

FY2015 ANNUAL REPORT

UNITARIAN UNIVERSALIST CHURCH OF KENT

INFORMATION AND DISCUSSION: JUNE 2, 2015 7:00 PM
VOTING: JUNE 7, 2015 12:45 PM



Unitarian Universalist Church of Kent
228 Gougler Avenue • Kent, Ohio 44240
www.kentuu.org



Cover Art: UUCK Capital Campaign logo designed by Keegan Larwin.

Annual Report for Fiscal Year 2015

Information and Discussion Meeting: June 2, 2015, 7:00 pm

Voting Meeting: June 7, 2015, 12:45 pm

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INSPIRE



SERVE



GROW

Information and Discussion: June 2, 2015

Voting Meeting: June 7, 2015

Agenda

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The Leadership Development Committee presents the following Election Slate for Fiscal Year 2016

Board of Trustees

<u>Name</u>	<u>Term</u>
Rhonda Richardson	1 year, through June 30, 2016
Vivien Sandlund	1 year, through June 30, 2016
Sandy Eaglen	1 year, through June 30, 2016
Dan Flippo	2 years, through June 30, 2017
Ann VerWiebe	2 years, through June 30, 2017
Kathie Slater	2 years, through June 30, 2017
Jeff Marsh	3 years, through June 30, 2018
Mary Lou Holly	3 years, through June 30, 2018
Andrew Rome	3 years, through June 30, 2018

Financial Secretaries

<u>Name</u>	<u>Term</u>
Eric van Baars	1 year, through June 30, 2016
Angela Barzizza-Young	2 years, through June 30, 2017
Saunis Parsons	3 years, through June 30, 2018

Endowment Committee

<u>Name</u>	<u>Term</u>
Cheryl Casper	3 years, through June 30, 2018

Leadership Development Committee

<u>Name</u>	<u>To extend term for one additional year.</u>
Bonnie Harper	2 years, through June 30, 2017
Claudia Miller	2 years, through June 30, 2017

The following individuals will be continuing in their elected terms

Financial Secretaries

Kathy Wilen – Alternate through June 30, 2016

Endowment Committee

Kay Eckman through June 30, 2016
Shirley Kiernan through June 30, 2017

Leadership Development Committee

<u>Name</u>	<u>Term</u>
Max Grubb, Chair	1 year, through June 30, 2016
Jim Scott	through June 30, 2016



Quorum established.

Moderator Elaine Yehle Bown called the meeting to order at 12:46 pm.

Chalice Lighting.

Assistant moderator Max Grubb gave a brief update on the expansion, referencing living into our shared vision. He provided highlights of the last year, including the purchase of the 221 N. Mantua Street property and the creation of the Building Expansion and Capital Campaign Teams.

Randy Leeson moved to approve the minutes from last year’s meeting, Sally Burnell seconded and the motion passed with one abstention.

Sandy Eaglan discussed the annual stewardship campaign and the 2015 budget. This year we had 213 certified members and 140 pledge units. Although we fell short of our dollar goal, the proposed budget meets the UUA’s fair compensation guidelines, which is a priority of our congregation pursuant to a congregation vote several years ago. Under the proposed budget, we remain a fair share congregation and all staff are at least at the minimum compensation recommended by the UUA. The music director’s hours have been increased.

Lori McGee moved to accept the proposed 2015 budget, Kay Eckman seconded the motion and it carried with two abstentions.

Lori McGee, chair of the Committee on Ministry, reviewed proposed changes to Article VIII Section 2 of the by-laws relating to the Committee on Ministry, as outlined in the annual meeting packet. Mary Lou Holly moved to to accept the change to the by-laws and Sally Burnell seconded the motion. The motion carried unanimously.

Kathie Slater, former Moderator and outgoing chair of the Leadership Development Team, advised that as outgoing Moderator, Elaine Bowen will move into her position. Kathie presented the 2015 slate.

For Board positions:

Moderator: Max Grubb	1 year, through June 2015
Assistant Moderator: Dan Flippo	1 year, through June 2015
Treasurer: Sandy Eaglan	2 years, through June 2016
Secretary: Ann VerWeibe	2 years, through June 2016
Trustee for Buildings and Grounds: Leah Gillig	2 years, through June 2016
Trustee for Outreach to the Wider World: Vivien Sandlund	2 years, through June 2016
Financial Secretaries: Laura Teagle	2 years, through June 2016
Kathy Wilen – alternate	2 years, through June 2016
Endowment Committee: Shirley Kiernan	3 years, through June 2017
Leadership Development Committee: Bonnie Harper	2 years, through June 2016
Claudia Miller	2 years, through June 2016
Jim Scott	2 years, through June 2016

Elaine opened nominations from the floor. Seeing no takers, Shana Steinhouse moved to accept the slate. The motion was seconded by Susanna Smart and the motion passed unanimously.

Rev. Melissa Carvill-Ziemer announced the fascia and soffits on the Eldredge Annex will be replaced, and acknowledged the work of Randy Ruchotzke as outgoing Trustee for Buildings and Grounds, which was gratefully recognized by the congregation. Melissa also announced that Lori McGee is commencing her preparation to become our congregation’s second Commissioned Lay Leader, and Lori was recognized by the congregation.

Elaine Bowen acknowledged outgoing board members Randy Ruchotzke and Secretary Chris Hurlbut, and they were recognized by the congregation. Gifts were presented to the outgoing members.

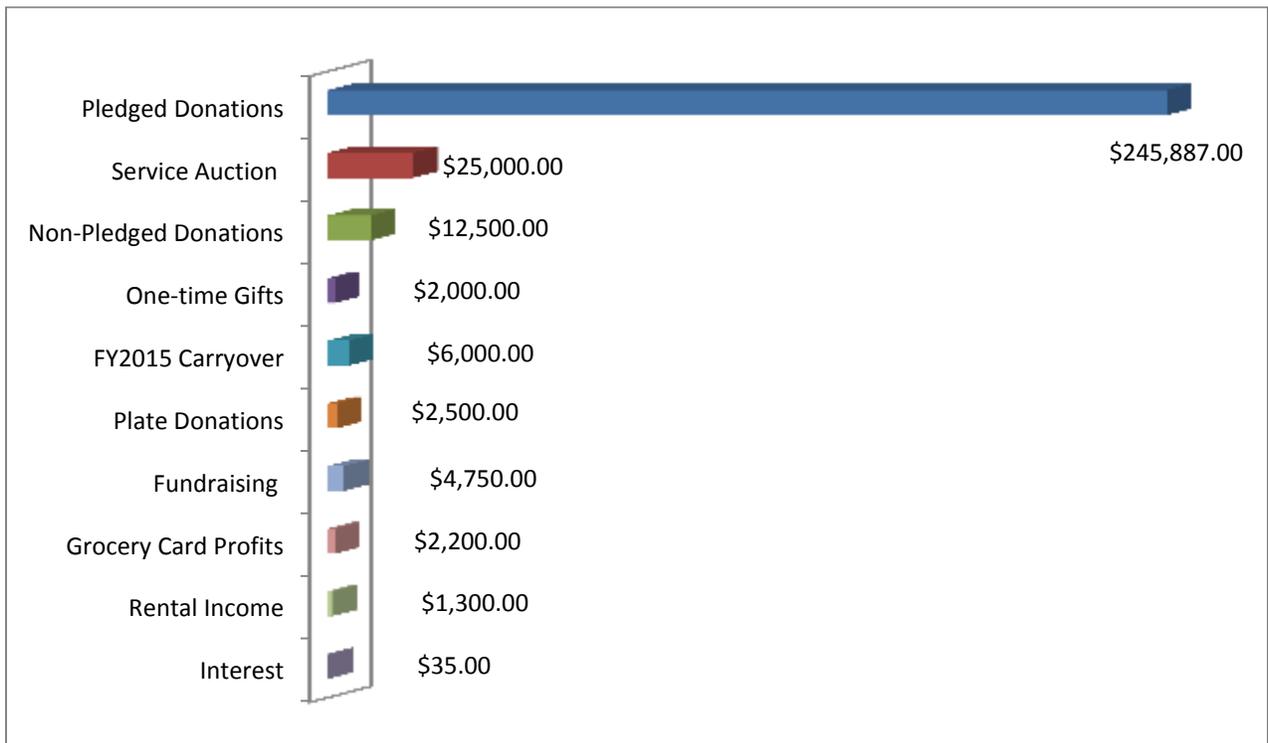
Max Grubb presented a tribute to outgoing Moderator Elaine Bowen, and Elaine was recognized by the congregation. On behalf of the board, Vivien Sandlund presented Elaine with gifts.

Max Grubb adjourned the meeting at 1:30 pm.

