

FY2014 ANNUAL REPORT UNITARIAN UNIVERSALIST CHURCH OF KENT

INFORMATION AND DISCUSSION: MAY 28, 2014 7:00 PM
VOTING: JUNE 1, 2014 12:30 PM

For the love of Community...



Many thanks to our resident photographer, Brad Bolton, for the many pictures he takes and shares with our beloved community. Nearly all the photos contained within this report can be attributed to Brad.



For the love of Community...



Cover Art:
Derived from FY2014 Stewardship Campaign theme Pie/Pi;
originally designed by Saul Flanner and Kathy Walker.



Unitarian Universalist Church of Kent

Annual Report for Fiscal Year 2014

Information and Discussion Meeting: May 28, 2014, 7:00 pm

Voting Meeting: June 1, 2014, 12:30 pm

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Church Treasurer: Sandy Eaglen

Trustee for Building & Grounds: Randy Ruchotzke

Trustees for Programming: Jack Graham and Mary Ann Stephens

Trustee for Fellowship: Carol Gould

Trustee for Outreach to the Wider World: Vivien Sandlund

Worship And Music

Sunday Program Committee

Music Committee

Lifespan Learning & Spiritual Development

Religious Education Committee

Adult Religious Exploration Committee

Community Within

Committee on Ministry

Care Team

Library Committee

Membership Team

Walden

Income Generation

Endowment Committee

Grocery Card Committee

Service Auction Committee

Fundraising Committee



INSPIRE



SERVE



GROW

Information and Discussion: May 28, 2014

Voting Meeting: June 1, 2014

Agenda

- I. Chalice Lighting and Welcome: Elaine Bowen, Moderator
- II. Informational Update - Living into our Shared Vision: Max Grubb, Asst. Moderator
- III. Approval – Annual Meeting Minutes June 2, 2013
- IV. Stewardship Presentation: Sandy Eaglen, Treasurer
- V. Fiscal Year 2015 Program Budget Approval: Sandy Eaglen, Treasurer
- VI. Consent Business – Proposed By-Law Change Committee on Ministry: Lori McGee, Chairperson
- VII. Election of New Officers: Kathie Slater, Chairperson Leadership Development Team
- VIII. Appreciation of Outgoing Board Members: Elaine Bowen, outgoing Moderator
- IX. Closing: Max Grubb, Moderator FY 2015



The Leadership Development Committee presents the following Election Slate for Fiscal Year 2015

Board of Trustees

<u>Position</u>	<u>Name</u>	<u>Term</u>
Moderator:	Max Grubb	1 year, through June 2015
Assistant Moderator:	Dan Flippo	1 year, through June 2015
Treasurer:	Sandy Eaglen	2 years, through June 2016
Board Secretary:	Ann VerWeibe	2 years, through June 2016
Trustee for Building & Grounds:	Leah Gillig	2 years, through June 2016
Trustee for Outreach to the Wider World	Vivien Sandlund	2 years, through June 2016

Financial Secretaries

<u>Name</u>	<u>Term</u>
Laura Teagle	2 years, through June 2016
Kathy Wilen – Alternate	2 years, through June 2016

Endowment Committee

<u>Name</u>	<u>Term</u>
Shirley Kiernan	3 years, through June 2017

Leadership Development Committee

<u>Name</u>	<u>Term</u>
Bonnie Harper	2 years, through June 2016
Claudia Miller	2 years, through June 2016
Jim Scott	2 years, through June 2016

The following individuals will be continuing in their elected terms

Board of Trustees

<u>Position</u>	<u>Name</u>	<u>Term</u>
Trustee for Fellowship:	Carol Gould	through June 2015
Trustees for Programming	Jack Graham and Mary Ann Stephens	through June 2015

Financial Secretaries

Sauis Parsons	through June 2015
Eric van Baars	through June 2015

Endowment Committee

Bob Erdman	through June 2015
Kay Eckman	through June 2016

Leadership Development Committee

<u>Name</u>	<u>Term</u>
Elaine Bowen, Chair	1 year, through June 2015

FY2013 Annual Meeting Minutes

June 2, 2013

Quorum established

Kathie Slater called meeting to order at 12:35.

Kathie announced this meeting was the 147th annual meeting.

Chalice lighting.

Kathie gave a brief update on expansion. We now own 68 feet of the Dykes property behind the annex. Work on privacy fence has begun. Kathie thanked Randy Ruchotzke and John Brovarone for that work. Negotiations continue with the Mills to purchase 100 feet of their property.

Minutes from last year's annual meeting approved. John Marfy moved to approve. Ted Vonieda seconded. Motion carried. Minutes approved

Sandy Eaglen discussed the annual stewardship campaign. This was our second successful stewardship campaign. Bill Clontz, UUA consultant, suggested that we have 2 successful campaigns before starting a capital campaign. That has now been done! Sandy thanked all who worked on the campaign.

Gene Wenninger, chair of the finance committee, explained the 2014 budget. Gene highlighted how wonderful and what a valuable asset MaryBeth Hannan, our Congregational Administrator is. Hours have been added to the nursery position. An RE assistant has been added. A variety of committees have been given increases. OMD and UUA dues are being paid fully. A gift acceptance policy has been created. 1% salary increase has been offered to the staff and accepted.

Gene moved that we adopt the budget. Sandy Eaglen seconded. Lori McGee thanked all the hard work on the budget. Motion carried unanimously.

Budget adopted.

Kathie Slater reviewed by law changes that were explained in the annual packet. Bob Erdman elaborated on bylaw changes related to endowments.

Elaine motioned that all bylaws be accepted as presented. Gene seconded. Motion carried unanimously.

Bylaw changes are approved.

Carol Gould discussed the new options for giving called the Simple Gifts and the Heritage Gifts Donation Program. She encouraged folks to think about this and pick up literature explaining this program. Kathie thanked all who worked on this program this year.

Kathie thanked all who worked on leadership development this year. Slate was presented, can be found in annual packet.

For Board positions:

Trustee for programming nomination from the floor was Mary Ann Stevens and Jack Graham. Mary Ann and Jack accepted.

Kathie opened floor nominations for board secretary. No takers.

Lori McGee moved to accept the slate as presented. Dan Flipppo seconded. Board slate approved unanimously.

For Financial Secretaries:

Claudia Miller moved, Kay Eckman moved we approve slate for Financial Secretaries. Motion carried unanimously.

No nominations from the floor.

Financial secretaries elected.

For Endowment Committee:

Kay Eckman was nominated from the floor for 3 years and accepted the nomination. Max nominated Cheryl Kasper for a 1 year term. Bob Erdman will serve one more year on his term.

Elaine motioned to accept the nominations. Jennifer May seconded. Motion carried unanimously.

Endowment committee elected.

Kathie thanked all outgoing board members.

Gifts were given to outgoing board members.

Elaine Bowen presented highlights of this year via a slideshow created by MaryBeth Hannan and Rev. Melissa.

Elaine announced that we now have 217 signed members.

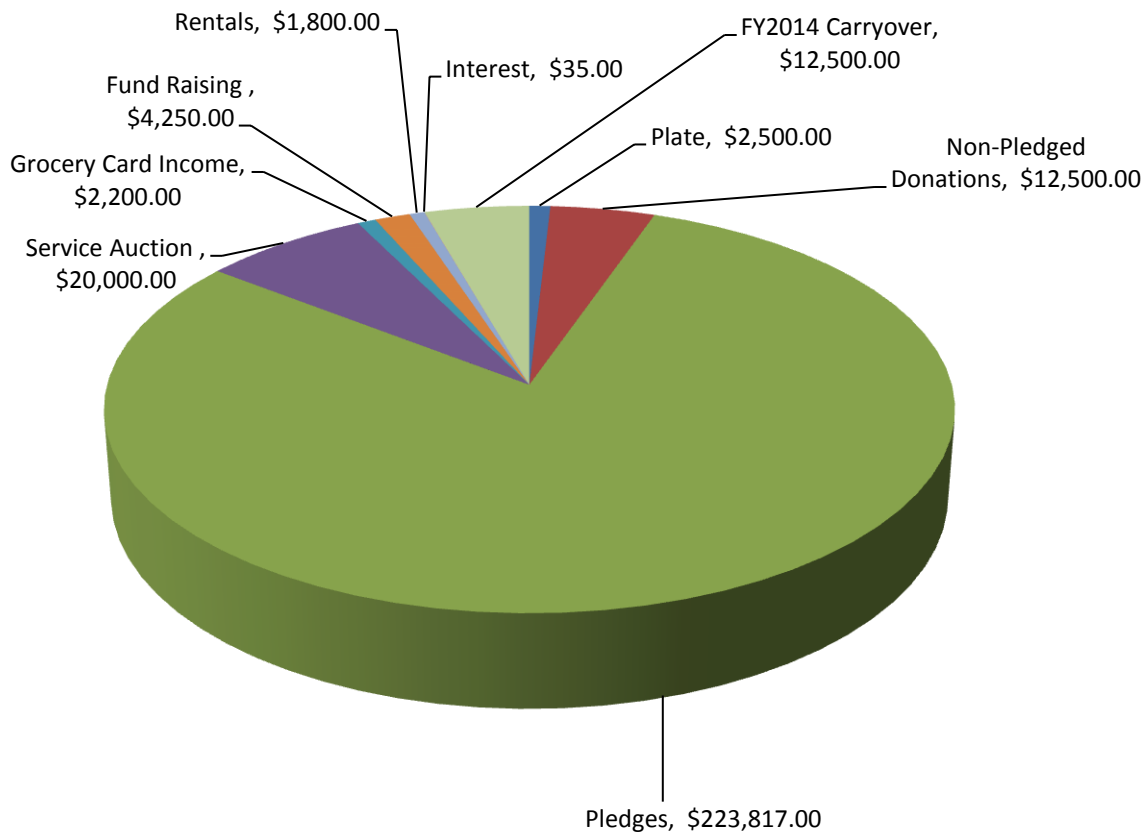
Randy made a motion to adjourn. John Marfy seconded. Motion carried.

