising
  - 6. Service Auction
- B. Board Commissioned
  - 1. Feasibility Study Task Force
  - 2. Expansion Committee
  - 3. Personnel
  - 4. Endowment
  - 5. Search Teams
  - 6. Task Forces
  - 7. Safety

### III. MINISTRY TEAMS

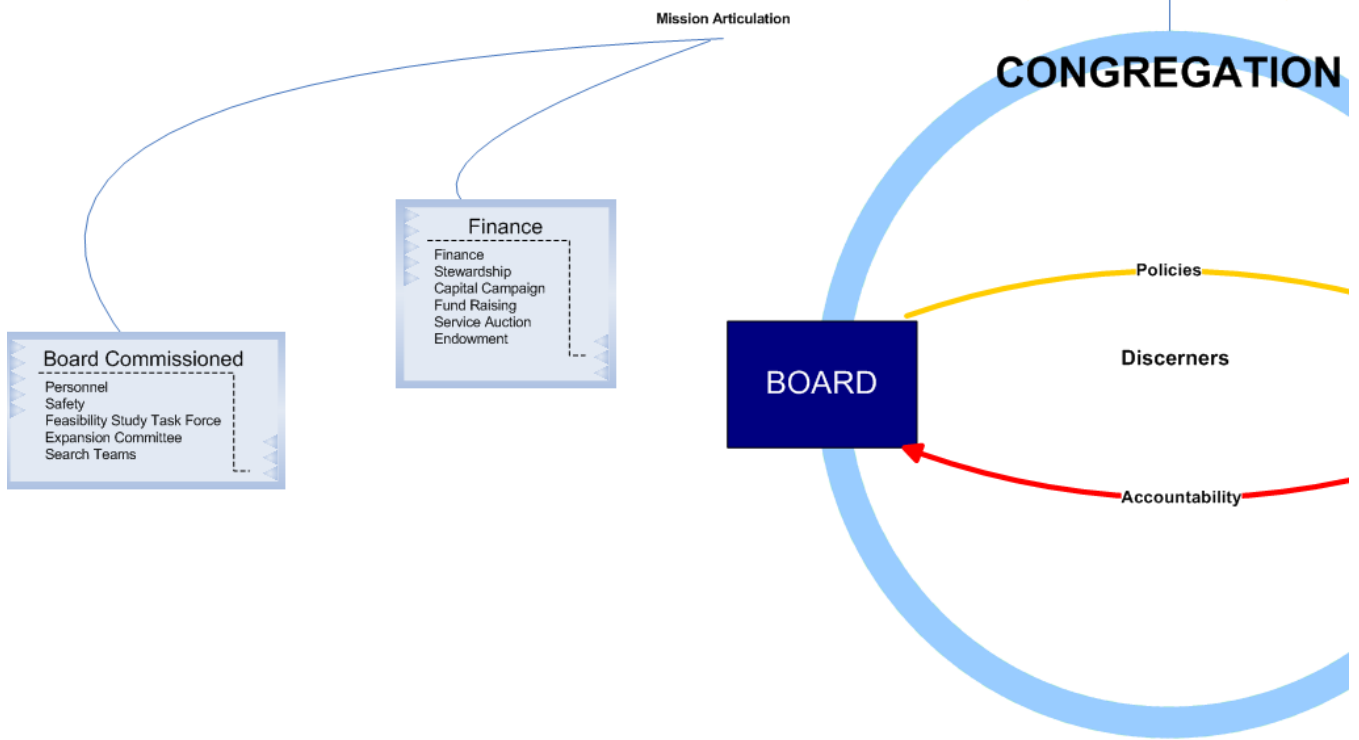
- A. Communications
  - 1. Website
  - 2. Newsletter
  - 3. Archives
  - 4. Publicity
  - 5. Library
  - 6. Social Media Team
- B. Fellowship
  - 1. Volunteers
  - 2. Membership
  - 3. Pastoral Care Teams
  - 4. Social Activities
  - 5. Book Group
  - 6. Retirees Luncheon
- C. Programming
  - 1. Sunday Program Committee
  - 2. Aesthetics
  - 3. Small Group Ministries
  - 4. Chancel
  - 5. Adult RE
  - 6. Hogwarts
  - 7. Walden