Fiscal Year 2016 Program Budget Proposal

Revenues

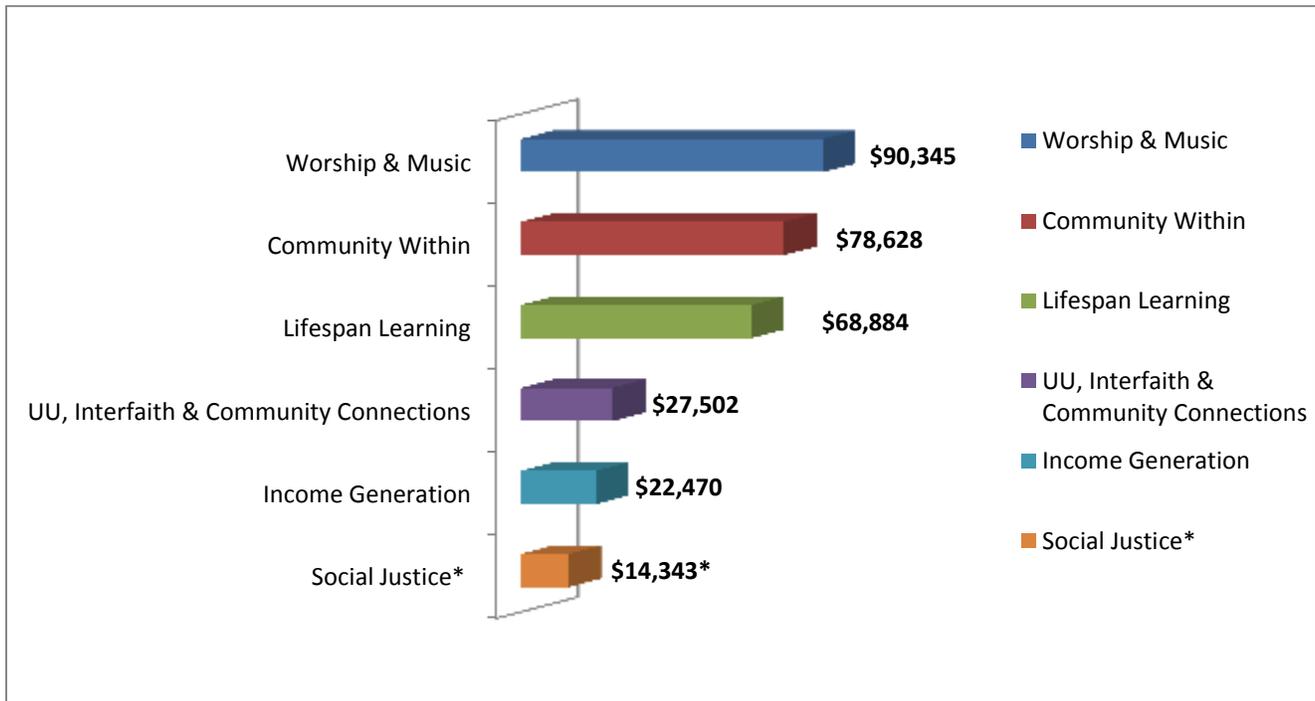
Pledged Donations	\$245,887
Service Auction	\$25,000
Non-Pledged Donations	\$12,500
One-time Gifts	\$2,000
FY2015 Carryover	\$6,000
Plate Donations	\$2,500
Fundraising	\$4,750
Grocery Card Profits	\$2,200
Rental Income	\$1,300
Interest	\$35
Total	\$302,172



Fiscal Year 2016 Program Budget Proposal Continued

Program Expenses

Worship & Music	\$90,345
Community Within	\$78,628
Lifespan Learning	\$68,884
UU, Interfaith & Community Connections	\$27,502
Income Generation	\$22,470
Social Justice	\$14,343
Total	\$302,171



*Reflects only Social Justice supported by the operating budget; this 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.

Motions and Resolutions

Proposed Motion

Karen Lapidus as Director of Religious Education Emeritus

Proposed Congregational Resolution

Unitarian Universalist Church of Kent

2015 Resolution to endorse the Kent Move to Amend Charter Amendment

BECAUSE Unitarian Universalists believe in the inherent worth and dignity of every human person, and in the use of the democratic process in society at large, and because approval of the 2011 AIW opposing Citizens United paved the way for the Unitarian Universalist Association (UUA) to take the spiritual lead in the passage of a constitutional amendment to establish that corporations are not persons and money is not free speech;

WHEREAS, a series of U.S. Supreme Court rulings have established corporations as persons, equated money with speech, and eliminated limits on amounts that corporations can contribute to political campaigns and political advertising;

WHEREAS, these court-created doctrines have flooded the political landscape with unprecedented amounts of money from corporations and other interests, corrupting our democratic processes and putting the entire democracy at risk;

WHEREAS, Article V of the U.S. Constitution provides for amendments to the Constitution, a process that has occurred 27 times including seven constitutional amendments that have overturned U.S. Supreme Court decisions;

WHEREAS, there are pending proposals in Congress and states that need action NOW to achieve passage of an amendment;

WHEREAS, the Unitarian Universalists for a Just Economic Community, UUA Board of Trustees, the Unitarian Universalist Service Committee, and various congregations have already endorsed a constitutional amendment;

WHEREAS, an amendment to the Constitution is needed to overturn Citizens United and eliminate both corporate personhood and money as speech, and

WHEREAS, the 2013 General Assembly requested member congregations to pass resolutions that support and endorse a constitutional amendment to establish that corporations are not persons, and money is not speech,

THEREFORE, BE IT RESOLVED that the Unitarian Universalist Church of Kent endorse the Kent Move to Amend Charter Amendment citizen initiative in the 2015 general election.

Proposed Congregational Resolution

Unitarian Universalist Church of Kent 2015 Congregational Resolution in support of Black Lives Matter

BECAUSE Unitarian Universalists believe in the inherent worth and dignity of every person;

WHEREAS the current system of systemic, institutional racism devalues the lives of Black people;

WHEREAS the systemic devaluing of Black lives calls us to bear witness;

WHEREAS rampant police killings of Black people continue on a nearly daily basis;

WHEREAS mass incarceration not only ruins the lives of those incarcerated but generationally harms entire communities;

WHEREAS Black people are disproportionately targeted for police stops, disproportionately arrested, disproportionately charged, disproportionately sentenced, and disproportionately harmed by collateral sanctions;

WHEREAS the unequal racial profiling, police brutality, voting restrictions, and mass imprisonment of African Americans is a moral outrage;

WHEREAS a proud part of our history, in which two of us were martyred, was in active support of the Voting Rights Act, which is now decimated, allowing for widespread curtailment of voting rights, and

WHEREAS a mass movement called Black Lives Matter is daily growing, and needs our vocal and visible support and participation,

THEREFORE, BE IT RESOLVED that the Unitarian Universalist Church of Kent take a vocal and visible stand in solidarity with, and in participation with, the Black Lives Matter movement, and with other supportive organizations.

Reports from the Staff: The Rev. Melissa Carvill Ziemer

Ten years ago this month you voted to call me as your settled minister and I joyfully accepted. I've heard lots of my colleagues talk about the kinds of possibilities that open up when congregations and ministers have healthy, long-term relationships. Now I know what they mean. In the last few years we moved into some really significant work together and we are starting to see the fruits of our efforts.



Our new bylaws are a testament to the growing clarity about how to structure ourselves for health. More than ever, responsibility and authority are clearly aligned and the structures of accountability are in place to help guide us even more deeply in living our mission, vision and covenant. We owe our thanks to all the board members who have prepared the way for this move into policy based governance over the last several years and especially to Kathie Slater, Sandy Eaglen and MaryBeth Hannan for the incredible amount of time and attention they devoted to this process as the Bylaws Revision Task Force.

The work of the Building Expansion Team (Lois Weir and Matt Slater, co-chairs, Randy Leeson, Mary Lou Holly and Larry Johnson) and the Capital Campaign Teams (Kathy Kerns and Marion Yeagler, co-chairs, Randy Leeson, Kay Eckman and David Smeltzer) has been outstanding. They have clearly earned the confidence of the congregation as evidenced by our very positive Feasibility Study Report from our UUA capital campaign consultant, Bill Clontz, and the two unanimous votes we took this spring to embark upon and reaffirm our decision to proceed with a capital campaign. The campaign will be held this next fall and the results should be in before Thanksgiving. I'm looking forward to what I anticipate will be a very successful campaign.

My enthusiasm about the future of our congregation is tempered a bit as we have recently learned that Karen Lapidus will be retiring as Director of Religious Education effective the end of June. Karen is talented, experienced, dedicated and possesses all the hallmark of a true religious professional. Her work with us has been exceptional and we have been very fortunate to have her on our staff not once, but twice. We have been very well served by Karen and I know I speak for many when I say we will miss her. The search process for her successor has begun and I am hopeful that we will find a great candidate to join our team. Whoever we hire will have the advantage of building upon the strong relationships and secure foundation that Karen has built over the years.

Shortly after we say goodbye to Karen, it will be time to say hello to our Intern Minister, Dave Clements. Dave is a student at Meadville Lombard Theological School and a member of the West Shore Unitarian Universalist Church. I have been meeting with him monthly this year as he completed his first year of coursework, while also working part-time in a community organization that serves veterans in Cleveland. This summer Dave will complete his required full-time unit of student chaplaincy at the VA Hospital. He'll have a few weeks off after that unit and then he begins his work with us in September. In addition to his classes, Dave will be working with us half-time from September through May for two year. He will receive regular feedback from me as well as from an Internship Committee with whom he will meet regularly. The ministry internship is a critical part of a minister's formation and you all have an important role in providing him with the experience he will need to grow into his ministerial identity. What he needs most from us is the chance to learn what it means to be a minister in practice.

An important part of ministry in a congregation includes marking the milestones and transitions of the lives of the people in our community. This year we were honored to celebrate the dedications of Hunter Diehl, Juniper Hogan and Harper Walton Fisette. It was my pleasure to officiate at the marriage of Ann Waters' son George Waters to Kitty Huffman. And together we mourned the deaths and celebrated the lives of Caroline Arnold, Esther Duncan and Heidrun Hultgren. All three were well loved members of our congregation and we will miss them.

It remains an honor for me to serve as the minister of this healthy, dynamic congregation. A big part of what makes this church such a great place is the commitment and hard-work of the congregation's leadership. In addition to the wonderful staff, we are blessed by an excellent Affiliated Community Minister (Rev. Renee Ruchotzke), an outstanding Commissioned Lay Leader (Rev. Christie Anderson), a very promising Commissioned Lay Leader Candidate (Lori McGee) as well as a host of talented and generous lay leaders. From the Board of Trustees to the Committee on Ministry, from the Green Sanctuary Team to the Library Committee to the Membership Committee and so many other groups and teams, leadership is evident. The chance to work with thoughtful, engaged and dedicated leaders is a big part of what keeps me here; ours is truly a shared ministry.

Once again I'd like to thank you for the time and professional expenses that allow me to serve the larger community. In addition to my continued service on the Kent Social Services Advisory Board, I've been building new relationships with the NAACP Executive Committee in Kent. I've also continued my service to Unitarian Universalism in a variety of ways. My six year term on the Allies for Racial Equity Steering Committee is ending in June as I complete my tenure as Past President. That ending also signals the end of my term on the Council for Cross Cultural Engagement in June as well. My term as the Chair of the Western Regional Subcommittee on Candidacy is ending as the UUA seeks to reorganize its process of supporting and evaluating ministerial aspirants. I have also completed my two year Beyond the Call Continuing Education program, which culminated in leading a worship service for colleagues this past winter at the Unitarian Universalist Ministers Association (UUMA) Institute for Excellence in Ministry.