Meeting adjourned 1:28

Fiscal Year 2015 Program Budget Proposal

Revenues

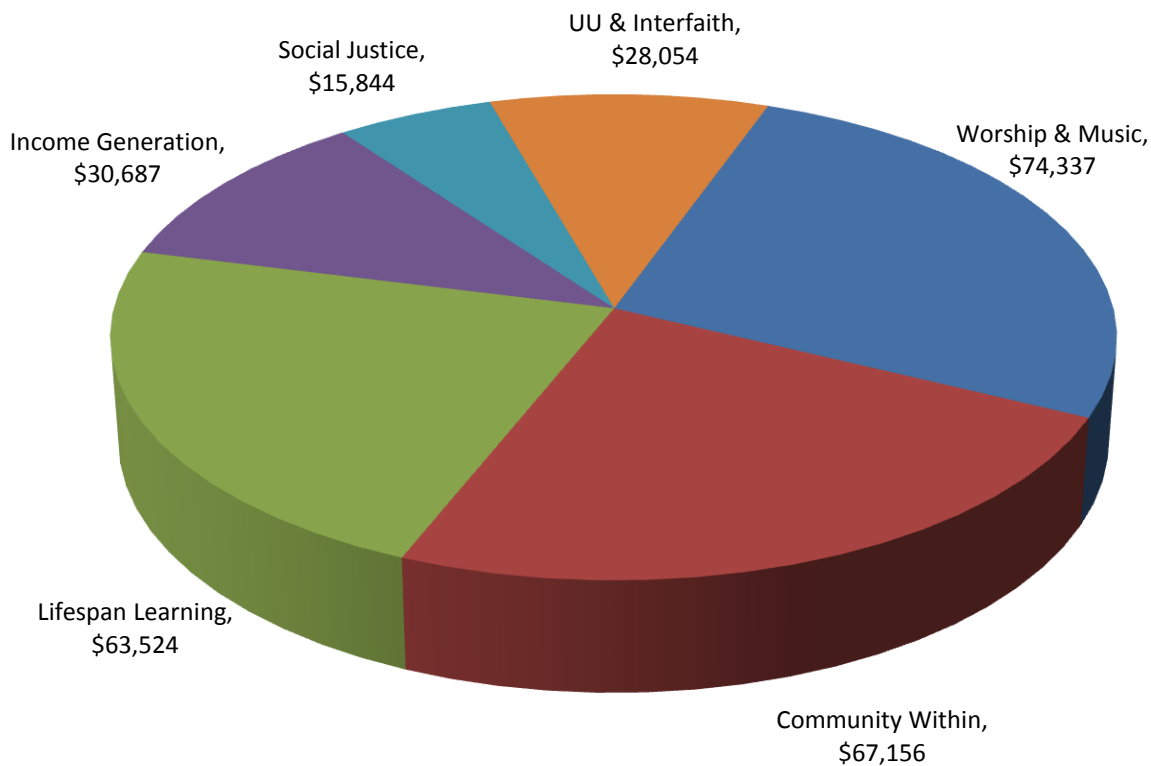
Plate	\$ 2,500
Non-Pledged Donations	\$ 12,500
Pledges	\$ 223,817
Service Auction	\$ 20,000
Grocery Card Income	\$ 2,200
Fund Raising	\$ 4,250
Rentals	\$ 1,800
Interest	\$ 35
FY2014 Carryover	\$ 12,500
GRAND TOTAL	\$ 279,602



Fiscal Year 2014 Program Budget Proposal Continued

Expenses

Worship & Music	\$74,337
Community Within	\$67,156
Lifespan Learning & Spiritual Growth	\$63,524
Income Generation	\$30,687
*Social Justice & Community Outreach	\$15,844
UU & Interfaith Connections	\$28,054
GRAND TOTAL	\$279,602



*Reflects only Social Justice supported by the operating budget (figure does not include monies donated for special collections).

Note: Facility operational and Staff compensation expenses have been allocated to the UU Church of Kent Program Areas based on a percentage of staff time spent supporting our programs, ministries, committees, and events.

A line-item budget is available in the Church Office for any member that would like to review it.

Proposed By-Law Change 1 of 1

Proposed Revisions for the Unitarian Universalist Church of Kent By-Laws Proposed Revisions for Article VIII: Section 2. Committee on Ministry

The by-law currently reads:

Article VIII: 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 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.

The Committee on Ministry is proposing the following amendment to the bylaws:

Article VIII: 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~~ **three to five** 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~~ **committee**. The Minister serves as an ex-officio member of the Committee. The chair of the Committee serves on the panel that conducts an **biennial** assessment of the Minister's engagement with the congregation. **The Committee also serves as administrator of** ~~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~~ to the Committee someone who served on the Ministerial Search Committee that selected that ministerial candidate.

If approved, the revised bylaws would then read:

Article VIII: 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 consists of three to five 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 committee. The Minister serves as an ex-officio member of the Committee. The chair of the Committee serves on the panel that conducts biennial assessment of the Minister's engagement with the congregation. The Committee also serves as administrator of regular review and renewal of the leadership and ministry of the congregation. Upon calling a new settled Minister, the board shall appoint to the Committee someone who served on the Ministerial Search Committee that selected that ministerial candidate.

Reports from the Staff: The Rev. Melissa Carvill Ziemer

When I came for my first interview with the Minister Search Committee here at the Unitarian Universalist Church of Kent, I asked the committee if they could articulate the charge for their next minister in a nutshell. Kathie Slater, the chair of the Search Committee, told me that the congregation had accomplished so much in recent years. Many dreams had become realities, many goals had been realized. The goal for the next ministry, she said, would be to support the congregation in finding the vision for what comes next.

As part of our formal visioning work in my first few years, we identified the goal of restoring and expanding our space. After lots of hard work from many people, we are finally in a position to begin living into that vision. We were thrilled to be able to purchase the house at 221 North Mantua Street outright this past winter. Plans are underway to demolish the house this spring. Seeing that land vacant is surely going to help us imagine our new Fellowship Hall on that space into being. To that end, our Board of Trustees has formally charged our new Building Expansion Team to work on the plans for our expansion and restoration and our Capital Campaign Team to work on raising the funds to help finance our expansion and restoration.

In the meantime, we have also created a task group to plan a year of events in celebration of our 150th anniversary as a congregation in 2016-2017. The working theme for our celebration is:

Community: Past, Present, Future
Filling Our Hearts,
Acting Together

If all goes well, we just might be able to dedicate our new space during our sesquicentennial year. Wouldn't that be wonderful way to usher in the next 150 years?

Our congregation is healthy, vital, focused and energized. We have so much to celebrate and many strengths to build upon. So that we don't lose momentum on the other side, we need to clarify the goals beyond this goal. Our capital campaign consultant, Bill Clontz, has encouraged us to refresh our strategic plan so we know where we are headed when the expansion and restoration are complete. That is work we plan to undertake in the next few months.

Meanwhile, our day to day ministry goes on. Perhaps inspired by the fact of an anniversary coming soon, the Membership Committee decided to begin recognizing individuals who have been members of our congregation for 20 years or more. Jubilee Members, as we are calling them, were recognized in a celebration this winter. We look forward to making recognition of our Jubilee Members an annual event.

Other ministry highlights this year include our efforts to reach beyond our walls. In collaboration with our Environmental Justice Task Group, our committee pursuing Green Sanctuary certification has renewed its efforts with a dedicated group of volunteers and a wide variety of environmental themed programming. Building off of our congregational commitment to addressing issues of hunger and economic justice, another wonderful group of volunteers has become involved in preparing lunches for the Saturday hot meal program at Trinity Lutheran Church. Our middle school youth group took a turn preparing the meal this past spring and everyone involved expressed gratitude for the opportunity to serve and to grow. One of our longest running outreach efforts is the Kent Hogwarts School of Witchcraft and Wizardry. We've been in conversation with Hogwarts leaders this spring about making the ties between Hogwarts and Unitarian Universalism even more explicit in that experience. We are in agreement that Hogwarts is one of the very best tools we have to introduce the values of a Unitarian Universalist religious education to those in our wider community.

One of the roles in my ministry I most cherish is the opportunity I have to help people craft rituals for life transitions. I was honored this year to officiate at the wedding of Chris Beale and Jacqueline Hapney (Max Grubb's sister) and at the child dedications for the Czekaj, Waltz and Rome families, along with Karen Lapidus. Our congregation was saddened to receive the news of the death of former member of our congregation, Bailey Clegg. Before he moved away to WA, Bailey made a surprise gift of the grand piano to our congregation a few years ago. We will remember Bailey and will cherish his gift of music for many years to come.

I want to thank the congregation for your support and well wishes during my maternity leave this past fall. Special thanks to Rev. George Buchanan (Consulting Minister), Rev. Christie Anderson (Commissioned Lay Leader) and Rev. Renee Ruchotzke (Affiliated Community Minister) for stepping in to cover my responsibilities during my leave. I am also grateful to our wonderful team of lay leaders and to our incredibly hardworking and dedicated

staff for their roles in making sure everything ran smoothly during my absence. We are very fortunate to have such a fine group of volunteer and professional leaders working on behalf of our beloved community.

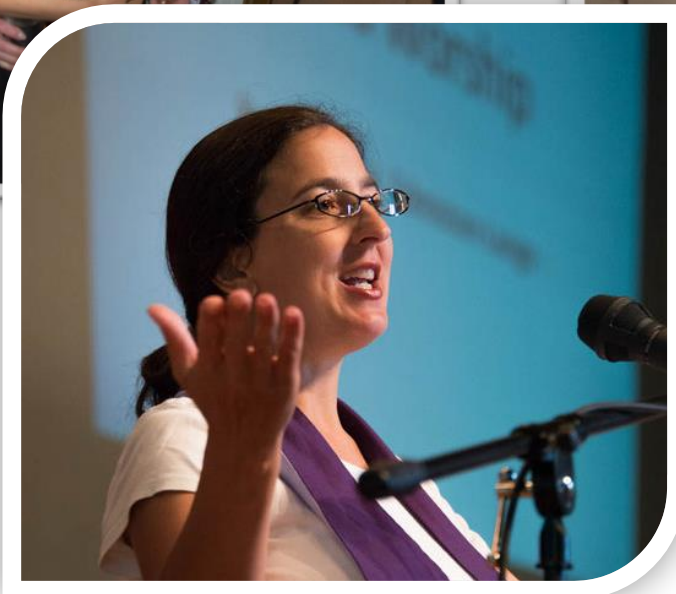
Finally, I want to thank you once again for your ongoing support of my professional development and my service to Unitarian Universalism. This year I am concluding my second year as President of Unitarian Universalist Allies for Racial Equity and continuing as Chair of the UUA's Western Regional Subcommittee on Candidacy. In my role as a member of the UUA's Council on Cross Cultural Engagement I had an opportunity to help lead a morning worship service at the last General Assembly. With my spouse Evin I co-led morning worship at our Ohio Meadville District Summer Institute last year as well. This August I will be concluding my participation in Beyond the Call, a two year continuing education program in preaching and worship arts offered by the Unitarian Universalist Ministers Association. I feel that my preaching and worship leadership has strengthened as a result of my participation in this program and I look forward to continuing to apply my learning in worship here with you.

I remain grateful for the opportunity to serve as your minister. Thank you for your confidence and support and for your collaboration in our shared ministry.

In faith,



Rev. Melissa Carvill Ziemer
Minister



Reports from the Staff: Karen Lapidus, Director of Religious Education

One of the major events of this church year, was creating the Religious Education Assistant position. Colleen Thoele is serving in this role at five hours per week. It has been a delight to work with her. We are still working through where our tasks divide and where they intersect, but having a staff member in this role has been so helpful and efficient. Colleen has created our new "Parents of Young Children" group which has been meeting monthly for a shared meal and meaningful discussion. In addition to administrative tasks, Colleen is coordinating the Children's and Family Library (located in Founders' Lounge).

We have 100 children and youth participating in our Sunday morning RE classes. We also offered the *Our Whole Lives* program of comprehensive sexuality education to upper elementary children over eight weeks last fall.

Our program wouldn't happen if not for all the wonderful and committed volunteers. We had 27 teachers and youth group advisors on staff this year. They included Mary Leeson, Amanda Rome, Lisa Slater, Jazz Coulter, Jo Fatchet, Isabel Farnsworth, Sandy Eaglen, Tanya Kahl, Jennifer Gregg, Cheryl Spoehr, Andrew Rome, Shana Steinhouse, Theresa Voineda, Joe Kuemerle, Lois Weir, Tim Smith, Vivien Sandlund, Rhonda Richardson, Liz Bright, Bobbi Beale, Dan Flippo, Mary Ann Kasper, Lori McGee, Beth Kuemerle, Kathy Kerns, Jennifer May and Jeff Lang.

Our summer 2013 program "How Do You Play?" involved members of our congregation sharing playful times with a Unitarian Universalist twist with our children. Folks who lead those sessions were Leah Gillig and Ann VerWiebe, Jennifer May and Lois Weir, the Slater family, Lori McGee and Jo Fatchet, the Mack family, Kay and Mark Eckman, Becky Haines, the Marfy family, Angela Barzizza-Young and Jesse Young, Tim and Salvatore Smith.