- D. Wider World
  - 1. Denominational Affairs
  - 2. Social Justice
  - 3. Time Bank
  
- E. Enhancing Ministries
  - 1. Worship Associates
  - 2. Commissioned Lay Leaders
  - 3. Affiliated Community Minister
  - 4. Sound Engineers
  
- F. Music
  - 1. Sunday Services
  - 2. Music committee
  - 3. Choir
  - 4. Celtic Clan
  
- G. Religious Education
  - 1. Youth and Children
  - 2. Young Adults and Campus Ministry
  
- H. Book Keeping
  - 1. Reports
  - 2. Payroll
  
- I. Facilities Management (currently Building and Grounds)
  - 1. Cleaning
  - 2. Maintenance

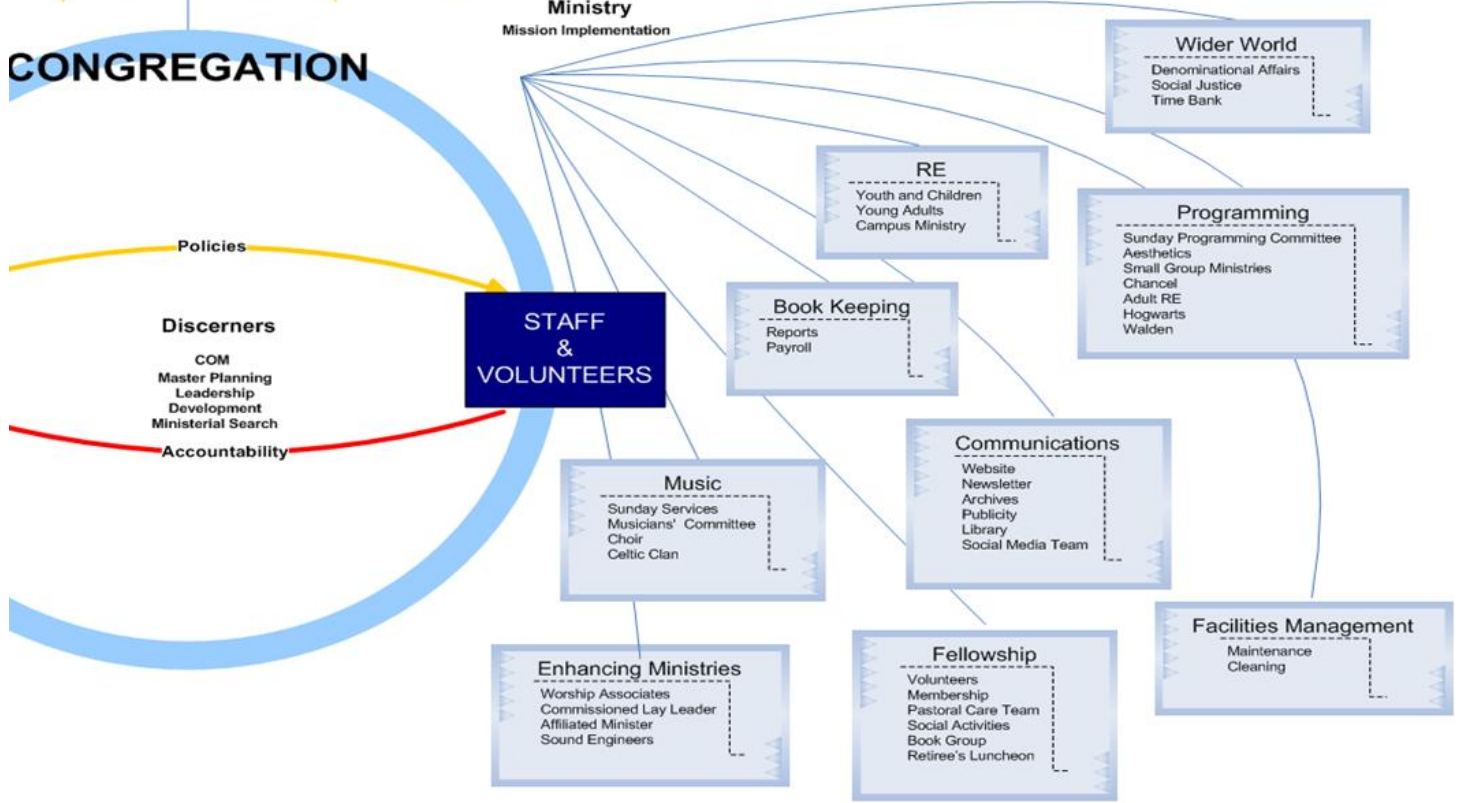


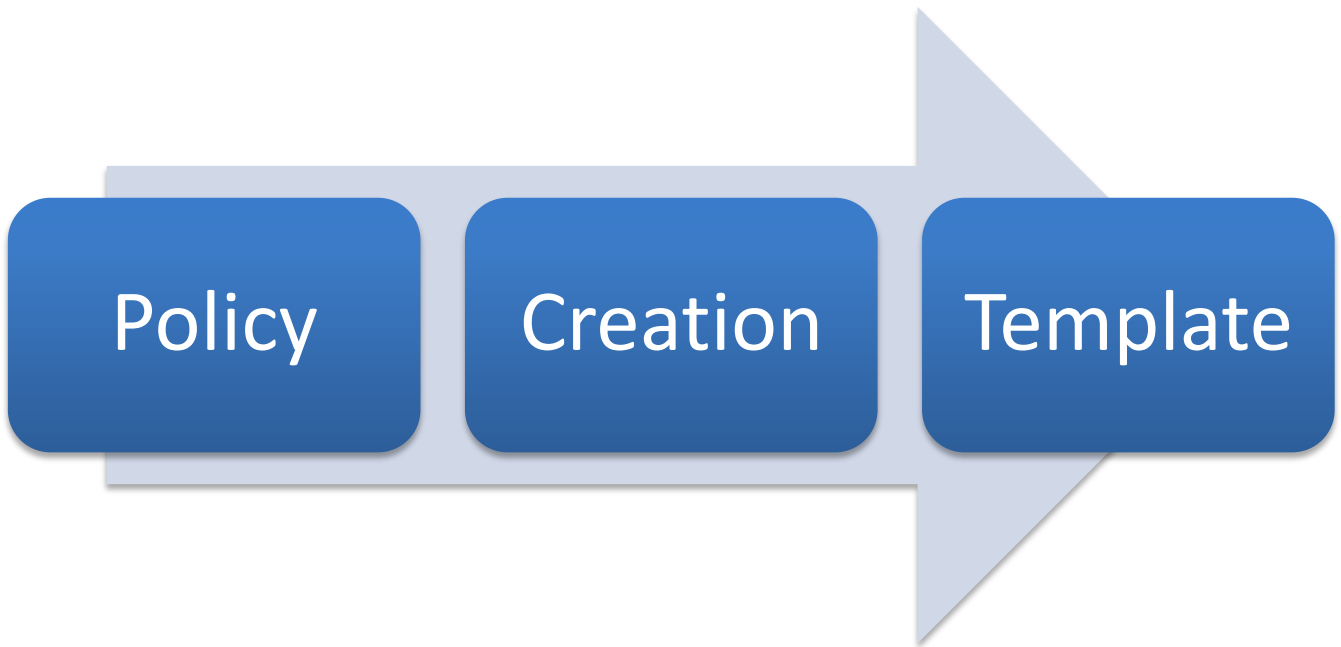


**GOVERNANCE** → **STRATEGY** ←



→ **STRATEGY** ←





Is this a new policy or a revision of an existing policy?

\_\_\_\_\_

Under what policy heading would this policy fall?