With all these endings, I've accepted two new roles this spring. One is a very small role as an Ambassador for the UUMA's capital campaign called Sustaining the Call. I also agreed to become a coach in the UUMA's peer coaching program. I attended a training program this past fall and began working with my first coachee two months ago. The process includes once monthly video-conference coaching sessions over the course of a year. I'm anticipating the training and experience I'm gaining as a coach will transfer to other aspects of my work in ministry as well.

I was honored this year to be one of the recipients of the UUA's Westwood Award this year. The award is given annually to ministers "who have brought an entrepreneurial spirit toward spreading our faith and nurturing our congregations." I am grateful to Rev. Renee for nominating me for this recognition. And most of all, I am grateful to you, the people of the Unitarian Universalist Church of Kent, for the room and encouragement to keep growing and learning as I serve.

Melissa



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

This has been an exciting and busy year in the Religious Education program. We have had the opportunity to look forward and dream about our new and renovated spaces as well as look backward and make plans for the upcoming 150th Anniversary of the Church.

We have approximately 115 children and youth participating in our Sunday morning RE classes. We also offered the *Our Whole Lives* program of comprehensive sexuality education to 8th graders on Tuesday evenings and the Coming of Age program to 9th and 10th graders on Saturday mornings.

Our program wouldn't happen if not for all the wonderful and committed volunteers. We had 42 teachers, youth group advisors and mentors on staff this year. That is a lot of volunteers for a church our size and something we all should be proud of!

Our Sunday morning staff included Mary Leeson, Amanda Rome, Allison Norris, Sandy Eaglen, Jennifer Gregg, Heather Waltz, Val Henry, Cheryl Spoehr, Trudy Diehl, Sarah Lang, Bobbi Beale, Tanya Kahl, Larry Johnson, Kim Homsher, Alicia Raynor, Theresa Voneida, Tim Smith, Laura McCrystal, Renee Ruchotzke, Vivien Sandlund, Mary Ann Kasper, Joel Slater and Vivian Hogan.

OWL was facilitated by Kat Holtz, Kathy Walker, Fred Smith and Saul Flanner.

Elaine Bowen, Laura Sinclair, Jeff St. Clair and Andrew Rome served as our Coming of Age facilitators and Ann VerWiebe, Lori McGee, Shirley Kiernan, Michelle Bores, Jennifer Walton-Fisette, Bonnie Harper, Kay Eckman, Bob Erdman, Eric vanBaars, Randy Leeson, Jim Scott, Mark Eckman and Joel Slater served as Coming of Age mentors.

Our summer 2014 program, "Simple Gifts", consisted of a number of service projects that benefitted our community and beyond. Activities included baking cookies that were served at Kent Social Services lunch program, making tote bags for children residing at a shelter, painting rocks as little gifts for the adults of our congregation and creating fleece lap blankets for the residents of Kent Healthcare Center. Adults who facilitated these projects were Kathy Walker, Saul Flanner, Kim Homsher, Marion Yeagler, Jen Walton-Fisette, Marion Brannan, Kay Eckman, Mark Eckman, Cheryl Spoehr, Jennifer Gregg, Sarah Lang, and Heather Waltz.

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 every Sunday. Other dedicated nursery volunteers this year were Laura Sinclair, Paulette Thurman, David Homsher, Joel Slater, Natasha Swango, Kathy Kerns, Natasha Swango, Trish McLoughlin, Vivian Hogan, Annie O'Malley, Jo Fatchet, and Bonnie Harper.

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

Most of programs we used this year were from the UUA's Tapestry of Faith Core Curriculum.

We are Many, We are One in the Preschool class
Wonderful Welcome in the Grades K-2 class
Love Connects Us in the Grades 3-5 class
Signs of our Faith in the Multi-Age class @ 11:30
Building Bridges in the Middle School
Our Whole Lives (OWL) for Grade 8



Programs from independent UU authors and others:

Coming of Age: Deepening Ties Within Your Congregations in Grs 9 & 10
Soul Matters themed based 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. Our winter pageant included two plays that interwove themes from the solstice, Hanukkah and Christmas. Sandy Eaglen again served as the director and coordinator of this wonderful annual worship experience.

Our "Parents and Guardians of Young Children" program is in its second year under the direction of Colleen Thoele, Religious Education Assistant. The group met monthly for a potluck family dinner followed by a meeting for parents. Topics included: Applying each of the Unitarian Universalist principles to raising young children, honoring the different spiritual paths existing in each family, censorship, teaching our children about social justice, finding balance in our family life and nurturing the relationships we are in as adults. Sixteen families participated.

The Religious Education Committee continued with their good work this year. The members are Mary Leeson (chair), Michelle Bores, Kat Holtz, Cheryl Spoehr, Stefanie Workman, Tim Mack 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, and the Christmas giving projects to benefit both Freedom 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.

For the second time, we conducted 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 pins, etc. and filled fifteen boxes, that were then mailed to the young adults.

This year marked a closer relationship between the church and the Hogwarts program. Melissa and I presented a short multigenerational worship service at the winter session and I have been involved with the Teacher Retreat events. The consensus is that the closer partnership is a benefit to all.

My professional development activities focus mainly on my participation in the Liberal Religious Educators Association (LREDA). I attended the Continental LREDA Fall Conference in Atlanta, GA. Our Ohio Meadville District chapter's annual meeting was in Wheeling, WV in February. I also attended numerous online webinars throughout the year.

It has been a pleasure and privilege to be a member of our staff team. Working with the Reverend Melissa Carvill-Ziemer, Hal Walker, MaryBeth Hannan, Michelle Bores, Colleen Thoele and Michel Little is supportive and inspiring.

In faith and with love,

Karen Lapidus
Director of Religious Education



Reports from the Staff: Hal Walker, Music Director

The UUCK music program started off the 2014-2015 year with a field trip. East Shore UU had invited me to lead an August service, so I decided to bring the entire Kent music program along with me. Including a few Summer Institute friends, a crowd of about 50 musicians spread across the wide chancel of the East Shore UU Church in Kirtland, Ohio. With performances from the Kent UU Tone Chimers, the Fallow Time Folk Orchestra and an expanded UUCK Peace Choir, we joyfully offered a big musical taste of Kent to our friends to the North. I think we made quite an impression.



Our theme for Music Sunday this year was “The Power of Music.” Equally as powerful as music is the power of willing and talented musicians who show up week after week to do the satisfying work of preparing top quality performances for our Sunday services. This year’s participation has been extraordinary.

I recently compiled a list of all the participants of the music program at the UUCK. Remarkably, the list exceeds 50 active participants of all ages. Having enjoyed 20 years as the “music guy” at the UU Church of Kent, I have to tell you that we’ve come a long way. I remember the days when 3 or 4 people would show up for choir rehearsal, the days when we would pass a clipboard during the Sunday service to collect enough performers for Music Sunday and the days when the music at our church felt a bit like a one-man show. Please consider offering a big “Thank You for Your Service!” to a member of one of our ensembles.

With 24 regular members, this year’s UUCK Peace Choir has been our strongest choir ever. We are able to tackle more challenging pieces and we sound better than ever. The commitment of the singers has been remarkable. They come early on Sunday to warm up and they always stay at least through the better part of 2 services -- only to show up again for a Sunday evening rehearsal. Our choir could not be where it is today without the talents of Vanessa Vesely, our accompanist. Bringing Vanessa into the fold 2 years ago was truly a game changer. I feel like Vanessa and I compliment each other very nicely in order to create a well-rounded and enjoyable choral experience for everyone. (I should not fail to mention the time that I walked into the sanctuary and Blaine Vesely had taken apart the piano and was filing each key precisely. When he got it all put back together, the thing played like never before.)

With 8 singers, the Golden Tones (of real beauty) Junior choir has had a strong year of rebuilding. It was tough to lose some of the older singers from last year’s choir, but several new singers have taken up the slack and we just keep getting stronger as a choir. I continue to enjoy our weekly Wednesday afternoon rehearsals.

With 12 regular members, the Fallow Time Folk orchestra is a joy. The level of musicianship in this ensemble is superior. Whatever music I bring to the rehearsal, they are able to read it and make it sound good quickly. The challenge for me is in finding music appropriate for such an eclectic combination of fine musicians. Thanks to the monthly performances of the orchestra, I have arranged and archived about 50 hymns from our hymnbook and about 30 unique pieces over 2 years. These files will prove to be very useful as the orchestra continues to develop.

The Kent UU Tone Chimers brags a regular membership of 17. We now own a full 5 octaves of tone chimes and we're getting pretty darn good. Now, if only we had a little space to put all these ringers and their music stands -- I think it's about time for an expansion. :)

And of course, music continues to thrive in areas besides our four main ensembles. The Celtic Clan continues to play together. Saunis Parsons has turned the Thursday evening Sacred Song Circle into a Kent institution. And the Kent Community Sing-Along keeps on keepin' on even after it's founder, Matt Watroba, has left the area.

I'm very grateful to the church for providing me with such great work that that I'm able to do at my own pace. I am truly blessed to have stumbled into this job just about 20 years ago this Fall. I'm pleased to say that I started a retirement fund this year. Someone should have made me do it 20 years ago. :)

Thank you. Hal Walker, Music Director



Reports from the Staff: MaryBeth Hannan, Congregational Administrator

Fiscal Year 2015 has been a busy year of exciting changes for our church. Last July began with my oversight of the demolition of the Mills House. That was an incredible learning experience from asbestos abatement, demolition and EPA air quality control to the City's requirements for utility stubbing and erosion control. Many, many thanks go to all of our members that participated in the project. I believe the most rewarding aspect of the Church's acquisition of the property and the house demolition was reaching the turning point that allowed for our "dreams of expansion" to become our "plans for expansion." And these plans now have us embarking on another path of building sketches and an upcoming capital campaign. Wow, these are exciting times for sure!