The little ones in our nursery are cared for lovingly and skillfully each Sunday by our Nursery Care Provider, Michelle Bores. Sandy Bowers volunteers to help in the nursery just about every Sunday. Other dedicated nursery volunteers this year are Allison Norris, Jazz Coulter, Kathy Kerns, Natasha Swango, Beth Rowles, Mary Leeson, Trish McLoughlin, Don Easterling, Mason Lorch, Paulette Thurman, Joel Slater, Laura Sinclair, Camille Pavlicek-Fausser, Gwendolyn Mack, Bonnie Harper, Kate Kuemerle, Shirley and Jonathan Kiernan, Sandy Eaglen, Nicole Polster, Helena Esparza and Cheryl Spoehr.

Special thanks to John Kluth, for leading the children in drawing activities during social hour every Sunday.

As you see, it takes many folks to provide a program of religious education for children and youth!

The Religious Education Committee continued with their good work this year. The members are Mary Leeson (chair), Michelle Bores, Beth Kuemerle, Kat Holtz, Cheryl Spoehr, Jo Fatchet and Colleen Thoele in an ex officio capacity. Our major projects were the Halloween Party and Youth Group Haunted House, the two RE teacher gatherings, the Surprise Friends multigenerational mixer and the Christmas giving projects to benefit both Miller Community House and Kent Social Services. The committee has been working with the 150th Anniversary Committee as well as with the Building Expansion Committee. Please see Mary Leeson's report for more details.

We used curriculum from a variety of sources:

UUA's Tapestry of Faith and other offerings:

Celebrating Me and My World in the Preschool class

World of Wonder in the Grades K-2 class

Sing to the Power in the Grades 3-5 class

Our Whole Lives (OWL) for Upper Elementary

Programs from independent UU authors and others:

Spirit of Adventure for our 2nd service Multi-Age class

Popcorn Theology for the Middle School youth group

Our own Chalice Group materials for the High School youth group



During the regular church year, we offer a Time for All Ages piece every Sunday during the worship service as well as the monthly multigenerational worship services. Personal highlights include "Welcome All, Welcome to the Stable", the Christmas pageant, the service based on *The Lion King* and "Letting Go" our Youth Sunday.

Our children and youth have had many opportunities this past church year to be involved with outreach activities.

The Grades 3-5 class organized a pet toy drive to benefit the Humane Society of Greater Akron. They delivered the toys and toured the facility in April. They also made three fleece blankets at Christmas time. One was given to the family that we sponsored at Miller Community House, one was given to a homeless person who receives services at Kent Social Services, and the third is being kept here at the church for anyone to use in the sanctuary on a chilly Sunday morning.

The Middle School group served a meal through the Hot Lunch Program housed at Trinity Lutheran Church. They provided a delicious spaghetti dinner served up with care and respect. Many from that group attended the Walden Camping Trip as a group last fall. It was a great bonding experience at the beginning of the church year.

The High School Youth Group had an offering for our annual service auction. They provided childcare on a Saturday afternoon so that parents could have a time to relax. The Youth Group will be hosting the Pancake Breakfast in June.

Many of our middle and high school youth have had the opportunity to attend several youth conferences hosted by the Ohio-Meadville District. Seven of our younger youth, Connor May, Salvatore Smith, Helena Esparza, Margee Haines, Sydney Haines, Mason Lorch and Alan Kerns attended the "Becoming a Leader" training. Kaley Mack attended the regional "Goldmine Leadership School for Youth". Jesse Beale Devine attended the social justice camp in West Virginia. He attended the year before, as well.

In late winter, I organized a "Care Package" project for our college-age young adults. Their parents, along with others, collected snacks, candy, socks, lip balm, toys, UU pens and bumper stickers, etc. and filled fifteen boxes, that were then mailed to the young adults. It was a wonderful experience for all, which means that we will most likely make this an annual event.

The Reverend Melissa Carvill Ziemer and I conducted Child Dedication ceremonies for five children; Isabel Rose Czekaj, Evian Rome, Raylynn Rome, Riley Waltz and Tyler Waltz. It is always a blessing to participate in this beautiful Unitarian Universalist ritual.

This spring the staff of the church and the leaders of the Hogwarts Action Team met to consider ways that we could be more closely aligned. We are reverting to the original vision of Hogwarts when it was established in 2001, which was more explicitly Unitarian Universalist. The modifications will roll out in the summer Hogwarts session. This initiative will benefit both Hogwarts and the church.



My professional development activities focus mainly on my participation in the Liberal Religious Educators Association (LREDA). I attended the Continental LREDA Fall Conference in St. Paul, MN. Our Ohio Meadville District chapter's annual meeting was in Wheeling, WV in February. In late March, I attended the joint retreat in Chautauqua, NY with ministers and directors of religious education from both the Ohio Meadville and Saint Lawrence Districts. In June, I attended *The Vision & Practice of 21st Century Faith Formation* conference in Columbus.

In faith and with love,

Karen Lapidus
Director of Religious Education

Reports from the Staff: MaryBeth Hannan, Congregational Administrator

One only has to look at this past year's calendar, e-nUUs or Sunday Threads to be reminded of the constant activity during fiscal year 2014. The enriching programs and ministries supported by your time, talents and financial resources keep the church office active by providing support to the various committees. This community is very fortunate to have so many dedicated lay leaders that have such a wide variety of talents to share. You are the greatest resource here at the UU Church of Kent and you keep this church thriving and healthy.

We have such a wonderful team of staff and it's a blessing to work with them all. As mentioned in the past, the time studies that staff conducts as part of our Program Budget help us to understand how our responsibilities support the ministries, and programs of this community. In addition, they also highlight how our jobs are woven together on different levels and are dependent on each other in serving the Church. The leadership and collaboration amongst the staff both supports and inspires our individual ministries while serving this community.

In addition to office administration, much of my time is spent in the area of Finance. Treasurer, Sandy Eaglen and I continue to work closely together managing the resources of the Church while monitoring the revenues and expenses. The Financial Secretaries, Eric van Baars, Kathy Wilen, Saunis Parsons and alternate, Ann VerWeibe along with all the helpers have been very dedicated in recording the Sunday offerings. In an effort to make this process more efficient, a new donation recording document was developed, implemented and has been very successful. I thank you all for your willingness to trying something new! In addition, our Assistant Treasurer, Angela Barzza-Young deserves many thanks for her continued dedication to paying the bills. It's not always easy keeping up with our chart of accounts but she continues to be dedicated to this ministry and has my deep appreciation for it. The FY2014 budget has been healthy but also stretched by the long, cold, snowy winter and increase in health insurance costs.

The Finance Committee met several time over the past year. By far, preparing a draft budget to send to the Board for review and/or revision is one of the most visible and important functions of the committee. However, this year also demanded the committee's attention to policy and building insurance contract review and renewal. Much thanks to the committee members: Gene Wenninger, Kay Eckman, Bob Erdman, Angela Barzizza-Young, Carol Gould, Sandy Eagle, and Rev. Melissa (ex-officio) for your time and dedication to being good stewards of the Church's resources.

Staff benefits administration is a new responsibility that was added to the Administration position this year. It seemed to be a natural "side bar" to the responsibilities of payroll administration and record keeping for the staff. This past year we saw changes in both healthcare and the retirement program. The Affordable Care Act affected all Americans; along with the Personnel Committee, much time was spent last fall learning and navigating the changes and how the ACA would impact the Church and the staff. In addition, this past year the UUA revised the retirement program. Now all staff members have the opportunity to participate in opening a retirement account even if they do not qualify for retirement benefits from the Church. This is a wonderful opportunity for all staff to plan for their future.

I want to offer my thanks to our Sexton, Brian Mulloy for his dedicated care of our buildings. Brian joined the staff on July 1, 2013 and is nearing his one year anniversary. Over this past year, he has been an asset to the Church. Working around the numerous meetings, programs and events of this community is not always easy but he continues to do a great job.

Listed below is a highlight of administrative responsibilities and activities that I have participated in over the past year. May 1, 2013 – April 30, 2014

- Office Administration
- Bookkeeping
- Member of the Ministry Executive Team
- Member of the Finance Committee and sub-committees for policy review and building insurance contracts
- Twice-monthly staff meetings along and two staff retreats
- Facilitated the hiring and supervision of the Sexton position
- Facility rentals management
- Administrative support for the Expansion and the Capital Campaign Teams
- Collaboration with the UUCK Stewardship Committee
- Continued participation in monthly Kent Churches Administrator & Secretary interfaith gatherings

- Renewed membership to AUUA (Association of Unitarian Universalist Administrators)
- Preparation towards AUUA Certification in the area of Finance
- Seminar attendance for “Understanding the Affordable Care Act”

I am looking forward to the coming year as we continue to move towards expansion; it is exciting to see this community moving closer to the vision of new and restored space.

In peace and appreciation,

MaryBeth Hannan
Congregational Administrator



Reports from the Staff: Rev. Christie Anderson, Commissioned Lay Leader



Since 2008, I have served our congregation as a Commissioned Lay Leader (CLL). A CLL is an unpaid volunteer who has completed an OMD-sponsored lay ministry program involving religious study and mentoring. 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 and serving as a referral source for Rev. Melissa for the performance of weddings and memorial services. I also serve as a back-up for pastoral care needs in the minister’s absence and as a resource for congregants seeking information on local social services. In service to the UU denomination, I lead worship services at other area UU congregations (which has enhanced my appreciation for our church!)

As a result of Rev. Melissa's three-month maternity leave, I had the opportunity to undertake some new responsibilities, such as developing and leading a pet remembrance ceremony, a church-wide memorial service, the Christmas eve adult service and facilitating the Chalice Group at Laurel Lake. It was a delight to explore new paths and to work with Rev. George Buchanan. I offer kudos to Rev. Melissa for the thorough preparations she made in advance of her leave, which helped ease the void left by her absence.

I recently expanded my pastoral skills by completed training as a hospice volunteer. As a hospice volunteer, I am particularly interested in offering music to hospice patients and families. I am available to offer meditative music to UUCK members through my role on our church's pastoral team as well. I appreciate the numerous outlets for musical expression provided by Hal Walker, as these experiences have nurtured my confidence.

I feel blessed to be part of this church community which inspires and supports our journey of personal growth and religious exploration.

Rev. Christie Anderson

Reports from the Staff: Hal Walker, Music Director

This year, our theme for Music Sunday was “Together.” I think that theme summarizes well the experience of the music program at our church this year. I’m continually grateful for the opportunity to express myself musically and to create worship with others in the musically satisfying setting of our sanctuary. The music program at the UU church of Kent this year has been more alive than ever. In case you haven’t noticed, We are in the midst of a musical renaissance.

The year began with my leave-of absence due to continuing health challenges. I witnessed our minister and our music committee work together to plan for about 8 weeks of music in my absence. With Jesse Young at the piano and the rest of our congregation filling in the musical gaps, I was impressed by the way our church’s music played on quite well without me.

We began the Fall with the formation of two new musical ensembles. The Fallow Time Folk Orchestra is a chamber ensemble of talented musicians that can read just about anything that a director would put before them. The challenge has been in finding appropriate and affordable music for this unique combination of instruments to play. In response to this challenge, I have discovered my own talent for and enjoyment of orchestrating music. This year, our own orchestra has performed 23 of my original arrangements and compositions. What a treat it is to work with such a collaborative group of musicians that are willing and flexible enough to go through the process of creating with me.