\_\_\_\_\_

Date approved by committee, team,  
etc.: \_\_\_\_\_

Date approved by Board of  
Trustees: \_\_\_\_\_

# Committee, task force, activity group:

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## **Philosophy of Governance:**

The Board of Trustees of UUCK believes governance is a collective, democratic process, which is designed to achieve lasting policies. The board's focus shall be on the mission, vision and wellbeing of the congregation. The board intends to govern primarily by:

- \*Discerning and articulating the congregation's mission and vision of ministry.
- \*Setting goals and making strategic choices.
- \*Creating written policies to guide the congregation's ministries
- \*Monitoring and evaluating the congregation's leadership including itself.

## **New or revised policy needs to align with:**

**Please highlight appropriate section(s).**

### **Vision:**

Our vitality and passion call us to restore and expand our space to equal the energy of our dreams. When we do, we will be better equipped to carry on our historic legacy while also embracing the possibilities for connection, service, programming, and outreach to which we aspire.

### **Mission**

Through spirited worship and open-minded religious exploration, our mission is to inspire people to live caring lives of meaning and purpose. We seek to encourage curiosity, strive to create peace and justice, and care for the living Earth with reverence and gratitude.

### **Covenant**

We affirm that each life has brilliance and, when joined with others in joyful community, has the power to transform. We pledge ourselves and our resources to this journey. This covenant inspires and challenges us to dwell together in right relationship. We promise to extend hospitality, nurture community for all ages, encourage spiritual growth, honor diversity, and practice kindness.

**Congregational bylaws** require that we act as good stewards of all our resources.

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**Please fill out the following template.** Questions are meant to guide the policy-writing group to consider all aspects of the congregation's mission, vision, covenant, and bylaws.

Any questions about this process can be directed to the Board or to the policy governance committee. Specific contact information for these individuals can be gathered from the Church Office, 330-673-4247.







Who will be accountable?

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Please attach a separate document outlining an implementation plan.



## **Religious Education Committee Annual Report**

The members of the Religious Education Committee for 2011/2012 are Michelle Bores, Kat Holtz, Beth Kuemerle, Tanya Kahl Kline and Mary Leeson. This committee meets monthly with Karen Lapidus and supports her in the work of providing quality programming for infants through high school youth.

Our work is not limited to Sunday morning programming. During August, we organized classrooms and created a new classroom from the supply room. In September, we hosted a teacher training for the twenty RE teachers. October was celebrated at the all church Halloween Party. The high school and middle school youth created an amazing, as always, haunted house. Fessenden Hall was overflowing with people playing games and enjoying snacks and conversation.

Our holiday gift donations totaled \$1019 for a family of five from Miller Community House. Our committee spent part of the money on specific items requested from the family and we purchased gift cards from their preferred stores with the remaining funds. We also collected several boxes of new toys for Kent Social Services. In January, we provided brunch and a workshop for the RE teachers, and also submitted our budget request for the next fiscal year. The children's library was moved from the Annex to the Founder's Lounge in February. Forty people signed up in March for the Surprise Friends program. Notes were exchanged the entire month of April and on April 29, everyone discovered the identity of their surprise friend. Easter brought the annual egg hunt. On May 6, all the Sunday RE classes were responsible for the morning worship services.

Respectfully submitted,

Mary Leeson  
Committee Chair

## **Safety Committee Annual Report**

The role of the Safety Committee is to evaluate the activities of the church in light of the safety and welfare of our membership, friends, and people who use our facility.

Our activities in the past year include:

- Recommended that both the front door and the kitchen door be made more secure. The lock has been changed on the kitchen door and plans for replacing the front doors are underway.
- Recommended a “no parking” policy for the new gravel at the back of the church in order to reduce traffic in that area on Sunday mornings.
- Created a policy for notifying members and friends of the congregation in case we need to cancel church due to inclement weather. The policy and procedures have been posted on the church website.
- We are in the process of revising the Fire Drill procedures based on what we have learned during previous drills.
- Have revised our Emergency Contact List.