The Board of Trustees previously issued a charge for a small task group to revise the Church Bylaws so they better reflect the policy-base style of governance we are now using which was approved by the Congregation at an Annual Meeting a few years ago. The Bylaws Revision Action Team, comprised of Kathie Slater, Sandy Eaglen, and I began tackling this job last September. Much time and effort went into the endeavor with twice weekly meetings and several revisions. Finally, this spring a proposed new set of Bylaws was presented to the congregation for consideration and was approved by congregational vote on April 26, 2015. The new Bylaws will be a guidepost these next few years as the congregation continues to grow into and follow a policy-based governance model. As this community continues to thrive, it is our hope that the new Bylaws will better allow for continued growth in leadership and ministry.

The Finance Committee met several time over the past year. By far, preparing the draft budget continues to be the most visible and important function of the committee. In addition, a sub-committee under took the task of reviewing options from various copier companies, meeting with sales representatives and deciding on a new company. By unanimous consensus, we choose Ohio Business Machine and a Sharp copier. Many thanks to our Finance Committee's dedicated members: Gene Wenninger, Kay Eckman, Bob Erdman, Angela Barzizza-Young, Carol Gould, Sandy Eagle, and Rev. Melissa (ex-officio) for your time and dedication while continuing to be good stewards of the Church's resources.

Bookkeeping continues to be an area of responsibility that I enjoy. Together, Sandy Eaglen and I oversee the resources of the Church. Thank you Sandy for your continuous dedication to the Treasurer ministry, you are wonderful steward. The Financial Secretaries (FinSecs), Eric van Baars, Laura Teagle, Saunis Parsons and alternate, Kathy Wilen have worked efficiently and quietly behind the scenes documenting all donations and other monies received by the Church. Many thanks go to our FinSecs and all their helpers for their dedication to a ministry that is not very public or readily scene by the congregation.

Special thanks goes to Saul Flanner. Despite his challenging schedule and family obligations, Saul has continued to provide us with an outstanding monthly newsletter. We are so fortunate that Saul is one of our many talented members and that he has blessed us with his creativity each month.

Many times that staff here are referred to as the "dream team." Personally, I agree! It is such a joy to work with talented and dedicated people. And last fall we welcomed Michel Little to the staff team. Michel is our very capable Sexton and I am grateful that she cares so well for our facilities. Fiscal Year 2016 will bring changes to our team as we will say goodbye to Karen Lapidus as she retires. Although we are sad that Karen will no longer be with us, we will continue to be rich with all she has shared with us through her tenure here.

Listed below is a highlight of some of the administrative responsibilities and activities that I have participated in over the past year. May 1, 2014 – May 4, 2014

- Office Administration
- Bookkeeping and Payroll Administration
- Member of the Ministry Executive Team
- Immediate Supervisor to the Church Sexton
- Member of the Finance Committee and sub-committees for “in house” auditing and the new copier contract
- Member of the Bylaws Revision Action Team
- Twice-monthly staff meetings along with two staff retreats
- Search Team member for the Church Sexton
- Facilitated the hiring process for new staff
- Facility rentals management
- Administrative support for the Expansion and the Capital Campaign Teams
- Collaboration with the UUCK Stewardship Committee
- Continued participation in monthly Kent area interfaith gatherings of church administrators and administrative assistants
- Renewed membership to AUUA (Association of Unitarian Universalist Administrators)

In peace and appreciation,

MaryBeth Hannan
Congregational Administrator



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

I really appreciate being a part of this congregation as I work in the wider UU community. Many of my UUA colleagues don't have the opportunity to ground their ministry in a "home congregation" the way I have been blessed to be able to ground myself here.

My biggest piece of news was that I was granted "final fellowship" with the UUA – which is a lot like "tenure" for ministers. When I was honored at last year's General Assembly in Providence, RI, UU Kent board members Dan Flippo and Max Grubb and our minister Rev. Melissa were there to cheer me on.



This past year I was part of the team teaching middle school youth (along with Laura McCrystal, Theresa Voneida and Tim Smith). We have been having a great time exploring different religions. Karen Lapidus and I offered our second annual 4:30 Christmas Eve service for families with young children.

My role with the region has changed somewhat as I have taken on "primary contact" duties with about 30 congregations, which has changed my job quite a bit. I serve the congregations in the Toledo, Pittsburgh, Buffalo and the NY "Southern Tier" clusters.

In the wider UUA world, I continue to serve as Dean of our online leadership school, which we re-branded to the UU Leadership Institute. It's a combination of online webinars and in-person practice and case studies with other congregational leaders in each geographic cluster of churches. www.uuinstitute.org I hope that more people from our congregation will take advantage of this economical training!

I am also continuing serving as the co-chair of the Program Development Group for the UU General Assembly (GA) and as the chair the Ohio Meadville District Commissioned Lay Leader (CLL) Program. <http://www.ohiomeadville.org/program/cll>

And finally, I'm on the team that is helping to update www.uua.org. You'll notice that there are many of Brad Bolton's photos of members our congregation all over the new website!

Rev. Renee Ruchotzke
May 2015



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

Since 2008, I have been serving as this congregation's Commissioned Lay Leader (CLL). A Commissioned Lay Leader is an unpaid volunteer who has been trained under a lay ministry program offered by the Ohio-Meadville District. Despite being ordained as an interfaith minister in 2012, I have retained my CLL position as I find it very rewarding.

My CLL duties are negotiated with the UUCK Board and presently include: leading two to four worship services per year for our church, serving as a referral source for Rev. Melissa for the performance of weddings and memorial services for non-members and helping to serve as a back-up for pastoral care needs in the minister's absence. In service to the UU denomination, I lead worship services at other area UU congregations. 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.

Besides the pleasure of engaging in the activities noted above, this year I have focused on greater involvement in the wider community as a LOUD AND PROUD representative of the UU denomination! I'm a member of the KSU Interfaith Committee, which is striving to make the university more welcoming to students of all faiths. As a Board member of the Rotary Club of Kent, I'm trying to increase sensitivity to the presence of non-Christians through my more "universal" prayers offered aloud before lunch. In my role as a Hospice volunteer, I have become involved in helping to plan the annual memorial service, in my effort to remind the Hospice team to be open to the spiritual needs of people of multiple faiths.

Additionally, performing music a growing ministry for me. As a volunteer at Robinson hospital, I perform meditative music to sooth visitors and staff. I am available to provide musical meditation sessions to church members in coordination with the church's Care Team.

I am extremely grateful for the emotional nourishment and intellectual stimulation that I receive from Rev. Melissa and my fellow congregation members. I feel a vibrancy within our church community and I am eager to move forward together in our spirited adventure!

Rev. Christie Anderson
April 2015



Reports from the Staff: Lori McGee, Candidate for Commissioned Lay Leader

Dear Friends,

It's hard to believe that my first year of CLL study has gone by already. I have learned and experienced so much in this last year. I have led several services, participated in service planning, taken a class at CERG's H-UULTI (Hybrid/Online-Unitarian Universalist Leadership Training Institute) called "Theological Plurality in Our Congregations", continued reading the texts required for commission in the program, and so much more. The full list of my activities follows this report.



My original foci for my studies were worship arts and pastoral care. However, after some soul-searching, I realized that pastoral care wasn't a good fit for me and that my interests lay elsewhere: in theological studies. My mentor, Rev. Elaine Strawn, and Rev. Melissa agreed that this avenue of study would benefit not just me but also our congregation. I am learning about many different theological perspectives and plan to bring this knowledge to the congregation through an Adult Religious Education course this coming summer. I will, of course, continue my studies of the worship arts.

I was made aware of the H-UULTI course by Rev. Renee Ruchotzke, who is one of the leaders of the institute. The course covers various ways in which we, as UUs, create and live out our own theologies. The institute offers many leadership courses each semester, but all have three "Common Lens" sessions. These sessions are the same for every participant and require attendance at three in-person workshops throughout the course of the semester. I am honored to say that Rev. Renee asked me to be a Peer Host for the three sessions. A Peer Host is the person(s) who organizes and leads the workshops. As of this writing, our region has held two of these workshops, both of which have been enriching and meaningful. The third will be held in April. In the fall, I plan to enroll in the second part of the "Theological Plurality" course.

This past year has brought so much richness to my life: in knowledge, in experience, and in human connection. If the next year is anything like this last, then I have much more growth to anticipate.

In faith,

Lori McGee
CLL Candidate

CLL Candidate Report of Activities April 2014 – April 2015

Activities from April 1 to June 30 2014:

- ◆ CLL interview and acceptance into the program
- ◆ Joined Worship Arts (WA) Team and Care Team
- ◆ Met with WA Team for summer service scheduling
- ◆ Met with Committee on Ministry three times

Activities from July 1 to September 30 2014:

- ◆ Worship Associate for 7/20 and 7/27 services
- ◆ Met with Mike Hovanscek twice to plan 7/27 service
- ◆ Organized and led 8/24 service
- ◆ Met with mentor, Rev. Elaine Strawn
- ◆ Met with WA Team for fall service scheduling
- ◆ Met with Care Team
- ◆ Agreed to be a mentor for the Coming of Age program
- ◆ Agreed to lead a service at the Southwest UU Church on 2/8/15

Activities from October 1 to December 31 2014:

- ◆ Worship Associate for 11/9, 12/24, and 12/28 services
- ◆ Worked with Mike Hovancsek for 12/28 service
- ◆ Led 11/2 service at Oberlin Fellowship
- ◆ Led 11/30 service at UUCK
- ◆ Communicated via email with mentor, Rev. Elaine Strawn
- ◆ Met with WA Team for spring service scheduling
- ◆ Met with mentee twice for the Coming of Age program
- ◆ Met with Rev. Melissa Carvill-Ziemer to discuss CLL progress

Activities from January 1 – March 31 2015

- ◆ Began H-UULTI course 1/2
- ◆ Met with Committee on Ministry 1/6
- ◆ H-UULTI Peer Host training session 1/16
- ◆ Met with Elaine Bowen for Winter Institute worship planning 1/22 & 2/11
- ◆ Met with mentor, Rev. Elaine Strawn, 1/28
- ◆ Participated in conference call with Samuel Prince (Oberlin) and Rev. Kristen Rohm (SouthWest) for H-UULTI in-person session 1/28
- ◆ Participated in conference call with Winter Institute Planning Team 1/28
- ◆ Led H-UULTI Common Lens workshops 1/31 & 3/14
- ◆ Led service at SouthWest Unitarian Universalist 2/8
- ◆ Attended Winter Institute 2/13-2/16
- ◆ Continued reading required texts

Reports from the Board: Max Grubb, Moderator

We are living and building on the legacy. As members of the Kent Unitarian Universalist Church we embrace and live the mission, principles and values of our community. But just as important we acknowledge and live the legacy that was handed to us 149 years ago. Now we are growing and building a legacy of our own for future Kent UU generations to flourish as an active and vibrant community while embracing the UU mission, vision and principles.