The Golden Tone Junior Choir is a top-notch vocal ensemble that week after week fills our sanctuary with delight. These singers are amazing. They sing perfectly in tune with beautiful tone and a great attitude. Having lead many groups of young people, I revel at the power and beauty that this particular combination of 10 singers has been creating. We’ve been talking about making available a recording of some of our favorites and I hope that this summer we’re gonna make it happen. (Would you like to help make that happen? Contact halwalker@mac.com)

This year has marked a high point in the history of the UU Church of Kent Adult Choir. With a solid core of dedicated and talented singers and the addition of a paid accompanist, we have been able to tackle music that previously would not have been possible. This year we are experiencing a good balance of voices and great rapport among the members. Regularly, I have to kick members out the church cause they are having too much fun socializing after rehearsal. On Easter Sunday, at 27 singers, we reached a new high of choir membership. Again, I can’t stress enough the benefit of working with an accompanist as talented and enthusiastic as Vanessa Vesely.

Over the years, Christie Anderson and I have expressed an interest in having a bell choir at our church. In January, we purchased 3 octaves of tone chimes. (The more affordable and mellow sounding version of church bells.) At the first rehearsal, 20 people showed up and we became the Kent UU Tone Chimers. We have since performed several of my original works and moderately challenging works of others.

As my role of church musician has expanded into director, arranger and composer, I’d like to express to the congregation the joy of sitting down at my computer’s notation software and building a composition specifically for our congregation. Like very few church musicians, I have the freedom to write into that composition about 50 musicians: a full SATB choir, a tone chime choir, a youth choir, 2 violins, a viola, a flute, a clarinet, a bass clarinet, a trumpet, a trombone, a french horn, an electric bass, a folk harp and an accordion. I’m looking forward to someday composing a piece will incorporates all those musicians to be performed for the grand opening of a sanctuary that can actually fit 50 musicians.

Hal Walker
Music Director



Reports from the Volunteer Staff: Rev. Renee Ruchotzke, Affiliated Community Minister

I feel so blessed to be a part of this congregation as I work in the wider UU community. (In fact, I made a video “love letter” http://youtu.be/4M-bBKB_Gzo using Hal Walker’s music and Brad Bolton’s photos that has had almost 600 views on YouTube, so lots of people now know how fabulous we are!)

This past year I had the privilege of being in the pulpit several times during Rev. Melissa’s maternity leave. My favorite time was the 4:30 Christmas Eve service for families with young children. A special thank you to Karen Lapidus, Colleen Thoele, Mary Leeson, Sunny Delaluz, Meg Milko, and Sandra Eaglen for making the felt nativity pieces that enabled all of the children to participate in the Christmas story!



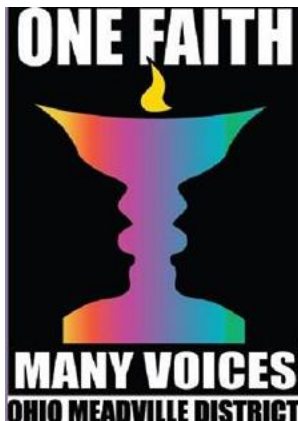
I also met with our new Building Expansion Team and Capital Campaign Team for a “start up” meeting (which is the kind of work I do for other congregations in the UUA).

In the wider UUA world, I have had three major projects. The first (and biggest) is a Hybrid Online UU Leadership Team Institute (H-UULTI). It’s a combination of online webinars and in-person practice and case studies with other congregational leaders in each geographic cluster of churches. <http://www.cerguua.org/HUULTI/> Another major projects is serving as the chair of the Program Development Group for the UU General Assembly (GA). I convene a group of leaders that look over all of the workshop proposals and determine which ones will be accepted for presentation at General Assembly. This year’s GA is in Providence, RI, June 26-29, 2014. <http://www.uua.org/ga/index.shtml>

The third major project is that I chair the Ohio Meadville District Commissioned Lay Leader (CLL) Program. <http://www.ohiomeadville.org/program/cll> This spring we have one candidate who is having her final interview to be a CLL and five applicants to the program, including our very own Lori McGee.

Respectfully Submitted,

Rev. Renee Ruchotzke



Reports from the Board: Moderator

The past 12 months as moderator have been far different than my first term back in 2003-04. Our congregation is larger, our programming and budget are larger, we have more professional staff and yet, we were not fully “grown” as our physical footprint had not changed in 10 years. Now it has.

Our mission as a Board was to live into our congregational vision of physical expansion to better meet the space and programming needs of our internal and external communities. We have succeeded with the purchase of enough property to build a free standing fellowship hall. I am proud of us.

But this was not our work alone. We built upon the leadership foundation of boards that preceded us, paving the way for our activities. For that, we are grateful to all who answered the call of spiritual practice through service.

In addition to the purchase of property, together we worked on serving our beloved community through thoughtful policy reviews/approvals, supporting our minister’s maternity leave and the interim minister’s service, hosting our annual ministries fair, sharing hospitality with a service auction event and hosting coffee hour and providing leadership in team building for the Building Expansion Team and the re-vitalized Capital Campaign Committee.

We began our board year in June without a secretary; the duties were rotated amongst board members until October when Chris Hurlbut volunteered to help out through June 1. We are ever grateful and appreciative for her dedication and excellent minutes recording. Randy Ruchotzke completes his 2nd (or is it 3rd?) tour of duty as well. Quiet, unassuming, hard-working, steady, thoughtful and committed; just a few attributes I can ascribe to him. Randy is, bar none, Building and Grounds Trustee extraordinaire. Please thank both Chris and Randy for their valuable service.

I transition on from Moderator to Chairperson of the Leadership Development Team with the intent of inspiring our newer members to engage in growing their souls through the spiritual practice of church governance.

It has been my honor to serve you and my faith.

Blessings and love,

Elaine



Reports from the Board: Treasurer

Following a third successful stewardship campaign organized around the program-based budget which was implemented two years ago, we are ending our 2014 fiscal year on stable financial grounds which will enable us to continue maintaining and growing some of our programs and ministries. Our proposed FY14 budget will allow us to: cover the expenses of our operation, preserve our current level of staffing, meet our obligations to provide health care benefits for some staff members, provide modest salary increases for most of the staff, provide increased support for our Music Director, continue to pay our fair share contributions to the UUA and OMD, and maintain our contingency fund.

The FY14 Stewardship Team of Meg Milko, Kathie Slater, Sandy Eaglen, and Marion Yeagler spearheaded an FY15 campaign which brought in \$223,817 in pledge commitments, a 1.50 % increase compared to our prior fiscal year, FY14 (in comparison, the increase for FY13 was 6%). Please note that, despite the increase in pledge commitments for FY15, increasing FY15 costs (particularly for health care benefits) have required some modest cuts to certain program areas and do not enable us to meet the latest UUA fair compensation minimums for all of our staff. Also, we have had to forego some of the new things we hoped to accomplish with our FY15 budget.

We do, however, have many achievements to applaud:

Once again, our staff has been vigilant in watching expenses while continuing to provide excellent and consistent service.

The Fundraising Committee, led by hard-working Meg Milko, has been active, providing a monthly pancake breakfast as well as other fundraising events. This year's highly successful Service Auction was made possible through their efforts as well as those of Jen May and Lois Weir and many other dedicated volunteers.

The Grocery Card Committee, chaired by Bob Erdman and Carol Gould and with the assistance of other able volunteers, has worked faithfully every week to administer our successful grocery card program which includes both Giant Eagle and Acme cards.

Others, too, have been instrumental in our ability to effectively monitor and administer our fiscal needs:

Angela Barzizza-Young has continued to serve admirably as Assistant Treasurer.

The Finance Committee, led by Gene Wenninger, has provided excellent oversight of our financial affairs including the preparation of our proposed FY15 budget. The Committee, working through a subcommittee of Gene, Carol Gould, and MaryBeth Hannan, has been very busy developing several new fiscal policies for the Church Finance Policy and Procedures Manual along with reviewing the building insurance contract.

The Endowment Committee, chaired by Bob Erdman, has ably monitored our steadily growing contribution program, Simple Gifts, and has developed a new endowment policy.

Financial Secretaries Kathy Wilen, Eric Van Baars, Saunis Parsons, and alternate Ann VerWiebe have labored tirelessly each week with several other volunteer helpers to manage our Sunday contribution processes.

In addition to all the people who have contributed to making this year run smoothly, we have continued to develop the procedural improvements which were initiated last year:

Our accounting software program change from ICON to QuickBooks has been successful;

Our application for individual UUCK tax-exempt status has been approved. (Though we are under the UUA's exempt umbrella, individual status enhances our ability to support donors' access to contribution records for tax purposes; it also allows for greater ease of corporate donation matches.)

The use of PayPal has allowed us to accept online electronic payments and contributions.

All in all, this has been a busy and productive fiscal year. In fall of 2012, our UUA consultant Bill Clontz suggested that two successful stewardship campaigns in a row should put us in a good position to begin our capital campaign efforts; our last three stewardship campaigns suggest that our dreams can become a reality. This year the newly-created and charged Building Expansion and Capital Campaign Teams have enthusiastically begun efforts to guide us as we move forward with our expansion plans.

The impetus to embrace all our possibilities is accomplished through the wonderful generosity of our congregation who contribute so much of their time, talents, energy, and financial support to our beloved church community. Working together, we can continue to make wonderful things happen.

Thank you!

Sandy Eaglen
Treasurer



FY2014 Revenue & Expense Report – April 30, 2014

Account Name	Fiscal Year to Date	Annual Fiscal Budget	
	7/1/13 - 4/30/14	7/1/13 - 6/30/14	
<u>Income - Non-Budgeted Income</u>			
Bank Interest	\$63.36	\$25.00	
Aesthetics	\$35.00	\$0.00	
Capital Campaign	\$49,310.02	\$0.00	
Capital Improvements	\$0.00	\$0.00	
Grocery Card Sales	\$34,105.00	\$0.00	
Hogwarts	\$20.00	\$0.00	
Library Income	\$250.00	\$0.00	
RE Program - Owl	-\$30.00	\$0.00	
RE Program - Children's RE	\$64.02	\$0.00	
Endowment Donations	\$0.00	\$0.00	
Simple Gifts	\$691.00	\$0.00	
Outreach	\$1,408.00	\$0.00	
SJC Special Collections	\$9,013.91	\$0.00	
SJC Fair Trade Sales	\$3,563.94	\$0.00	
SJC Undesignated	\$0.00	\$0.00	
* Memorial Donations	\$0.00	\$0.00	
MDF Donations	\$2,087.73	\$0.00	
* Misc. Non-operating	\$190.00	\$0.00	
Music Committee	\$0.00	\$0.00	
Prior Year Carry-Over	\$475.53	\$0.00	
Sunday Flowers	-\$175.00	\$0.00	
* Restricted Designated Donations	\$4,624.13	\$0.00	
Total Non-Budgeted Income	\$105,696.64	\$25.00	
<u>Income - Budgeted Income</u>			
Offerings			
FY2014 Pledged Income	\$180,706.02	\$220,545.00	
<i>Prepaid Pledges</i>	\$19,342.71		
<i>Pledged Donations</i>	\$161,363.25		
Non-Pledged Donations	\$10,834.00	\$10,000.00	
Plate Offerings	\$2,234.78	\$2,000.00	
Coffee and Sermon Donations	\$255.76	\$0.00	
Minister's Family Ins. Fund	\$3800.00	\$3,000.00	
Total Offerings	\$197,830.56	\$235,545.00	
FY2015 Prepaid Pledges	\$11,604.00	\$0.00	
Misc Income			
Outreach Donations	\$0.00	\$0.00	
Service Auction	\$25,323.00	\$20,000.00	
Rentals	\$919.00	\$1,800.00	
Grocery Card Profits	\$1,270.00	\$2,200.00	
Fundraising	\$4,666.92	\$4,000.00	
Total Misc. Income	\$32,178.92	\$28,000.00	
FY13 Carryover Revenue		\$9,500.00	
Transfer from Savings/Investments		\$0.00	
Total Budgeted Income	\$241,613.42	\$273,045.00	
Interest		\$25.00	
Total Income	\$347,310.06	\$273,070.00	

Note:
These are mainly "pass through" accounts for monies received and transferred to other accounts or entities. Exceptions are marked with an * which indicates receipt of non-budgeted funds.