Respectfully submitted,

Karen Lapidus, Director of Religious Education

### Membership:

Michelle Bores  
Bob Erdman  
Colleen Norris  
Kathie Slater

### Staff representation:

Melissa Carvill-Ziemer  
Karen Lapidus



## Social Justice Committee Report, 2011-2012

The Social Justice Committee has been meeting regularly after second service on the first Sunday of every month in the Eldredge Annex. I took over as committee chair in December, replacing longtime chair, Caroline Arnold, who is to be commended for her many years of hard work and service to the committee.

The committee has sponsored regular special collections each month and here is a listing of each one and how much was collected. We are a generous church indeed, and thank you to our wonderful congregation for these monies collected toward many a good cause:

May 2011 Mid-South District Storm Relief Fund \$608.00  
June Kent Social Services Kitchen Project \$495.00  
July Pakistan Flood Relief \$361.52  
August Kent Social Services \$1065.35  
September UUSC East Africa Refugee Relief \$746.00  
October UUA Association Sunday \$634.04  
November Anonymous Relief Mission \$975.00  
December Minister's Discretionary Fund \$3137.00  
Emergency Energy Conservation Fund \$1104.50  
January 2012 Heifer International \$643.00  
UUSC Guest At Your Table \$1273.09  
February Hartville Migrant Ministry \$689.23  
March Phoenix Witness Project \$917.00  
April UUSC Justice Sunday, Human Right to Water \$634.00  
TOTAL \$13,282.73

On January 20, 2012, the Social Justice Committee, along with the Single Payer Action Network of Ohio, showed the film "The Healthcare Movie" at our church, along with a pot-luck dinner prior to the showing of the movie. Despite a raw winter night, the estimated attendance was around 30.

On May 18 of this year, the committee will sponsor a teach-in on hydraulic fracking and the devastating environmental effects of this technology.

So far, these are the only programs we have put on but I do hope that we can do more in the future. I have asked the committee to please plan ahead three to six months for programming due to our limited space and heavy usage of the church and annex house.

We have yet to do anything with our space on the new church web site. We need to assign someone to take care of that for the committee.

Mac Goekler is currently teaching a six week course on the Doctrine of Discovery that is still being used today with regard to immigration issues.

Member Paulette Thurman, with financial assistance from the Social Justice Committee, attended the Community Environmental Legal Defense Fund Democracy School in March. She is heavily involved in the anti-fracking movement and it was felt that this could be beneficial to the church to send one of our members to this series of workshops.

Our committee has recognized the need to support the Move to Amend, the group that is fighting the Citizens United Supreme Court ruling and we are hoping to perhaps work on a draft statement owing to the fact that this might eventually become a UUA Study/Action issue in a few years.

There are so many issues of concern that it could easily become overwhelming. Fortunately, each individual member of the committee seems to have his or her own special area of interest on which they are working and members report on those activities during committee meetings, helping all of us to stay informed on issues for which we have no time to be involved, from health care to environment to poverty and more.

Speaking of poverty, one issue that I would very much like to see our committee to more work on is in helping people to find ladders out of poverty and how to become more self-sufficient so that they no longer need to rely on the rapidly fraying social safety net. I don't know enough to know what causes this, but perhaps the committee can work on this and find out what the causes of poverty are and try to address those things as best we can. I hope to make this our goal for the next year, to identify and then see if we can address the causes of local poverty and do our best to try to alleviate some of it.