This last year has been a busy year for the Kent UU community. In the previous year we acquired the Mills property as part of our expansion plans. Many UU members and friends have worked hard over recent years to make our vision a reality.

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

This was a major step forward in providing us the space to realizing our vision. During the last year, we successfully prepared the former Mills property for expansion through demolition of the house. We need to acknowledge and honor how this piece of land has served its previous owners and, in the future, how it will contribute to our Kent UU community's vision.

In addition, we have moved forward in supporting the Building Expansion and Capital Campaign teams in their work on building the new fellowship hall, renovating the church sanctuary and remodeling Fessenden Hall. These community members have worked diligently, meeting often, conferring with congregational members, leadership and staff, working with the architect and the UUA consultant. Their efforts have produced wonderful results. Our congregational meetings and votes are a further reflection of membership backing for these efforts. As a community we commend their tireless efforts and continue to provide support where needed. Another important area that is making it possible to realize our vision is the work done by our Bylaws Committee. In 2012, our community voted to support the move to 'policy based governance.' During this last year, the Bylaws Committee has been meeting weekly, often more than once a week, to carefully review, edit and make changes in the bylaws in order to accomplish 'policy based governance.' The adoption of the bylaw changes creates an environment that effectively nurtures, supports and develops our programs as our community continues to grow.

It would be impossible for all this to happen without the wonderful minister, staff, lay leaders and of course, you the community members. Reverend Melissa Carvill-Ziemer's stewardship has been outstanding as the minister of our congregation. As Director of Religious Education, Karen Lapidus' has been instrumental in meeting the demands in developing and administering a growing program. Music Director Hal Walker's direction and guidance has produced a harmonious program involving many community members. Reverend Christie Anderson, Commissioned Lay Leader and Affiliated Community Minister Reverend Renee Ruchotzke, have supplied support for our ministry and programs. Congregational Administrator MaryBeth Hannan's work has gone a long way in supporting the operations of a growing community. Of course we don't want to forget the work of our Religious Education Assistant Colleen Thoele, Nursery Teacher Michelle Bores and, recently, Michel Little, Church Sexton.



The dedication, commitment and work of Kent UU Lay leaders such as the board of directors and various program and committee members have been exceptional. Without the efforts of these individuals we would not be able to live out our mission, vision and principles. Finally, the Kent UU community needs to be commended for their continued support and participation. Our community flourishes because the involvement of everyone.

Respectfully Submitted, Max V. Grubb

Reports from the Board: Sandy Eaglen, Treasurer

Following another successful stewardship campaign organized around our program-based budget, we are ending our 2015 fiscal year on stable financial grounds which will enable us to continue supporting our current programs and ministries. Our proposed FY16 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, continue to pay our fair share contributions to the UUA and OMD, and maintain our contingency fund.



The FY16 Stewardship Team of Kathie Slater, Meg Milko, Claudia Miller, Sandy Eaglen, and Marion Yeagler spearheaded the FY16 campaign, “Raising the Bar”; our twenty-five trained canvassers contacted Church members and friends during the month of March. When the initial campaign, bringing in \$237,504 in pledge commitments, fell short of our budgetary goal of a 13% increase over FY15, a follow-up “mini” campaign, “Bridge the Gap/Light the Chalice,” brought in additional pledges of \$8,383. This gave us total pledge commitments of \$245,887, from 148 pledge units, for FY16; this represents a 7% increase over FY15. Please note, the healthy increase in pledges for FY16 allowed us to meet most of our programming goals. Thank you! However, the increase was not large enough to enable us to meet the latest UUA fair compensation package minimums for all of our staff nor to give any COLA adjustments. Also, we have had to forego some of the new things we hoped to accomplish with our FY16 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 providing a monthly pancake breakfast (by the way, they’re always looking for Church members and organizations willing to host the pancake breakfasts) 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:

The Finance Committee, led by Gene Wenninger, has provided excellent oversight of our financial affairs including the preparation of our proposed FY16 budget. The Committee, working through a subcommittee of Gene, Carol Gould, and MaryBeth Hannan, has been very busy this year conducting audits of the financial records of the Church’s designated bank accounts (Hogwarts, Minister’s Discretionary Fund).

The Endowment Committee, chaired by Bob Erdman, has ably monitored our steadily growing contribution program, Simple Gifts.

Financial Secretaries Saunis Parsons, Eric Van Baars, and Laura Teagle and alternate Kathy Wilen 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 enjoy the procedural improvements which were initiated in the last couple years:

Our accounting software program, QuickBooks, continues to serve our needs.

Our individual UUCK tax-exempt status has been useful. (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 had suggested that two successful stewardship campaigns in a row would put us in a good position to begin our capital campaign efforts; the stewardship campaigns of the last few years, the dedicated efforts of the Capital Campaign and Building Expansion Teams, and the recent positive feasibility study from Bill Clontz have given us the confidence to move forward in making our dreams of expansion a reality.

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



Account Name	Fiscal Year to Date	FY2015 Budget	Notes
	7/1/14 - 4/30/15	7/1/14 - 6/30/15	
<u>Income - Budgeted Income</u>			
Offerings			
FY2015 Pledged Income	\$188,471.29	\$228,933.00	
Non-Pledged Donations	\$8,269.55	\$12,500.00	
Plate Offerings	\$2,364.12	\$2,500.00	
Minister's Family Ins. Fund	\$3,000.00	\$3,000.00	
Bank Interest	\$50.21	\$35.00	
Total Offerings	\$202,155.17	\$246,968.00	
Misc Income			
Service Auction	\$25,814.49	\$21,000.00	(\$23,496.97 net expenses)
Rentals	\$1,122.50	\$1,800.00	
Grocery Card Profits	\$1,460.00	\$2,200.00	
Fundraising	\$3,219.52	\$4,250.00	(\$2705.64 net expenses)
Total Misc. Income	\$31,616.51	\$29,250.00	
FY14 Carryover Revenue	\$2,463.62	\$9,500.00	
Total Budgeted Income	\$236,235.30	\$285,718.00	
Coffee Hour Donations	\$282.07	\$0.00	
Total Operating Income	\$236,517.37	\$285,718.00	

Expenses

Program Budget Operating Expenses

Worship & Music

Music Committee	\$2,519.26	\$1,500.00
Supplement for Accompanist	\$1,300.00	\$0.00
Worship Arts Team	\$0.00	\$1,300.00
Worship Supplies	\$167.81	\$400.00
*Program Budget for Worship & Music	\$60,846.55	\$72,765.17
Total Worship & Music	\$64,833.62	\$75,965.17

Community Within

Board of Trustees	\$103.70	\$200.00	Note: Program Budget amounts under each category are a percentage of the combined budgets for Building & Grounds, Office, Personnel and Debt Service.
Childcare for Meetings	\$271.00	\$150.00	
Committee on Ministry	\$61.20	\$100.00	
Fellowship & Coffee Hour	\$519.90	\$0.00	
Lay Leader Development	\$228.00	\$500.00	
Library Committee	\$0.00	\$0.00	

Membership & Directory	\$358.96	\$500.00
Pastoral Care Committee	\$0.00	\$0.00
Personnel Committee	\$519.15	\$150.00
*Program Budget for Community Within	\$56,500.37	\$67,567.66
Total Community Within	\$58,562.28	\$69,167.66
Lifespan Learning		
Adult RE	\$238.93	\$250.00
Children's RE Program	\$571.74	\$2,100.00
*Program Budget for Lifespan Learning	\$52,154.18	\$62,370.14
Total Lifespan Learning	\$52,964.85	\$64,720.14
UU & Interfaith Connections		
OMD Dues	\$4,600.80	\$5,112.00
UUA Dues	\$11,502.00	\$12,780.00
*Program Budget for UU & Interfaith	\$8,692.36	\$10,395.02
Total UU & Interfaith Connections	\$24,795.16	\$28,287.02
Income Generation		
Fundraising Exp.	\$513.88	\$0.00
Legacy Committee	\$0.00	\$0.00
PayPal Processing Fee	\$218.91	\$0.00
Service Auction Exp.	\$2,317.52	\$0.00
Stewardship Committee	\$373.14	\$200.00
*Program Budget for Income Generation	\$26,077.09	\$31,185.07
Total Income Generation	\$29,500.54	\$31,385.07
Social Justice & Outreach		
Publicity	\$607.95	\$600.00
*Program Budget for Outreach	\$13,038.55	\$15,592.54
Total Social Justice & Outreach	\$13,646.50	\$16,192.54
Total Program Budget Operating Expenses	\$244,302.95	\$285,717.60

Account Balances as of May 5, 2015

Checking Account

General Fund	\$-5,988.73
150 th Anniversary Fund	\$458.00
Major Improvements Fund	\$3,665.00
Coffee Hour Fund	\$299.25
Designated Monies	\$1,001.50
Social Justice	
Special Collections	\$723.00
SJC Fair Trade	\$1,084.18
SJC Undesignated	\$798.54
Library Fund	\$178.41
Memorial Fund	
Designated Memorials	\$98.23
Undesignated Memorials	\$597.00
Minister Family Insurance Fund	\$42.12
Music Fund	
Undesignated Music Monies	\$1,718.83
Designated - Accompanist	\$997.05
RE Program	
Children's RE	\$300.00
Coming of Age	\$505.94
OWL	\$39.80
Youth	\$223.20
Reserves for Operations	\$3,521.98
Sunday Program Committee	\$0.00
Stewardship Fund	\$99.96
FY2016 Prepaid pledges	\$14,430.00
Total Checking	\$24,693.30

Savings Account

Aesthetics Fund	\$1,374.13
Contingency Fund	\$6,750.00
Endowment Fund	
Heritage Program	\$500.00
Simple Gifts	\$2,865.07
Reserve Savings -GF	
Operations	\$2,500.00
Green Sanctuary Fund	\$1,150.50
Library Fund	\$174.56
Minister Family Insurance Fund	\$3,500.00
Interest Income	\$154.34
Total Savings Account	\$18,929.60

Capital Campaign Accounts

Stifel Nicholas	\$5,590.83
HTB Capital Account	\$10,638.25
Total Capital Campaign Funds	\$16,229.08



Reports from the Board: Leah Gillig, Trustee for Building and Grounds

It seems, this year, that our beloved church building has joined up with the Building Expansion Team (BET) to help make the case for the proposed improvements and Capital Campaign. We've had a very active year keeping up with all the challenges the buildings have set before us, but gratefully, we've had some very dedicated, and hardworking individuals who've stepped up to the tasks.