Note: FY13 BWC refund of insurance premium

Fiscal/ Yr-to-Date is the total of Prepaid and Pledged lines

<u>Expenses</u>	<u>Year to Date</u>	<u>Annual Budget</u>
Non-Budgeted Expenses		
Capital Campaign	\$50,277.70	\$0.00
Grocery Card Transfers	\$33,900.30	\$0.00
Major Improvements	\$325.00	\$0.00
* Endowment Expenses	\$0.00	\$0.00
Fair Trade Expenses	\$2,670.62	\$0.00
Green Sanctuary	\$158.01	\$0.00
Hogwarts Transfers	\$20.00	\$0.00
Library Expenses	\$16.50	\$0.00
* MDF Transfers Out	\$4,192.41	\$0.00
Memorial Fund	\$72.48	\$0.00
* Misc. Non-GF	\$326.25	\$0.00
* Designated Funds	-\$474.56	\$0.00
Prior Year Expenses	\$283.80	\$0.00
* Outreach Expenses	\$2,482.25	\$0.00
RE Program--Owl	\$0.00	\$0.00
Social Justice Committee Exp.	\$232.70	\$0.00
Special Collection Exp.	\$5,882.66	\$0.00
Sunday Flowers	\$102.92	\$0.00
NSF Check	\$75.00	\$0.00
Bank Service Charges	\$50.00	\$0.00
Total Non-Budgeted Expenses	\$100,594.04	\$0.00

Note:
These are mainly "pass through" accounts for monies received and transferred to other accounts or entities with the exception of accounts marked with an *.

Program Budget Operating Expenses

Worship & Music

Accompanist supplemental	\$1,050.00	\$200.00
Music Committee	\$912.36	\$1,500.00
Sunday Program Committee	\$2,003.20	\$1,500.00
Worship Supplies	\$146.19	\$400.00
*Program Budget for Worship & Music	\$50,944.08	\$61,441.85
Total Worship & Music	\$55,055.83	\$65,041.85

Note: \$1005 covered by Sunday Prgm. Comm. Fund

Community Within

Aesthetics	\$319.01	\$0.00
Board of Trustees	\$20.00	\$400.00
Childcard for Meetings	\$60.00	\$150.00
Committee on Ministry	\$97.99	\$200.00
Fellowship & Coffee Hour	\$60.36	\$0.00
Lay Leader Development	\$275.00	\$2,000.00
Library Committee	\$124.46	\$100.00
Membership & Directory	\$620.84	\$500.00
Pastoral Care Committee	\$17.06	\$0.00
Personnel Committee	\$90.00	\$300.00
*Program Budget for Community Within	\$59,095.13	\$71,272.54
Total Community Within	\$60,779.85	\$74,922.54

Note:
*Program Budget amounts Under each category are a Percentage of the combined Budgets for Building & Grounds, Office, Personnel and Debt Service.

Lifespan Learning

Adult RE	\$196.99	\$250.00
Children's RE	\$1,421.57	\$1,800.00
OWL	\$0.00	\$0.00
Youth Group	\$10.00	\$0.00
*Program Budget for Lifespan Learning	\$44,830.79	\$54,068.83
Total Lifespan Learning	\$46,459.35	\$56,118.83

UU & Interfaith Connections

Campus Ministry	\$0.00	\$40.00
OMD Dues	\$3,808.80	\$4,613.00
UUA Dues	\$9,936.00	\$12,300.00
*Program Budget for UU & Interfaith	\$10,188.82	\$12,288.37
Total UU & Interfaith Connections	\$23,933.62	\$29,241.37

Income Generation

Fundraising Exp.	\$405.91	\$0.00
Legacy Committee	\$0.00	\$250.00
PayPal Processing Fee	\$180.93	\$0.00
Service Auction Exp.	\$2,653.41	\$0.00
Stewardship Committee	\$321.15	\$200.00
*Program Budget for Income Generation	\$22,415.39	\$27,034.41
Total Income Generation	\$25,976.79	\$27,484.41

Social Justice & Outreach

Publicity	\$529.00	\$600.00
*Program Budget for Outreach	\$16,302.10	\$19,661.39
Total Social Justice & Outreach	\$16,831.10	\$20,261.39

Total Program Budget Operating Expenses \$229,036.54 \$273,070.39

Account Balances as of April 30, 2014

<u>Checking Account</u>	<u>4/30/14</u>
General Fund	\$822.69
Adult RE Fund	\$44.57
Capital Campaign Fund	\$34.59
Major Improvements Fund	\$996.75
Coffee Hour Fund	\$112.70
Social Justice	
Special Collections	\$779.00
SJC Fair Trade	\$886.13
SJC Undesignated	\$594.56
Library Fund	\$497.63
Memorial Fund	
Designated Memorials	\$98.23
Undesignated Memorials	\$15.31
Minister Family Insurance Fund	\$87.96
Music Fund	
Undesignated Music Monies	\$73.30
Designated - Accompanist	\$510.00
RE PProgram	
Children's RE	\$300.00
Coming of Age	\$124.38
OWL	\$6.59
Youth	\$223.20

Reserves for Operations	
Payroll Taxes	\$0.00
Sunday Program Committee	\$0.00
Stewardship Fund	\$99.96
FY2014 Prepaid pledges	\$0.00
FY2015 Prepaid pledges	11,604.00
<u>Bank Interest</u>	<u>\$76.99</u>
Total Checking	\$17,988.54
<u>Savings Account</u>	
Aesthetics Fund	\$1,074.13
Contingency Fund	\$10,000.00
Endowment Fund	
Heritage Program	\$500.00
Simple Gifts	\$1,868.00
Reserve Savings -GF Operations	
FY13 Carry-over	\$3,122.37
FY14 Pre-paid pledges	\$6,377.84
Green Sanctuary Fund	\$1,086.50
Library Fund	\$174.56
Minister Family Insurance Fund	\$3,645.74
Playground Fund	\$810.00
<u>Interest Income</u>	<u>\$99.20</u>
Total Savings Account	\$28,758.34
Total Changes in Net Assets	\$45,046.88
Capital Campaign Accounts	
Stifel Nicholas	\$25,590.83
HTB Capital Account	\$13,621.31
Total Capital Campaign Funds	\$39,212.14



Reports from the Board: Trustees for Programming

1. We spent much of the early part of the year determining the responsibilities and expectations for our position.
2. We determined that, with several exceptions, the committees and action teams for which we are responsible have been functioning very satisfactorily.



A. The Aesthetics Committee had been lacking someone who would coordinate the activities of three areas: (1) art in the sanctuary; chancel decorations, including Sunday flowers; and (3) holiday decorations. We arranged for Ann VerWiebe to assume the role of Coordinator of the Aesthetics Committee. She has been doing a very good job and has ideas for new ways to enhance aesthetics throughout the church. In the absence of anyone to oversee the Hanging of the Greens we assumed responsibility for coordinating this activity.

B. We consulted with the Minister and the Director of Religious Education about concerns that the Hogwarts program was no longer adequately incorporating aspects of Unitarian Universalist values and traditions into its activities. We believe that there has been some agreement with leaders of Hogwarts concerning some changes that will be made.

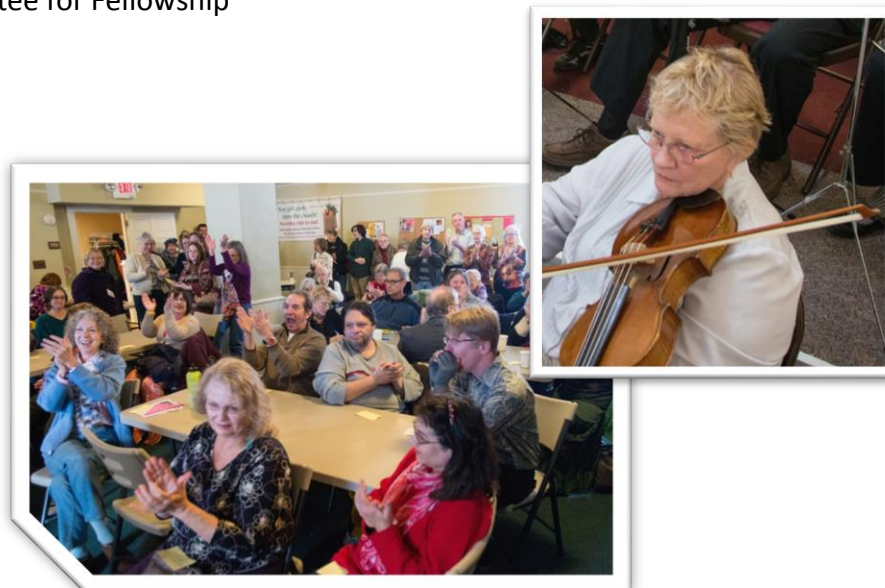
Respectfully Submitted,

Jack Graham and Mary Ann Stephens
Trustees for Programming

Reports from the Board: Trustee for Fellowship

The Trustee for Fellowship can report that the church abounds with fellowship! Every holiday and special occasion has been celebrated with pleasure this year. Many thanks to those who made arrangements, publicized, invited others, brought food, made presentations and contributed in every way to the numerous activities we have shared.

Carol Gould, Trustee for Fellowship



Reports from the Board: Trustee for Building and Grounds

It has been a good year concluding my two year run as Trustee. I look forward to finishing two projects as trustee before my term ends and then having more time to organize and work on a list of items that the B and G committee has assembled.

Highlights from the last year and continuing good deeds:

Our gardening group. Thanks to Jennifer and Don Gregg and Georgia Quinn for taking the lead here and making our gardens be lovely additions to our grounds. Notice their work and thank them. The flower beds look terrific. Dan Hayes, after 15 years of dedicated service, decided to hand off the task of lawn care. Thanks, Dan. Lee Brooker has volunteer to take on this task. Thanks, Lee.

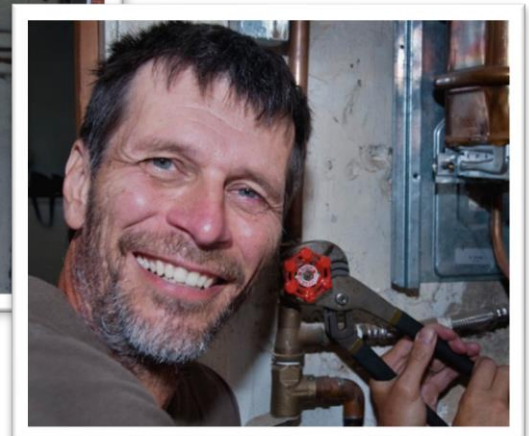
Building and Grounds team. We have a robust one with church members and friends who have a lot of good ideas and a wide range of skills. This year we have completed some major projects including building the wooden fence that defines the border for our new property behind the annex, electrical updates to the annex, as well as several cosmetic repairs. We have two projects in the works for May: constructing a play area for children in the green space behind the church and some updated and much needed aesthetic upgrades to the annex. Thanks to John Brovarone, Larry Johnson, Ian Hogan, Deb Biggins, and Michael Lee for joining this team and contributing your time and talents to the community.