Respectfully submitted,

Sally Burnell  
Social Justice Chair

## **Sunday Program Committee Annual Report**

### **Overview:**

The Sunday Program Committee has planned and coordinated several services this year. We were pleased to receive first-time proposals from new members of our congregation Deb Biggins and Amber Strock. Deb's and Amber's services were the first and last, respectively of this fiscal year. Deb will return on July 1<sup>st</sup> with another program. Tom Beck, a member of the Akron congregation, returned to our pulpit in July for another well-received sermon entitled "Put Your Troubles on the Bus". In October, we welcomed activist, actor, and English professor Damaris Davis to present a service entitled "Hiawatha and the Great Peace". On Thanksgiving weekend, we were very pleased to welcome the Revs. David and Beverly Bumbaugh to our pulpit for a sermon entitled "The Education of God: Noah". David Bumbaugh is a retired Professor of Ministry from Meadville-Lombard Theological School, and the author of several books. The sermon was based on one of these, *The Education of God*. David and his wife Beverly were long-time co-ministers of the Unitarian Church in Summit, New Jersey. In December, we were treated to a musical service by the Bittersweet Christmas Band, who also presented a concert in our sanctuary the evening prior to the service. Longtime friend of the congregation Cal Frye brought Charles Darwin to life in our sanctuary on Darwin Day in February. The West Shore Unitarian UU Church Choir contributed to February's Music Sunday – the result of a choir swap with that congregation. Services were also presented by Commissioned Lay Leader Christie Anderson, Affiliated Community Minister Renee Ruchotzke, Lori McGee, Susan and Mac Goekler, members of the Social Justice

Committee, the UU Church of Kent youth, and other members of our own congregation. Pulpit exchanges with the Akron and Canton congregations brought us services from the Rev. Tim Temerson and CLL Deb Chaney.

The committee is currently seeking new members and soliciting proposals for 2012-2013.

### **Committee members:**

- Christie Anderson
- Liz Bright
- Rev. Melissa Carvill-Ziemer
- Heidi Emhoff
- Joe Kuemerle
- Colleen Norris
- Kristofer Sperry
- Dave & Diana Watt
- Lois Weir (chair)

### **Guest- and lay-led services for fiscal year 2011-2012:**

#### **3 July 2011: Food for Thought**

Rev. Renee Ruchotzke with Trish McLoughlin

Is there a "middle path" to the ethical eating dilemma? How can being mindful about our food choices can help us create a connection to the interdependent web? (This sermon is the winner of the 2010 Commission on Social Witness award)

#### **10 July 2011: Silent Disabilities**

Deb Biggins with Elaine Bowen

Not everyone has a disability that is readily seen. There is depression, rheumatoid arthritis, fibromyalgia, autism, meinares disease, and so on. Through personal stories and experiences Deb Biggins will share what it is like to live with silent disabilities. The program will also share stories of others in our community who have disabilities that are hard to understand, and most times we don't stop to think about them. People around us are living with difficult handicaps but they are not always seen easily so we tend to overlook them. This service will help open our eyes to those around us suffering with Silent Disabilities.

#### **31 July 2011: Strands of Earth Spirit from Our Web**

Christie Anderson, CLL and Worship Associate Lori McGee

Do you know the difference between Pagans, Wiccans and Druids? We will explore these distinctions as well as the historical and contemporary connections between earth-centered faith traditions and Unitarian Universalism.

#### **7 August 2011: Put Your Troubles on the Bus**

Guest Worship Leader Tom Beck and Worship Associate Max Grubb

Our Seven Principles include the phrases "inherent worth and dignity of every person," "compassion in human relations," and "acceptance of one another." These elements of the

Seven Principles focus on empathy and compassion but where does one begin in understanding the complexities of human nature in order to extend empathy and compassion to another person? Tom Beck is a member of the Unitarian Universalist Church of Akron and an Administrator and Teacher at The University of Akron. Tom is the dad of three adult married sons and grandfather of two with another one on the way.

4 September 2011: **Poetry: A Doorway Into Prayer**

Led by Lori McGee with Worship Associate Elaine Bowen

Do UUs have prayers? Do UUs pray? Do you pray? Most major world religions have prayers that are said in times of sorrow, joy and celebration. We do not share this practice in our UU tradition. Prayer can be a powerful tool in one's spiritual life and I, for one, feel the need to have some kind of prayer to rely on in times of need. I believe that poetry can open the doorway into prayer for UUs who wish to have this practice in their daily life. This service hopes to explore this idea and will offer some poems for your consideration as a possible opening to prayer.

25 September 2011: **Moved By Mercy**

Led by Members and Friends of the Church

Have you ever been the recipient of an act of mercy? What was that like for you? How did that experience influence your understanding of what it means to give mercy?