I'd like to highlight the hard work completed by our Buildings and Ground team. This summer saw the improvements to the Eldredge Annex's porch and basement, completed by the hands of our dedicated previous Buildings and Grounds Trustee, Randy Ruchotzke with help from Mike Lee. While this winter offered many opportunities to pick a project. From the replacement of the tankless water heater to the kitchen, to a new bell rope, and of course, the repair of the front steps, in progress as of the writing of this report, there was plenty to keep the team busy. Considering everything from freezing pipes, a new Hogwarts shed, to the door handle at the back kitchen door that finally gave out, and several other smaller projects, there was no lack of opportunities. From light bulbs to front steps, I'd like to share my gratitude for all those who knowledgeable stepped in and took care of business.

We had a successful campaign to raise money to replace the roof of the annex, which we will be planning out this spring. As well as several other improvements still in planning stages, such as the sanctuary ceiling repairs, and repair of the back steps of the annex.

Our Gardening Team has also had a busy year, doing the rarely seen, but very much appreciated, work that keeps our grounds appealing and a beautiful place to spend time. Several members are also taking the permaculture class in order to help prepare the vision for our campus space for the proposed expansion. We are grateful for the dedicated work of keeping our beloved space green and inviting.

Respectfully submitted,

Leah Gillig
Trustee for Buildings and Grounds
April 13, 2013



Reports from the Board: Vivien Sandlund, Trustee for Outreach to the Wider World

This has been a busy year for church members in a variety of social justice activities from 2014-2015. Social justice activities were organized primarily through our 3 church task forces and through the Green Sanctuary Committee.

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 on various Saturdays as part of Kent Social Service's Hot Lunch Program at Trinity Lutheran Church. Church members did volunteer tutoring with children at the Skeels Center in Ravenna. Church members participated in the annual Hunger and Crop Walk.

The Environmental Justice Task Force and the Human Rights Task Force teamed up to put before the congregation a resolution in support of the proposed Kent Community Bill of Rights, a ballot initiative to ban fracking in Kent. The congregation voted to adopt the resolution. The Community Bill of Rights was subsequently voted down by the voters in Kent. The Environmental Justice Task Force participated in the annual River Day. The Green Sanctuary Committee conducted an energy audit of the church and developed a Green Sanctuary application action plan. The Green Sanctuary Committee and the Environmental Justice Task Force together sponsored several films and educational programs on topics that included solar power, food and eating, soil, permaculture, frogs and amphibians, water, wilderness conservation, and fracking. Church members also took part in the Climate March in New York City.

Church members participated in a statewide conference at the UU Church of Akron titled "In Our Own Backyard: The Immigration Crisis in Ohio." Reverend Melissa participated in an action during the summer at the White House to call for no more deportations of immigrants. She also participated in the Allies for Racial Equity Conference and Diverse Revolutionary Unitarian Universalist Multi-Cultural Ministries Conference. Church member Lee Brooker participated in the UU College of Social Justice/UU Living Legacy Mississippi Civil Rights Bus Journey. He shared his experiences with the congregation. Lee also traveled to Selma, Alabama for the 50th anniversary commemoration of the Selma to Montgomery March. He took part in a conference titled "Marching in the Arc of Justice: Revisiting Selma."

The Social Justice Coordinating Council held a gathering in November called Social Justice Sunday for church members and friends to discuss and plan for ongoing social justice work.

Congregational special offerings this year went to the Brady Center to Prevent Gun Violence, Lovelight, the Immigrant Worker Project, the Kent hot lunch program at Trinity Lutheran Church, the Palestine Children's Relief Fund, Countryside Conservancy, the Skeels Center, the Community Action Council Emergency Energy Conservation Fund, the Minister's Discretionary Fund, the Unitarian Universalist Service Committee to support their efforts on behalf of World Water Day, and Safer Futures.

The Social Justice Coordinating Council donated funds to plant a tree in memory of Caroline Arnold. Caroline was a longtime social justice activist and church member who passed away this past year. We remember her with love and with gratitude for her dedication to the work of social justice.

Respectfully submitted,

Vivien Sandlund
Trustee for Outreach to the Wider World
April 16, 2015



Reports from the Board: Jack Graham and Mary Ann Stephens, Trustees for Programming

As Trustees for Programming we have had oversight for quite a number of programs in the church (e.g., Music, Adult RE, Child and Youth RE). Fortunately, because there are competent and dedicated members involved in these programs, our input has rarely been needed.

We worked with Karen Lapidus to help better integrate the Hogwarts program into church life, and we are glad to report that Karen's work has led to better alignment of Hogwarts and UU principles and practices.

We tried unsuccessfully to recruit members to lead and serve on the Aesthetics Committee. This committee is responsible for chancel decorations, art in the sanctuary, holiday decorations, and overall aesthetics in the church. Several members have worked on an ad hoc basis on seasonal decorations for the chancel. As Trustees we again coordinated the hanging of the greens, and we are appreciative of the members who helped with this project.

We developed "talking points" concerning the bylaw changes to be used in communicating information to church membership.

Our term as trustees ends in June. We appreciate having had the opportunity to make modest contributions to the activities of the church.

Respectfully submitted,

Jack Graham and Mary Ann Stephens
Trustees for Programming
April 17, 2015



FY2015 Annual Program Area Reports: Worship and Music

Report from the Music Committee

Music Committee Members

Several new members joined the music committee in January and are continuing the work of supporting the UUCK music program. We are grateful to the outgoing committee members for their work. Current members meet once a month and include:

- Hal Walker (Music Director)
- Kim Homsher (Chair)
- Jennifer May (Treasurer)
- Cara Constance (Secretary)
- Dave Watt
- Dianna Watt
- Joel Slater
- Cameron Mack

Music Committee Activities

Since January, the incoming music committee has been evaluating how we can best support the music program; we are focused on the following:

- Identifying and ensuring successful fundraising opportunities
- Strengthening the Cuyahoga River Concert Series by establishing a sub-committee; this committee will focus on: growing concert attendance, welcoming performers and assisting with their setup and needs, managing ticket sales, and providing intermission hospitality
- Planning the UU've Got Talent Event
- Building a contact list of guest performers
- Maintaining an accurate and current music budget
- Crafting a vision statement

Fundraising

- The 2nd annual UU've Got Talent event featured over 30 performers from our community and raised over \$800
- The 4th season of the Cuyahoga River Concert Series included 4 concerts and raised over \$900
- Hal's CD "Hal-elujah" raised \$777

Budget

- See the attached financial report for details
- Several new chimes were added to the church's collection

Challenges/Needs

- Budget constraints remain a concern as we strive to meet the goal of purchasing all necessary sheet music
- Fair compensation for the Music Director remains a concern
- Fair compensation for the Accompanist also remains a concern

Special Recognition

The music committee is grateful for and would like to recognize the work and creative energy of Hal Walker in leading the music program. In 2015, Hal celebrates his 20th year performing and directing music at the Unitarian Universalist Church of Kent. His goal of making music a participatory experience is realized each month as many people perform in ensembles and provide special music.

Our Community

The music committee would also like to recognize our accompanist and the many musicians and singers that practice each week. This is Vanessa Vesely's second year as accompanist and her generous dedication is

greatly appreciated. Many musicians and singers belong to the ensembles below and bring energy and vitality to our worship services.

- Golden Tones Junior Choir – 8 children and youth; performs about 12 times a year
- UUCK Peace Choir – 24 members; performs about 20 times a year
- Tone Chimers – 17 chimers; performs about 9 times a year
- Fallow Time Folk Orchestra – 12 musicians; performs about 10 times a year

In addition to Sunday worship services, the UUCK supports and hosts the following musical events:

- Cuyahoga River Concert Series (monthly in Fall/Spring)
- UU've Got Talent (annual)
- Community Sing (monthly)
- Sacred Song Circle (weekly)



FY2015 Annual Program Area Reports: Lifespan Learning

Report from the Religious Education Committee

The members of the Religious Education Committee for 2014-2015 are: Michelle Bores; Kat Holtz; Tim Mack; Cheryl Spoehr; Stefanie Workman; and Mary Leeson. This committee meets monthly with Karen Lapidus, our Director of Religious Education, and Colleen Thoele, our Assistant DRE. Accomplishments for the past year include: led a teacher orientation in August; sent representatives to the 150th Anniversary planning meetings; assisted the youth group with the church Halloween party; collected holiday toys for Kent Social Services; collected money for gift cards for the residents of Freedom House; led a teacher's retreat in January; worked with the RE teachers to create positive affirmation Valentine's for each child/youth attending RE classes; provided classroom requirements to the Building Expansion Team; planned the Easter egg hunt; hosted the OMD Chaplain Training in April; recognized and presented gifts to the graduating high school seniors as well as the religious education teachers. The committee members, along with the RE teachers, will be leading the worship service on June 7.

Respectfully submitted
Mary Leeson
Committee Chair



FY2015 Annual Program Area Reports: Community Within

Report from the 150th Anniversary Committee

The 150th Anniversary Action Team met quarterly throughout the year to continue planning for our year-long celebration of the founding of the Unitarian-Universalist Church of Kent. We have selected a theme: Heirs of the Past, Makers of the Future and joyfully created a kick-off event to publicize the celebration: a May 3rd Pancake Breakfast during which we distributed our Celebration brochure that describes all the activities planned. We also kicked off a fundraising sale of UUCK logo clothing.