The sound board team has grown in number, thanks in large part to the efforts of Brad Bolton. His recruitment of volunteers during last fall's committee fair was as successful as it was inspired and hilarious. Brad also selected some new equipment wrote a user's manual and helped train our new operators on the intricacies of our sound system. Contributors to this team include David Smeltzer, Bruce Richards, Max Grubb, Deb Biggins, Larry Johnson, and Connor May.

As I wrap up my tenure as Trustee, I feel most pleased about the level of commitment of members of the various teams and the growth of those teams. This position is no longer one where the responsibilities of the position are as daunting as they were in the past. Our change to a policy based style of governance has altered this position as well. Under the steady leadership of our Congregational Administrator, MaryBeth Hannan and our Reverend Melissa Carvill Ziemer, many of the day-to-day decisions have been moved to them. Thanks for all that you do to keep our buildings and our grounds in good shape.

Respectfully Submitted

Randy Ruchotzke
Trustee for Buildings and Grounds



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

Church members and friends engaged in a variety of social justice activities in the 2013-2014 year. Social justice activities were organized primarily through 3 church task forces.

The Hunger and Poverty Task Force collected donations of food, personal care items, and local grocery store gift cards for Kent Social Services. Church members also coordinated donations of products for Miller Community House. Church members prepared and served hot lunches one Saturday a month as part of Kent Social Service's Hot Lunch Program at Trinity Lutheran Church. Funds for this endeavor have been donated out of social justice funds earned through the sale of fair trade products during coffee hour. Members of the middle school youth group served hot lunch in March.

The Environmental Justice Task Force restarted the Green Sanctuary program at the church. They sponsored a film series and discussions about fracking, supported local anti-fracking efforts, organized a Valentine's Day celebration of the earth called "Harmony," sent postcards to Congress calling for action on global warming, and hosted a dinner for the earth. They also created a timeline in Fessenden Hall of environmental activism by church members.

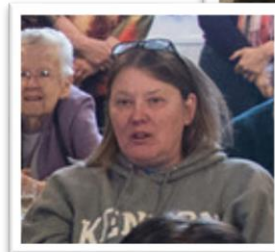
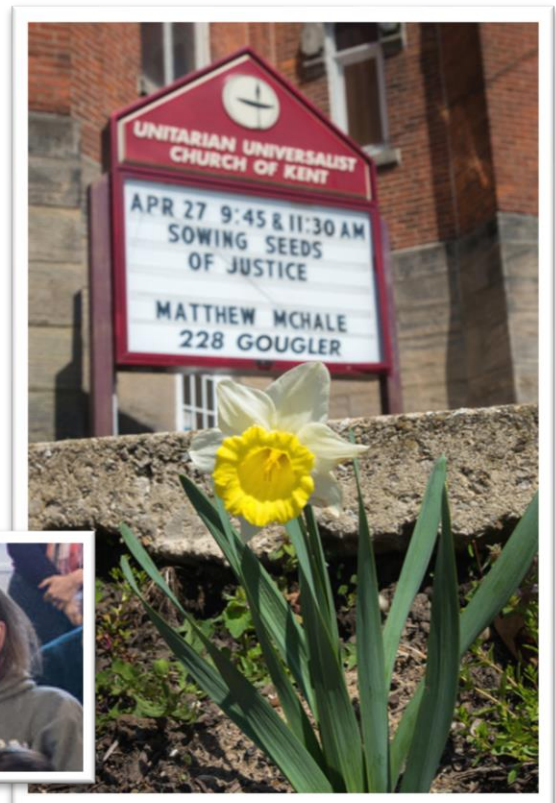
The Human Rights Task Force hosted a talk for the community by peace activist Cindy Sheehan on her bicycle Tour de Peace. Church members hosted a talk at the church by Ivan Villasboa, Director of Companion Communities Development Association (COCODA), about a project to supply water to two villages in El Salvador. Church members helped launch a ballot initiative for a Community Bill of Rights to be added to the Kent city charter. This would prohibit "toxic trespass," including fracking in Kent. Church members have worked to promote a ballot initiative to reverse the restrictions on early voting in Ohio. Church members participated in several conferences, including the Allies for Racial Equity Conference, the UUJustice Ohio Conference, and the Single Payer Action Network Conference in support of health care as a human right. Church members protested at the Ohio State House against the death penalty. Church members marched in Cleveland to demand extension of unemployment benefits and SNAP benefits and a living minimum wage. Church members participated in various other marches and protests, letter-writing campaigns, and educational programs on behalf of human rights.

Four members of our church youth group attended the Ohio Meadville District Social Action Conference.

The church joined UUJustice Ohio, a statewide social justice network of congregations.

Congregational special offerings this year went to the Brady Center to Prevent Gun Violence, Lovelight, the County Clothing Center, Family and Community Services of Portage County, the Portage County Housing Services Council, Kent Social Services, Freedom House, the Community Action Council Emergency Energy Conservation Fund, the West Virginia Water Relief Fund, Companion Communities Development Association (El Salvador), and Safer Futures.

Report respectfully submitted by Vivien Sandlund, Trustee for Outreach to the Wider World.

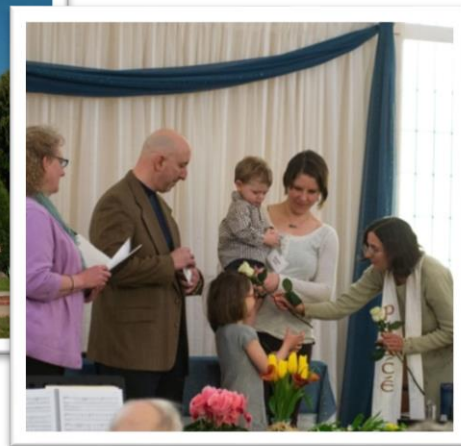


FY2014 Annual Program Area Reports: Worship and Music

Report from the Sunday Program Committee

The Sunday Program Committee (SPC) is responsible for ensuring that quality worship services are offered on the Sundays that the Minister is not in the pulpit. The UU Church of Kent has a long history of offering worship services led by members of the congregation or guests in order to enhance the opportunity to hear a variety of voices from the pulpit. Committee members fulfill this responsibility in multiple ways: by accepting proposals from interested worship leaders, initiating invitations to particular speakers, and inviting congregation members to submit ideas for topics they would like to have someone develop for worship.

The Sunday Program Committee planned and/or coordinated several services this year. These included lay-led services by Kristina Spaude, Mike Hovancsek, Andrew Rome, Jennifer May, Kathy Walker and Saul Flanner, Elaine Bowen, Debi Biggins, and Lois Weir and Andrew Rome. Music-oriented worship services were led by Hal Walker and Christie Anderson, and musician and community organizer Matt Meyer. During Rev. Carvill Ziemer's maternity leave, our pulpit was visited by several visiting UU ministers, including Rev. Doug Wadkins, Rev. Wayne Arnason, Rev. Kathleen Rollins, Rev. George Buchanan, Rev. Evin Carvill Ziemer. Sermons were also led by Rabbi David Horowitz, Rev. Elaine Strawn, and Rev. Matthew McHale, and by our Commissioned Lay Leader Rev. Christie Anderson and our Affiliated Community Minister, Rev. Renee Ruchotzke. The UUCK youth led a Youth Sunday service.



Changes are in store next year, as the Sunday Program Committee and the Worship Associates are discussing the merger of the two groups into the new Worship Arts Committee.

Committee members:

- Christie Anderson
- Liz Bright
- Rev. Melissa Carvill Ziemer
- Joe Kuemerle
- Lori McGee
- Andrew Rome
- Lois Weir (chair)

Submitted by Lois Weir, Chair

Report from the Music Committee

This past year the Music Program at the UUCK had a remarkable surge in creativity, performing groups, quality of performance, participation from congregation members and hours devoted by its Music Director.

The Music Committee's financial spreadsheet clearly details the particulars of this past year. The highlights of the year were:

- Our fundraising program "UU've Got Talent" which featured home-grown performers and raised \$980 to benefit the church's Music program.
- The addition of a choir accompanist, Vanessa Vesely, whose time and talents have significantly benefited the UU Adult Peace Choir. Her compensation is far below a fair reflection of her contributions. She is truly a gift.
- The creation of the Golden Tones youth choir whose 10 young, talented and enthusiastic members have added wonderfully to our services on a monthly basis.
- The creation of the Fallow Time Folk Orchestra, modeled after Summer Institute's folk orchestra, who regularly perform arrangements and new compositions written by Hal.
- The creation of the UUCK Tone Chimers, again with arrangements from Hal.
- In addition to these official UUCK musical groups, the church, through the encouragement of its Music Director, acts as a focal point for community music programs including the Sacred Song Circles organized by Saunis Parsons, the monthly community sing-alongs with Matt Watroba, and the Cuyahoga Concert Series created and produced by Hal and Matt.

It was with a good deal of concern and disappointment that we heard the news of the flat pledge drive results for the coming year, as I'm sure was echoed by all the committees. Hal is currently spending upward of 25 hours per week in support of the program, for which he is compensated for 15. Vanessa is paid \$100 per month as a choir accompanist, a rate which is one tenth the level of some other UU churches. They both do this because they love the program and the church, but it isn't right that we do not support them in kind. Hal should be at least half time, and Vanessa's pay should be more in the \$2,000 to \$2,400 range. We will continue to have the UU've Got Talent fundraiser but the Committee is concerned this will not entirely bridge the gap.

The Music Program at Kent has become quite well known in the wider UU community and is a key first impression for many who are considering attending on a regular basis. We urge that the Board find some way to fund this important part of our worship experience at a level that reflects its contribution and the rewards gained from it.