23 October 2011: **Hiawatha and the Great Peace**

Damaris Davis with Worship Associate Dani Beale

The real Hiawatha was a spiritual leader who redeemed a traumatized, violent community--first, by teaching a way to mitigate PTSD (post-traumatic stress disorder) and then by reestablishing native American values of communication and compassion that have influenced both American & Canadian Constitutions. Artist and activist Damaris Davis taught English at Northwestern and Cleveland State University. Her talks, shows and sermons are rooted in the historic background of today's issues.

27 November 2011: **The Education Of God: Noah**

Revs. David and Beverly Bumbaugh with the Rev. Melissa Carvill-Ziemer

An ancient myth tells of a time when one world ended and a new world came into being. This sermon will explore that old, familiar story in an effort to uncover what message it may contain for our own time when history threatens to become discontinuous.

4 December 2011: **Dance in the Dark of the Year**

The Bittersweet Christmas Band with worship associate Kathy Kerns

In the mid-winter festivals of light there is something for everyone to celebrate, from the most devoutly believing Christian to the most confirmed Atheist. As we meditate on this darkest time of the year and simultaneously turn back toward the light, we will invite everyone to honor whatever most closely touches their hearts and minds.

1 January 2012: **Remembrance Service**

Susan & Mac Goekler

This annual event will again be a celebration of life for those folks we have known or know about. We are what we are today because of all those who have gone before us.

8 January 2012: **Social Justice: Then & Now**

Caroline Arnold, Paulette Thurman, and Mac Goekler

Our Kent Church is well known for its social justice programs. Three members of the Social Justice Committee will tell the history of our justice seeking church while bringing the congregation up to date on current efforts. We have much to be proud of and we want to celebrate and honor our social justice past, our present, and share our future dreams.

12 February 2012: **Darwin's Interconnected Web**

Cal Frye with Worship Associate Joel Slater

The naturalist and author Charles Darwin comes to visit our pulpit and relate a bit of his story, religious views, and thoughts on slavery. This service, in honor of Charles Darwin, is given as part of a global celebration of Darwin Day. Cal Frye was a member of our congregation before he and his family relocated to Oberlin, OH. He is now a member of the Oberlin Unitarian Universalist Fellowship where he is a Commissioned Lay Leader candidate.

19 February 19 2012: **Music Sunday: The Courage to Sing**

Hal Walker and members of the West Shore Unitarian Universalist Church Choir

Hal Walker will led us on this annual music Sunday as we welcome the West Shore UU church choir into our sanctuary for a very special music centered service. Through stories and songs, we will explore the subject of Courage.

11 March 2012: **What It Takes to Speak Out**

Unitarian Universalist Church of Kent youth

This Sunday the Youth Group takes over. This service will be about how our Unitarian Universalist principles and background affect us on our journey into adulthood. The service features music by and stories from the youth.

25 March 2012: **From Tolerance to Humility**

Rev. Tim Temerson and Worship Associate Kristina Spaude

As Unitarian Universalists, we affirm tolerance as an important religious value. But is it enough simply to tolerate difference and diversity or can we move to a deeper, more authentic place of acceptance and celebration? Today we will explore the beauty and the challenge of difference and consider the role of another religious value – humility – in helping us to move beyond tolerance. Rev Temerson is the minister of the Unitarian Universalist Church of Akron. (Pulpit exchange with the Akron congregation.)

15 April 2012: **Whole-Hearted Living**

Deb Chaney and Worship Associate Elaine Bowen

How do we cultivate the courage, compassion, and connection that we need to engage in our lives from a place of authenticity and worthiness? Deb Chaney is the , Commissioned Lay Leader of the Unitarian Universalist Congregation of Greater Canton. While Deb is leading our services, our minister the Rev. Melissa Carvill-Ziemer will be leading worship in Canton. We are pleased to make this exchange and we hope you will enjoy the experience.

24 June 2012: **Spiritual Practice through Photography**

Amber Strock with Worship Associate Max Grubb.

**Notes:**