Yours in faith,
Co-chairs Kathie Slater, Bonnie Harper, and Vivian Sandlund

*Help us continue
to make history!*

*Our congregation and its
members have been active in
the local community since our
founding in 1866.*

*To commemorate this noble
history, we are planning a
monthly series of activities
that reach out in service to the
wider community as well as
celebrate the vibrant
community within our walls.*



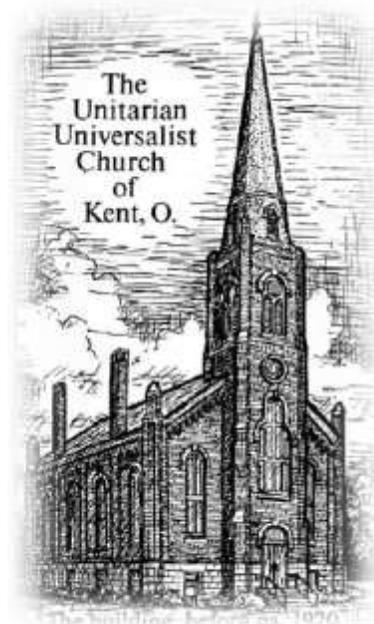
150th Anniversary Task Force

<i>Hunger:</i>	<i>Elaine Bowen</i>
<i>Human Rights:</i>	<i>Lee Brooker</i>
<i>Environment:</i>	<i>Mary Lou Holly</i>
<i>Homecoming:</i>	<i>Bonnie Harper Kathy Kerns</i>
<i>Children:</i>	<i>Karen Lapidus Mary Leeson</i>
<i>Music:</i>	<i>David and Diana Watt Saunis Parsons</i>
<i>Visual/performing arts:</i>	<i>Jan Noden Eric VanBoars Sandy Englen</i>
<i>Election Day dinner:</i>	<i>Olive Hobbs Heidi Shaffer Kathy Wilen Jane Krimmer Claudia Miller Sally Burnell Vivian Sandlund</i>
<i>The Past:</i>	<i>Melissa Carvill-Ziemer</i>
<i>The Future:</i>	<i>Randy Leeson Max Grubb</i>
<i>The Building:</i>	<i>Renee Ruchotzke</i>

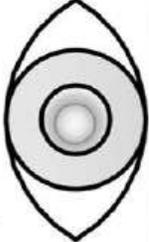
Note: The phrase "Heirs of the Past, Makers of the Future" is from the Kol Nidre, a prayer or chant offered before the beginning of the evening service on the Jewish Holy Day of Yom Kippur.

*Celebrating
150 years*

*Heirs of the Past,
Makers of the Future*



1866 - 2016

<p>May 2016</p> <p>"We Honor the Past"</p> <p>We will explore the story of our congregation's founding in the wider context of the History of Kent.</p> 	<p>June 2016</p> <p>"We Welcome All Ages"</p> <p>We'll have an old-fashioned church picnic, highlighting games and activities that were played over the past 15 decades. We'll also travel 150 miles to the UUA General Assembly.</p> 	<p>July 2016</p> <p>"We Hunger for Justice"</p> <p>We will collect 150 pounds of food for those in need!</p> 	<p>August 2016</p> <p>"We Care for the Earth"</p> <p>We will collect 150 pounds of garbage along the river and in our neighborhoods!</p> 
<p>September 2016</p> <p>"We Make a Joyful Noise"</p> <p>We will share our passion and musical talent with the wider community.</p> 	<p>October 2016</p> <p>"We Create a Homecoming"</p> <p>We will send 150 invitations to former members, ministers and others that have influenced and have been influenced by our congregation.</p> 	<p>November 2016</p> <p>"We Host an Election Day Dinner"</p> <p>This was an old tradition of our congregation! We will dress in costume and invite local politicians.</p> 	<p>December 2016</p> <p>"We Share Our Blessings"</p> <p>We will adopt 150 individuals for the holiday season.</p> 
<p>January 2017</p> <p>"We Celebrate Diversity"</p> <p>We will offer a "readers' theatre" that will celebrate the experiences of marginalized communities.</p> 	<p>February 2017</p> <p>"Service is Our Prayer"</p> <p>In Honor of our Covenant, we will offer 150 hours of community service, marked by a cascade of ribbons on the front of the church building.</p> 	<p>March 2017</p> <p>"Possibilities for Our Future"</p> <p>We will invite visionary National Unitarian Universalist Leaders to help us engage with possibilities for future seasons of ministry.</p> 	<p>April 2017</p> <p>"Engaging with Our Future"</p> <p>We will use the arts to explore how we might use our gifts to create a faithful and vibrant future.</p> 

Report from the Art in the Sanctuary

<u>Month</u>	<u>Artist(s)</u>	<u>Exhibit</u>
April 2014:	Darrin Schaffer	Portrait Photography
May 2014:	Melissa Campbell	Weavings
June 2014:	Heidi Horvath	Sketches from a trip to Jamaica
July 2014:	Melodie Peterson	Inspirational Art
August 2014:	Janet Walker	Sketches from a trip to Mexico
September 2014:	John and Martha Kluth Amber Myer	A Summer of Weaving
October 2014:	Carol Gould	Knitting This exhibit brought in \$250.00
November 2014:	Idris Kabir Sayed	Pots illustrating the story of the Persian Poet Kabir
January 2015:	Layla Kluth	Paintings done in Kent at Christmas
February 2015:	Heidrun Hultgren	Memorial exhibit
March 2015:	David Bair	A review of work. A reception was given. This exhibit brought in \$12.00.
April 2015:	Rosie Skodopole	Paintings

Three \$50 stipends were authorized but none were awarded.

Sincerely,

Frederick John Kluth
2014-2015



Report from the Bylaws Revision Action Team

The Unitarian-Universalist of Kent By-Laws Action Team spent many hours this year carefully reflecting, researching, and writing an integrated document that would reflect the Congregation's charge (2010, 2012) to move our governance into a policy-based organizational structure. As we are a growing, mid-size congregation with two hundred members, one hundred friends, and over one hundred children with ministry programs that are varied and complex, a different governing structure was called for to handle the administration of the myriad of activities and needs.

Policy-based governance has been found to offer flexibility, efficiency, and the possibility of long, range planning. Carefully developed policies based on the mission and vision of the congregation will set guidelines, procedures, and should ensure clearer communication.

Highlights of the Changes include:

Board/Governance

Nine member at-large board of trustees

Elect own officers

Discerns and articulates the congregation's mission and vision of ministry

Sets goals and makes strategic choices

Creates written policies to guide the congregation's ministries

Monitors and evaluate the congregation's leadership including itself

Ministry Executive Team/Ministries

Four members: minister, congregational administrator, treasurer, and a former moderator

Administrates the daily work of the congregation

Program Coordinators work with paid and unpaid leaders to create effective programs and report to the Ministries Executive Team

Is responsible for staffing

Yours in faith,

Kathie Slater, Sandy Eaglen, MaryBeth Hannan



New Bylaws adopted at a special congregational meeting, April 26, 2015

Report from the Church Library Committee

The Library committee membership included Ann Waters and Kathy Wilen, Co-Chairs, Gene Wenninger, Treasurer, Janee Krimmer, Secretary and Carolyn Schlemmer, Cataloger. Martha Kluth and Harry Noden are on temporary leave. The primary function of the committee is to maintain the present collection through the circulation process, to discuss/purchase new books for the collection. To this end, the committee schedules monthly meetings and bi-monthly work sessions to process circulated books and new acquisitions. Additional work sessions are scheduled as needed. For the past 4 years the committee also has developed special presentations for the congregation and interested community members.



Special Presentations

The past Fall (2014) The Library committee elected to present 3 lectures on the topic, "Art and Allah. Two programs were given by Gingr Vaughn, congregational member and Kent State University Art Professor. The third program was presented by Oberlin College Presidential Scholar in Islamic Studies of the Religion Department, Professor Jafar Mahallati. All three programs were enthusiastically received and attended by community as well as congregational members. The Committee co-sponsored, with Sevim McCutcheon, a presentation by Isam Zaiem the founder of the Cleveland Council on American-Islam Relations. Currently, the committee is considering ways to work in cooperation with the Green Sanctuary Committee to present programs with an environmental focus, Fall 2015.

Maintaining the Collection: Circulation, New Acquisitions, and Re-Classification

The ongoing work of the committee includes processing books in circulation, and determining which over-due books should be pursued or re-ordered. Discussion for this work takes place at monthly meetings and bi-monthly work parties.

This year 12 new volumes were purchased for the collection, thanks to the free-will offerings received after each "Art and Allah" presentations, (Fall 2014.) In addition, we received many donated volumes, most of which were given by congregational members. Mary Lou Holly donated a substantial number of books (over twenty) to establish a new environmental category which will support the Green Sanctuary committee's work and presentations. Six books were donated by Grace Riemer from her deceased husband's collection. Richard DeMattia donated all the extant writings of former member, Caroline Arnold. Ms. Arnold's collection will be catalogued and be available to the congregation upon request. Due to the fragile condition of most of the collection, it will be "housed" separately in the Library cabinet.

With the addition of so many new volumes, and reclamation of over-due volumes, the committee concluded that the old system of classification is no longer efficient. A new system of labeling each volume will make it much easier for the congregation identify what is in the collection, and therefore make the Library easier to use. The re-classification project has been a daunting one, but the committee, working twice weekly, anticipates it will be completed by the end of May.

The Library committee continues to promote the collection as a vital resource for congregational education and spiritual growth. In order to assist the congregation with the collection, a committee member is available each Sunday between services to answer questions and to help find specific titles.

The Library provides sermon references used by Reverend Melissa and the Worship Assistant for each Sunday. They are listed in the Thread and the e-nUUs each week following the sermon. The Library has received words of appreciation for this service.