Music Ministry Expenses

Description	Cost	Date	Category
Tim Staron service in July	\$ 100.00	7/21/2013	Guest Musicians
Gracias Por El Amor (from Clif Hardin Music)	\$ 20.00	8/21/2013	Choir Music
Vanessa payment - September	\$ 100.00	9/1/2013	Choir Accompanist
Hal Walker Paypal Order (9/19/2013)	\$ 78.00	9/19/2013	Choir Music
The Musical Source music order	\$ 47.68	9/18/2013	Choir Music
Alliance Music publications music order	\$ 103.41	9/18/2013	Choir Music
Marge Adler service on 9/22	\$ 100.00	9/22/2013	Guest Musicians
The Musical Source music order	\$ 41.44	9/22/2013	Choir Music
Cord for sound system	\$ 42.75	10/6/2013	Equipment
20 copies of "More Love Somewhere" from Chandler Music	\$ 39.65	10/9/2013	Choir Music
Vanessa payment - October	\$ 100.00	10/1/2013	Choir Accompanist
Vanessa payment - November	\$ 100.00	11/1/2013	Choir Accompanist
Vanessa payment - December	\$ 100.00	12/1/2013	Choir Accompanist
Stanton Music Company (12 copies of a song)	\$ 30.82	12/4/2013	Choir Music
Vanessa payment - January	\$ 100.00	1/1/2014	Choir Accompanist
Seafarer Press	\$ 58.75	1/8/2014	Choir Music
Vanessa payment - February	\$ 100.00	2/1/2014	Choir Accompanist
Peter Amidon	\$ 60.00	1/23/2014	Choir Music
Jim Scott	\$ 50.00	2/12/2014	Choir music
Vanessa - Music Service on March 2	\$ 150.00	3/2/2014	Guest Musicians
Vanessa payment - March	\$ 100.00	3/1/2014	Choir Accompanist
Vanessa payment - April	\$ 100.00	4/1/2014	Choir Accompanist

Total Expenses

Guest Musicians	Choir Music	Choir Accompanist	Equipment	Piano tuning
\$350.00	\$529.75	\$800.00	\$42.75	\$0.00

TOTAL (MC): \$922.50

TOTAL (CA): \$800.00

Balances

Guest Musician etc	Choir Music	Choir Accompanist	Piano Tuning
\$250.00	\$127.50	\$550.00	\$200.00

TOTAL (MC): \$377.50

TOTAL (CA): \$550.00

UU've got talent funds \$980.00

FY2014 Annual Program Area Reports: Lifespan Learning & Spiritual Development

Report from the Religious Education Committee

The members of the Religious Education Committee for the year 2013-2014 are: Michelle Bores; Kat Holtz; Cheryl Spoehr; Jo Fatchet; Beth Kuemerle; and Mary Leeson. This committee meets monthly with Karen Lapidus, the Director of Religious Education, and Colleen Thoele, the new Religious Education Assistant. During the summer we helped select the fall curricula, and hosted brunch for the RE teachers ingathering. In the fall we participated in the Ministry Fair, and organized the church Halloween party. Holiday gift giving opportunities were provided in December. In addition to our annual toy collection for Kent Social Services, we purchased gifts for a family from Miller Community House using donations from the congregation totaling \$1093. We organized a Teacher's Retreat in January and the Easter Sunday egg hunt. The Surprise Friends program, which matched 18 adults with 18 children or youth, ran during April and May. Our annual RE Sunday and Teacher Recognition is being held on June 1. Also on this day, we will recognize our graduating seniors as they bridge to young adults.



Respectfully submitted
Mary Leeson
Committee Chair

Report from the Adult Religious Exploration Committee

The Adult Religious Exploration committee last met in September, 2013, to review summer programming and to plan for this church year. Group members included Joel Slater, Christie Anderson, Cheryl Spoehr, Dan Flippo and Rev. Melissa Carvill Ziemer with Jack Graham representing the Trustees for Programming and Kathy Kerns contributing to preparation for our small group programs - Chalice Groups and Food for Thought Groups.

Last summer, we offered a variety of adult religious explorations opportunities including:

- *Building Your Own Theology* facilitated by Elaine Yehle Bowen
- *Spiritual Autobiography* facilitated by Melissa Carvill Ziemer
- *SuperBrain* book discussion facilitated by Mary Maske

Over the course of the church year, we once again offered our small group ministry program. This year we had 5 Chalice Groups and 1 Food For Thought group with approximately 50 people participating.

In addition to our small groups, we also offered:

- *Compassionate Dialogue* facilitated by Saunis Parsons
- *Beloved Community, Beloved Earth*, facilitated by Rev. George Buchanan
- *What We Choose: Ethics for Unitarian Universalists*, facilitated by Melissa Carvill Ziemer
- a few sessions of *Spiritual Cinema*, facilitated by Dan Flippo
- a few sessions of *RadioLab and Pancakes*, facilitated by Cheryl Spoehr

FY2014 Annual Program Area Reports: Community Within

Report from the Committee on Ministry

Members: Lori McGee (Chair), Trish McLoughlin, Eric Van Baars, Amanda Rome, Rev. Carvill Ziemer (ex officio)

The Committee on Ministry serves the congregation by monitoring the health of our community. We meet once a month to discuss any concerns or issues that individuals or groups may have. Part of our “job” is to mediate during any conflicts that may arise. We seek to recognize those members whose volunteerism goes above and beyond and whose work is often “under the radar.” Finally, we choose a text to read together as a way to further our knowledge of congregational life.

I am very happy to report that we have had a calm and rewarding year! There were very few congregational issues to be discussed, and those that did come up were resolved easily and quickly. All of the members of the Committee wish to thank the congregation for their effort to make this such a wonderful place to worship and grow!

For our study plan, we chose to read *How to Say It When You Don't Know What to Say* by Robbie Miller Kaplan. This book gives helpful phrases during life's difficult moments, as well as lists of what not to say. We have all found it very helpful and have used the information given in our personal lives.

From October to December of 2013, we worked with Rev. George Buchanan, who was our consulting minister while Rev. Carvill Ziemer was on maternity leave. Rev. Buchanan was very easy-going and was helpful to the Committee during his time here.

Finally, we revised the Committee on Ministry section of the by-laws to better reflect what we actually do. The revision is included in this packet.

Our congregation is healthy and thriving. We are moving forward with expansion and growing both numerically and spiritually. I am looking forward to the next church year, to all the challenges and changes to come.

In faith,
Lori McGee





Report from the 150th Anniversary Task Force

Our Task Force has been working diligently to develop ideas to celebrate the 150th anniversary of the founding of our congregation. Our focus has been on creating monthly events for the year May, 2016-April, 2017 which would showcase a broad spectrum of people and ministries that make up our congregational life today, that honor our history, and that project our mission into the future. We are planning Sunday services, artistic celebrations, election day dinners, costumed events, homecoming activities, building openings (!)---all reflecting who we have been, who we are now, and who we need to become.

Our current focus is on finalizing our ideas and developing fund raising projects.

Participants this year have included:

Hunger:	Elaine Bowen
Human Rights:	Susan Poole/Lee Brooker
Environment:	Andrew Rome and Ted Voneida
Homecoming:	Bonnie Harper, Kathy Kerns, Martha Kluth
Children:	Karen Lapidus and Mary Leeson
Music:	David and Diana Watts and Saunis Parsons
Visual/performing arts:	Jan Noden, Eric VanBaars, Sandy Eaglen
Election Day dinner:	Heidi Shaffer/Jane Krimmer, Kathy Wilen,
The Past:	Sally Burnell and Vivien Sandlund
The Future:	Melissa Carvill Ziemer
The Building:	Randy Leeson and Max Grubb
Our Covenant:	Renee Ruchotzke

Respectfully submitted,

Bonnie Harper
Vivien Sandlund
Kathie Slater

Report from the Care Team

The Care Team is coordinated by Patty Miller and includes the following members: Swanny Voneida, Diana Watt, Bonnie Harper, Noreen Gory, Shana Steinhouse and Christie Anderson as the congregation's CLL. The Care Team is a network of individuals that help friends and members of the congregation by providing limited care through:

- Making and delivering meals
- Offering transportation
- Providing emergency childcare
- Shopping, running errands and light housework
- Offering a listening ministry of presence through PAL (Pastoral Associate Listening Team)
- Offering meditative music sessions for a hospital or nursing home patient
- Providing information on local social services

Over the course of this past year, Care Team members supported a variety of special events and other programming including:

- Organized two workshops with guest speakers having expertise on tips and resources to ease memory loss and another providing information on helping frail seniors to remain at home longer by connecting to local support services.
- Made home visits to families having new babies and celebrating adoptions. The visit included gifts and a welcome on behalf of the congregation.
- Offered a memorial worship service for members and friends who were grieving the loss of a loved one over the holidays.
- Arranged the on-going opportunity following Sunday worship services to sign a greeting card for church members who would appreciate knowing others are thinking of them.

Rides provided: 2

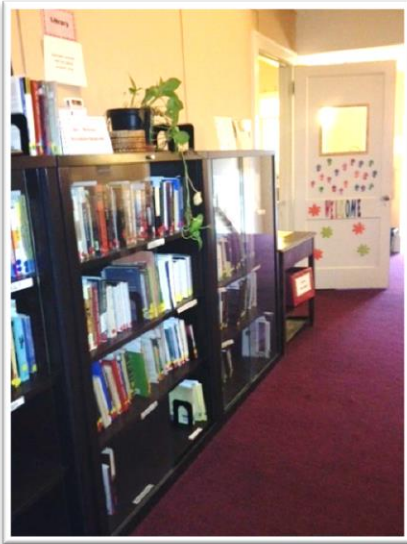
PAL: 153.5 (home and hospital visits, phone calls and e-mails)

Meals / Dinners provided: 4

The care team warmly invites church members and friends to always feel free to contact us when in need of a service or a listening companion. In addition, if you would like to volunteer to help provide a support service or a listening ear, we gratefully accept the talents offered by new volunteers at any time.



Report from the Church Library Committee



This year was extremely busy for the Library committee. Present members are: Martha Kluth, Co-Chair, Ann Waters, Co-Chair; Kathy Wilen, Secretary-Treasurer; Carolyn Schlemmer, Cataloger; Matt Cox, Harry Noden, Eugene Wenninger, Jane Krimmer, and Larry Cole. Duties of each position was clarified and re-defined to re-distribute the work load .

The committee has been instrumental in promoting special programs sponsored by the Library committee. Three Symposiums, based on the Bill Moyers "Faith and Reason" series were presented in September (interview with Mary Gordon), October (interview with Colin McGinn), November (Salman Rushdie), and February (Margaret Atwood). Symposium leaders were Harry Noden, Carolyn Schlemmer, and Bill Wilen, and Joel Slater. Each Symposium attracted between 15 – 20 participants. The committee will continue to engage volunteers on a limited basis for special functions such as the Symposiums.

The Library committee produced Volume 3 of "Here We Have Gathered". The committee solicited a collection of essays written by church members on past historical events and current interests of the congregation. The

committee assisted in the spring book sale by helping with the set-up and the sales.

A Survey to evaluate the congregation's use of the Library and suggestions for improvement was prepared by Matt Cox and posted on the website and in the e-nUUs. The congregation indicated that the collection categories reflected their interests, and that the books are of current interest and compelling worth.

The committee set up a displays of books recommended by the Minister and another display of newly purchased books throughout the year. The titles of the books in both displays were publicized in the Thread from the Web, the e-nUUs, and the Chalice Flame. The committee continued to develop the collection with the purchase of 10 new books in addition to 12 donated books.

Our income has been funded by three sources: the addition of the Library into the church budget as a line item, a contribution received from the spring book sale, and funds received from the sale of "Here We Have Gathered". This income allowed us to purchase new books.

A sorely needed new laptop with Windows 7 and a 1 USB port was donated to the Library by Carol Gould. This has immeasurably facilitated the Library cataloging process and record keeping.

Future plans include presenting additional Symposiums which have proved to be popular. Purchasing new books is a fundamental mission and will always be a major goal of the committee. It is dedicated to promoting the collection as a vital resource for congregational education and spiritual growth. The committee intends to provide significant input for Library facilities in the new Master Plan.

Respectfully submitted by the Library Committee.

Report from the Membership Team

Claudia Miller and Marion Yeagler, co-chairs

Team Members: Andrea Case, Cheryl Casper, Carol Gould, Trish Johnson-Kwartler, Diane Kloss, Mary Leeson, Patty Miller, Shannon Osorio, Camille Pavilcek-Fause, Cheryl Spoehr

- New members were welcomed at New Member Sunday during the annual picnic in June, 2013.
- New UU classes were held quarterly, organized by Claudia Miller, with the assistance of Marion Yeagler, Rev Melissa Carvill Zeimer, Karen Lapidus, Rev. Christie Anderson, Rev, Renee Ruchotzke, Vivien Sandlund, and Kay Eckman.
- An update of the church directory was distributed, thanks to a lot of work by Andrea Case, who updated the online directory and reconciled it with the membership database, Mary Leeson, who added photos, and others.
- Membership participated in the Ministry Fair.
- Coordination of volunteer database by Mary Leeson
- Worked on updating the New Member bulletin board
- We hosted a coffee hour in December and encouraged other groups to do so.
- We initiated a new tradition when Jubilee members were recognized for having become members 20 or more years ago. Landmark anniversaries will be recognized on the 20-25-30-35th anniversaries in the future.
- Cheryl Casper spear-headed an effort to make our new membership database more usable to the Team.
- The Unitarian Universalist Church of Kent certified 213 members to the UUA in January, 2014.
- We hope to begin working soon on a revised Path to Membership.

Marion Yeagler, Claudia Miller
May 1, 2014



Report from Walden

Even the shutdown of the federal government could not prevent Walden from occurring last October. Some frantic, last-minute rescheduling by Jill Forsman and myself landed us at Chapman State Park in Northwestern PA.

Members of our church youth group joined us for a trip to the Audubon Sanctuary near Jamestown, NY. Activities at Fall Walden included hiking the local trails including "Heart's Content" (old growth forest) and taking an October swim in Chapman Lake. Ingathering service given by the Rev. Renee Ruchotzke was followed by storytelling, music, great food and fellowship.

As Walden grows, there is a need for more input and suggestions as we experience our seventh principle, or as I call it "the outernet".

Ed Stolish

Report from the Hogwarts Program

Leaders – Joe Kuemerle (Headmaster), Becky Haines (Headmistress Emeritus), Michelle Bores and Sandy Bowers (Safety), Kat Holtz and Luna Hart (Curriculum), Jennifer Heeter-Gregg (Food), Gina Maida (Treasurer), and Valerie Henry (Coordinator)

Purpose – To create a magical space where children/youth learn valuable life lessons grounded in Unitarian Universalist principles framed in the popular fictional world of *Harry Potter*.

KentHogwarts...

- Conducts two sessions a year, in winter and summer.
- Stays true to the canon of the *Harry Potter* books and films.
- Never turns a child away because they are unable to pay.
- Is completely self-funded.
- Welcomes the wider community.

During a session, students are sorted into four houses representing the character traits of Faith, Hope, Peace, and Love. They cycle through eight small group classes spread over two days and one day of two to four large group activities. In the summer we conclude with an extra day of awards to recognize students for their life achievements and milestones.

In Summer 2013 we broke our attendance record with 102 children/youth attending. The session was themed after the book, *Harry Potter and the Half Blood Prince*. Having so many children and youth was both delightful and challenging. In Winter 2014, we lowered the registration cap. Being entirely indoors, we simply did not have enough physical space to accept so many. 92 children/youth attended with another 22 students waitlisted (the most we've ever had on the waitlist.) The session was themed after the book, *Harry Potter and the Deathly Hallows*.

The program has been going for 12 years and becomes more popular with each passing term thanks to the talent and enthusiasm of our dedicated volunteers. Despite our success, we realize there are many things we could do better. We are currently working to improve UU integration and communication with members and other church committees.

So many wonderful people make KentHogwarts happen. Thank you to our cast of volunteers, especially our kitchen witches/wizards (Andrew Bores, Colleen Norris) music leader and historian (Brad Bolton), our professors (Cheryl Spoehr, Andrea Case, Kay Eckman, Tim Smith, Sarah Verity, Angela Barzizza-Young, John Bores, Mary Bouch-Koslow, Sandy Eaglen, Bonnie Graham, Kayla Henry, Justin Kuemerle, Beth Kuemerle, Katelyne Norris, Nick Subat, Natasha Swango, Susan Szuska, Zoe Crankshaw, Lauren Edmonds, Reid Parsons, Tracy Parsons, Maia O'Meara), our prefect wranglers (Mori Brandon-Bowers, Olive Busson, Holly Geisinger), our helpers (Kim Homsher, Keara Gleason, Chris Gleason, Carolyn Schlemmer), and the Masons for entrusting us with their historic home. We would also like to thank Karen Lapidus and Rev. Melissa for their continued support and guidance. My sincerest apologies if your name is missing or misspelled. I blame it on the wrackspurts that befuddle my brain now and then.



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FY2014 Annual Program Area Reports: Income Generation

Report from Finance Committee

The major activity of this Committee this year was developing the “dream” budget for the Stewardship Campaign and then refining that budget based upon the results of said campaign. While slightly exceeding the previous pledge total, the results of this year’s campaign made it unlikely we could add some of the program enhancements we had hoped to be able to do.

The Committee also completed its roster of financial policies with the adoption of a revised and updated Financial Policies and Practices Manual, subsequently approved by the Board of Trustees. This Manual incorporates all policies related to the financial operations of the Church and should be a very valuable resource. These policies, currently in effect, include:

1. Fundraising Process and Procedures, from the Fundraising Committee
2. Minister’s Discretionary Fund
3. Restricted Committee Accounts
4. Restricted Bank Accounts
5. Other Designated Funds
6. Endowment Fund(s,) including Legacy, Investment Procedures
7. Gift Acceptance Policy.

The Endowment Committee developed a disbursement policy to be submitted to the congregation. Our revision to the Bylaws to include the Endowment Committee as reporting to the congregation was approved by both the Trustees and the congregation.

501(c)(3) status for the Church itself was granted early this fiscal year.

Audit procedures were developed, and an audit will be conducted this summer.

A subcommittee solicited bids from insurance companies, reviewed two submissions, resulting in renewal of our coverage with Church Mutual.

The Committee recommended that the loan on the Annex be re-financed. This was approved by the Trustees and has been done.

All in all a very productive year, thanks to a hard-working committee.

Submitted by Gene Wenninger, Chair, on behalf of the Committee:

Angela Barzizza-Young, Sandy Eaglen, Kay Eckman, Bob Erdman, Carol Gould, MaryBeth Hannan, and Rev. Melissa Carvill Ziemer, ex-officio.

Report from Capital Campaign Committee

The big news from the Capital Campaign Team is... we exist! The Board appointed the committee members and we started meeting in March 2014. Our charge is to develop and implement a capital campaign that will fund any church expansion the congregation votes to pursue. Note that the capital campaign is separate from the annual stewardship campaign; the latter is what funds ongoing church expenses such as our wonderful staff, utilities, church programs, etc. By contrast, the capital campaign is to fund land acquisition, new construction, and renovation of church facilities. Members of the Team are Randy Leeson, David Smeltzer, J.R. Campbell, Sandy Eaglen, Melissa Carvill Ziemer, and co-Chairs Marion Yeagler and Kathy Kerns.

Our committee is separate from, but coordinating with, the Building Expansion Team; that group is charged with developing the specific plans for the expansion (e.g., what a new or renovated space will look like). Please watch for their announcements, as there will be opportunities for you to provide input on planning and to vote on what plans to pursue.

A prior capital campaign team recently solicited some targeted donations, which is how the church had the money on hand for the recent land acquisitions on the properties behind the church and the Eldredge Annex. Our team will be following up on their work, with a full campaign to all members, once the congregation votes on what expansion plan they want to pursue. Some activities the Capital Campaign Team will be doing include working with a UUA consultant (we have chosen Bill Clontz), who will conduct a feasibility study and advise on other matters; recruiting people for the much larger team that will carry out the campaign; planning how the church canvassing will be conducted; keeping the congregation informed on activities; and planning social events in connection with the campaign.

The capital campaign will be a very large endeavor, that will involve many more people than the Capital Campaign Team, which is essentially a steering committee for the campaign. And yes, there is room for you if you want to work on the capital campaign! This will be an exciting and rewarding project for our church, and through the creation of more space will help us to live out our church mission. Please do not hesitate to contact any member of the team if you would like to be involved.

In faith,
Marion Yeagler and Kathy Kerns



Report from Endowment Committee

The Endowment Committee this year consists of Cheryl Casper [Term expires June 2014], Bob Erdman, Chair; [Term expires June 2015] and Kay Eckman [Term expires June 2016]. Carol Gould, Legacy Committee Chair, and Gene Wenninger, Finance Committee Chair have been working with us.

We began FY14 with \$1692 in the Endowment Fund. Thanks and all those who made Simple Gifts and other endowment donations, we now have \$2368 in the Endowment Fund.

We have one new legacy gift in FY14. Carol Gould and Kay Eckman plan to meet soon to review existing legacy arrangements and promote new legacy gifts.

The Endowment Committee reviewed the financial policies and procedures with which we were concerned and made some specific recommendations to the Finance Committee regarding these. We discussed the disbursement policy at some length, made significant progress toward consensus on this policy, and will have further discussions on this.

Bob Erdman, Chair
May 1, 2014

Report from Legacy Committee

The Legacy Committee continued to encourage members to leave a bequest for the church in their will. We hope to distribute forms and provide advice in order to encourage this hard-to-confront-but-worthwhile effort this coming year.

Submitted by,

Carol Gould

Report from the Grocery Card Committee

In August 2012, we started selling Giant Eagle as well as ACME cards. This was done to increase the revenue contributed from this operation, which has a very high rate of return: 5% profit per order. For Acme Cards, we order every 2-4 weeks, corresponding to an annual rate of return on the initial \$2000 investment of around 60% and so far 3 Giant Eagle orders have been placed. The \$2500 investment in Eagle Cards was charged as negative revenue against the Grocery card Account. FY13 revenues are expected to be about \$2200, paying back all but \$300 of this \$2500. So far, about \$1260 has been paid back and another \$1240 is expected to be paid back by June 30, 2013. Average weekly sales of Acme cards is about \$650, and average of Giant Eagle cards is just over \$300.

In FY14, we plan more articles about the cards, and sometime in FY13 or early FY14 we hope to be able to announce the capability to accept credit card payments for grocery cards.

We sincerely thank the many people who now regularly buy grocery cards from the church rather than spending cash at ACME and Giant Eagle stores.

Bob Erdman and Carol Gould
Grocery Card Coordinators
May 1, 2014



Report from the Service Auction Committee

The auction was bright and colorful as we transformed the hall into Kent Karnival! We had bright colors, a new auctioneer, reconfigured space and check out stations as well as a caricature artist for your entertainment. We again had local food donated either entirely or at cost from area restaurants. We used a church member's catering company to complete the food offerings.

We were able to raise close to \$23,000 net and are already anticipating this year's auction! Look forward to a new theme, new layout and more great food.

We are always trying to raise awareness about our church and its historic place in Kent's past and its future and the auction is a great place to get our name out into the community. Remember to leave a business card when you visit those businesses that support our efforts, they really work!

Thank you,

Meg Milko
Auction Committee Chair



Report from the Fundraising Committee

We had another busy year with fundraising efforts for the church's general fund. We kept up with the monthly pancake breakfasts only taking a break during holiday time and stewardship campaign month! We offered many tasty varieties and flavors and thank everyone who helped in any way to put on these wonderful fundraising events.

We introduced a Tupperware fundraiser two year's ago with the thought of replacing the book sale with this event. The book sale was becoming very labor intensive with many people converting over to electronic e-books, this year we have replaced it entirely with the Tupperware fundraiser. With much less work and effort we can raise a very similar dollar amount for the church.

Our Holiday Gift Fair was another HUGE success raising over \$1,100 over three weeks time. Thank you to all who donated and all who bought gifts! We couldn't do it without you. We also continue to sell Sheetz Books, Acme & Giant Eagle Cards and enjoy the wonderful sounds of the Celtic Clan all while raising money for our church.

We have been fortunate enough to exceed our budgetary goal each year and I expect this year to be no different.

Thank you,

Meg Milko
Fundraising Committee Chair





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