The Library committee presented the Capital Improvement Committee with a detailed written document listing the needs of the Library for new facilities which, hopefully, could be incorporated into the new Master Plan. A

dedicated Library space could function as a multi-purpose room available to other committees for meetings. Our suggestions appear to be accepted for consideration, as indicated by the proposed plans for the new building.

We are hoping to welcome new members to the Committee this year. As the collection increases, so does the committee workload. More members could provide substantial help and fresh perspective. The committee continues to be a vital and committed group dedicated to serving the congregation through the Library. We have learned that not all UU congregations maintain a library, so we are fortunate indeed, and continue to appreciate our unique position within the UUCK congregation.

Respectfully submitted

Ann Waters, Library Co-Chair
2014 - 2015

Report from the Membership Team

Active Membership Team members for 2014-15 are Andrea Case, Cheryl Casper, Diane Kloss, Mary Leeson, Shannon Osorio, Cheryl Spoehr, Jen Fiset (Greeter Trainer & Organizer), and Claudia Miller, facilitator

Accomplishments during the 2014-15 year:

Greeter Co-coordinators, Jen Fiset & Andrea Case:

- Revision of Greeter Training with creation of new self-directed training video accessible from UUCK web site produced by Andrea & Jen, and accompanying 5-page Greeter Procedures document. Adaptations for late-comer seating and greeter assignments owing to temporary Main Entrance closure. Enhanced procedures for finding seating for late-comers, discerning security risks, reduction of noise during worship, assuring operation of remote speakers in Founders Lounge, special procedures for high-attendance Sundays.
- Encouragement of use of Sign-up Genius for Greeter assignment.
- Development of improved communications among Greeters for changes in assignment.
- Greeter Ribbons were designed, ordered, implemented.
- Greeter Appreciation Coffee Hour held on September 7th.

Many, many thanks to Jen and Andrea.

“New to UU Classes”: design and production of new “New to UU Classes” brochure. Classes offered quarterly featuring presentations by Rev Melissa Carville-Ziemer, Karen Lapidus, Rev Christie Anderson, Sandy Eaglen, Kay Eckman, Marion Yeagler, Vivien Sandlund, Kathie Slater, Elaine Bowen, and Rev Renee Ruchotzke, welcoming and informing newcomers about UU worship and theology, UU and UUCK roots and history, religious education, social justice, governance, membership, and stewardship. New to UU Classes are facilitated by Claudia Miller.

Twenty-four new members were welcomed in 2013-2014. All were invited to meet with Church Leadership at a New Member Pool Party hosted by Membership Team members who provided picnic supper, hospitality in home of Diane Kloss and Dave Krantz in August.

New Member Ingathering was celebrated on September 21st, 2014.

Ministries Sunday display highlighting Greeter Training to attract new Greeters, refreshments to attract attention to Membership Team activities, call attention to New to UU Classes, invitation to volunteering for various Church functions, update Church Directory data including photos. Thanks to Mary Leeson and Brad Bolton for photos.

Membership status of all members was reviewed. Several members whose status was uncertain were personally contacted. Analysis of this effort revealed

Active Members	198
Members changed to Inactive	15
Members changed to Friend	7
Members lost to death	2

Many chose to become “Inactive” or “Friend” owing to moving away or other commitments. The total of 198 Active Members for calendar year 2014 was submitted to the UUCK Board of Trustees for certification for the purpose of Annual Program Fund contribution. The Committee continues ongoing efforts to maintain an accurate membership list. Thanks to Mary Leeson and Andrea Case for maintaining Church Directory and Instant Church Directory changes in coordination with the Church Administrator.

By-Laws: met with Proposed By-Laws Committee following earnest deliberation of category definitions of “Member,” “Associate Member,” “Inactive Member,” “Friend,” “Emeritus Member.” Provided input for Membership Section of proposed By-Laws to be voted on in Spring of 2015.

Coordination of the Volunteer database thanks to Mary Leeson.

Maintenance of New Member Bulletin Board.

The Committee is dedicated to identifying and welcoming newcomers, and endeavors to obtain contact information; we undertake to help newcomers connect with others in the UUCK Community to enhance their experience and help them feel at home. It has been expressed that we need a clear way for new people to become involved. To this end, the Committee has re-instituted the tradition of Circle Suppers to help newcomers integrate into the life of the Church, and to find easy ways to engage with the Community.

We attempted to problem-solve for concerns of Coffee Hour volunteers and transportation volunteers, and recommended referral of these needs to other committees.

We met with the Capitol Campaign and Building Expansion Teams to provide input into the development process. Following presentation of Case Statement, our primary recommendation is to assure inclusion of a cloak room or similar structural accommodation for coats, secondly to assure adequate parking, and some discussion of how to implement ministry for homeless families.

Ongoing efforts are directed toward defining our “Path to Membership,” creating additional “meet & greet” opportunities, expanding our welcoming atmosphere, and furthering efforts to enlarge our Membership.

Respectfully submitted,

Claudia Miller
April, 2015



FY2015 Annual Program Area Reports: Income Generation

Report from the Endowment Committee

The Endowment Committee this year consists of Bob Erdman, Chair; [Term expires June 2015] and Kay Eckman [Term expires June 2016], and Shirley Kiernan [Term expires June 2017]. Carol Gould, Legacy Committee Chair, and Gene Wenninger, Finance Committee Chair have been working with us.

We began FY15 with \$2368 in the Endowment Fund. As of 3/29/15, there is \$3325 in the Endowment Fund, \$2825 of which is "Simple gifts", under \$100 each, to recognize a wide variety of contributions to the church. The growth in FY2015 was all due to Simple Gifts. Thanks and all those who made Simple Gifts to the Endowment Fund.

After discussion with the Board and the Finance Committee, it was decided that since the annual stewardship campaign will be in the fall, and the capital campaign will likely begin sometime in calendar 2015, it would be inappropriate to also mount a campaign for endowment contributions at this time. As a result the Committee has been rather inactive this year, but we hope to get together once more in May or late April to discuss finalization of policies and document any undocumented ideas from retiring Chair Erdman.

Bob Erdman, Chair
April 15, 2015



Report from the Finance Committee

The major activity of this Committee this year was developing a proposed budget to match our ministry activities and requests for the FY2016 Stewardship Campaign and then refining that budget based upon the results of said campaign. While exceeding the previous pledge total, the results of this year's campaign made it unlikely we could add all of the program enhancements we had hoped to be able to do. As of the date of this report (4-15-2015) a special appeal was being made to at least enable us to meet the basic operational costs for FY2016.

A procedure for conducting audits was adopted along with related forms. Audits of the Minister's Discretionary Account and the Hogwarts Account were conducted and results discussed with the respective account holders. With the elimination of the position of Assistant Treasurer, and the bringing of bill-paying duties under the Church Bookkeeper, the Committee assisted with the transition.

A sub-committee reviewed bids for the renewal of the Office copier contract for the next five year period and recommended a change from Toshiba to Sharp. This was approved by the full Committee and the Board of Trustees.

Endowment and Legacy Committee promotions were put on hold while the Church capital campaign is being conducted. The Committee began to study increases in anticipated operating expenses assuming expansion and renovation of the Church's physical plant with associated programming proceeds as planned.

All in all a very productive year, thanks to a hard-working committee. The pace of activity was not as hectic as in the previous year when a complement of fiscal policies had to be developed and adopted. Now it is more a matter of monitoring practice and compliance.

Changes in committee leadership are anticipated with chairs of both the Finance and Endowment Committees having completed three-year terms.

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

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



FY2015 Annual Program Area Reports: Social Justice and Community Outreach

Report from the Social Justice Task Groups

Annual Report on Social Justice Activities by the Trustee for Outreach to the Wider World, April 16, 2015

This has been a busy year for church members in a variety of social justice activities from 2014-2015. Social justice activities were organized primarily through our 3 church task forces and through the Green Sanctuary Committee.

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 on various Saturdays as part of Kent Social Service's Hot Lunch Program at Trinity Lutheran Church. Church members did volunteer tutoring with children at the Skeels Center in Ravenna. Church members participated in the annual Hunger and Crop Walk. The Environmental Justice Task Force and the Human Rights Task Force teamed up to put before the congregation a resolution in support of the proposed Kent Community Bill of Rights, a ballot initiative to ban fracking in Kent. The congregation voted to adopt the resolution. The Community Bill of Rights was subsequently voted down by the voters in Kent.

The Environmental Justice Task Force participated in the annual River Day. The Green Sanctuary Committee conducted an energy audit of the church and developed a Green Sanctuary application action plan. The Green Sanctuary Committee and the Environmental Justice Task Force together sponsored several films and educational programs on topics that included solar power, food and eating, soil, permaculture, frogs and amphibians, water, wilderness conservation, and fracking. Church members also took part in the Climate March in New York City.

Church members participated in a statewide conference at the UU Church of Akron titled "In Our Own Backyard: The Immigration Crisis in Ohio." Reverend Melissa participated in an action during the summer at the White House to call for no more deportations of immigrants. She also participated in the Allies for Racial Equity Conference and Diverse Revolutionary Unitarian Universalist Multi-Cultural Ministries Conference. Church member Lee Brooker participated in the UU College of Social Justice/UU Living Legacy Mississippi Civil Rights Bus Journey. He shared his experiences with the congregation. Lee also traveled to Selma, Alabama for the 50th anniversary commemoration of the Selma to Montgomery March. He took part in a conference titled "Marching in the Arc of Justice: Revisiting Selma."

The Social Justice Coordinating Council held a gathering in November called Social Justice Sunday for church members and friends to discuss and plan for ongoing social justice work.

Congregational special offerings this year went to the Brady Center to Prevent Gun Violence, Lovelight, the Immigrant Worker Project, the Kent hot lunch program at Trinity Lutheran Church, the Palestine Children's Relief Fund, Countryside Conservancy, the Skeels Center, the Community Action Council Emergency Energy Conservation Fund, the Minister's Discretionary Fund, the Unitarian Universalist Service Committee to support their efforts on behalf of World Water Day, and Safer Futures.

The Social Justice Coordinating Council donated funds to plant a tree in memory of Caroline Arnold. Caroline was a longtime social justice activist and church member who passed away this past year. We remember her with love and with gratitude for her dedication to the work of social justice.

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

