

# FY2017 ANNUAL REPORT UNITARIAN UNIVERSALIST CHURCH OF KENT

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INFORMATION AND DISCUSSION: MAY 31, 2017 7:00 PM  
VOTING: JUNE 4, 2017 12:45 PM



Unitarian Universalist Church of Kent  
228 Gougler Avenue • Kent, Ohio 44240  
[www.kentuu.org](http://www.kentuu.org)



Cover Art: "Springing Forward" FY2017 stewardship logo designed by Saul Flanner.

## Annual Report for Fiscal Year 2017

Information and Discussion Meeting: May 31, 2017 7:00 pm

Voting Meeting: June 4, 2017, 12:45 pm

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### Table of Contents

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**Pages 5 - 10**

Agenda

Nominating Slate for Fiscal Year 2018 (7/1/2017 - 6/30/2018)

Minutes from the June 5, 2016 Voting Meeting

Annual Budget Proposal, Fiscal Year 2018

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#### **Reports from Staff**

**Pages 11 - 20**

Interim Minister: Rev. Anya Johnston

Congregational Administrator: MaryBeth Hannan

Director of Music: Hal Walker

Director of Religious Education: Lily Rappaport

Religious Education Coordinator: Colleen Thoele

Affiliated Community Minister: Rev. Renée Ruchotzke

Intern Minister: Dave Clements

Commissioned Lay Minister: Rev. Christie Anderson

Commissioned Lay Minister: Lori Fatchet-McGee

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#### **Report from the Board**

**Pages 21 - 22**

Moderator: Kathie Slater

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#### **Program Area Committee's Annual Reports**

**Pages 23 - 42**

#### **Income Generation**

Treasurer, Sandy Eaglen

Capital Campaign Treasurer, Kay Eckman  
Capital Campaign Team  
Finance Committee  
Grocery Card Fundraising Team  
Thanks-4-Giving Auction

### **Community Within**

Volunteer Ministries Program Coordinators  
150<sup>th</sup> Anniversary Committee  
Art in the Sanctuary  
Leadership Development Committee  
Membership Team  
Social Hour Task Group  
UUCK Library Committee

### **Lifespan Learning & Spiritual Development**

Religious Education Committee  
Kent Hogwarts

### **Social Justice & Community Outreach**

Social Justice and Community Outreach Coordinator



*Photo by Brad Bolton*

**TO INSPIRE LOVE,  
TO SEEK JUSTICE,  
AND TO GROW  
IN COMMUNITY.**

*Mission Statement adopted by  
congregational vote, June 5, 2016*

## **Information and Discussion: May 31, 2017**

### **Voting Meeting: June 4, 2017**

#### **Agenda**

- I. Chalice Lighting and Welcome: Kathie Slater, Moderator
- II. Approval – Annual Meeting Minutes June 5, 2016
- III. Stewardship Presentation
- IV. Presentation and Congregational Vote: Fiscal Year 2018 Program Budget, pages 9-10
- V. Election of Slate of Candidates: Rhonda Richardson, Chairperson  
Leadership Development Team, page 6
- VI. Appreciation of Outgoing Board Members: Kathie Slater
- VII. Closing: Kathie Slater



# The Leadership Development Committee presents the following Election Slate for Fiscal Year 2018

## Board of Trustees

<u>Name</u>	<u>Term</u>
David Brown	3 years, through June 30, 2020
Shirley Kiernan	3 years, through June 30, 2020
Colleen Norris	3 years, through June 30, 2020

## Financial Secretaries

<u>Name</u>	<u>Term</u>
Lois Weir	3 years, through June 30, 2020
Eric van Baars (Alternate)	1 year, through June 30, 2018

## Endowment Committee

<u>Name</u>	<u>Term</u>
Carolyn Schlemmer	3 years, through June 30, 2020

## Leadership Development Committee

<u>Name</u>	<u>Term</u>
Claudia Miller	3 years, through June 30, 2020
Rhonda Richardson	3 years, through June 30, 2020

# The following individuals will be continuing in their elected terms

## Board of Trustees

Jeff Marsh	1 year, through June 30, 2018
Mary Lou Holly	1 year, through June 30, 2018
Andrew Rome	1 year, through June 30, 2018
Dani Beale	2 years, through June 30, 2019
Shannon Osorio	2 years, through June 30, 2019
Fred Smith	2 years, through June 30, 2019

## Financial Secretaries

Saunis Parsons	1 year, through June 30, 2018
Bonnie Harper	2 years, through June 30, 2019

## Endowment Committee

Cheryl Casper	1 year, through June 30, 2018
Sevim McCutcheon	2 years, through June 30, 2019

## Leadership Development Committee

<u>Name</u>	<u>Term</u>
Jennifer May	2 years, through June 30, 2019
Outgoing Board Trustee (TBA_)	1 year, through June 30, 2018



*DRAFT*

UUCK ANNUAL MEETING FOR JUNE 5, 2016

MEETING CALLED BY: Kathie Slater, Moderator

ATTENDEES: Quorum was met with 58 members

- Kathie welcomed the church community
  - Change has been a theme for this year
  - Many people pitched in when Melissa had Owen early and with the building process
  - We added many new committee coordinators with the change to Board policy governance
  - The Board worked on a variety of policies, adding two new policies: Safer Congregations and Social Justice.
- APPROVAL OF ANNUAL MEETING MINUTES FROM 2015
  - Sandy Eaglen made the motion to approve, Mary Lou Holly seconded
  - Kathie Slater asked to add Leah Gillig's last name to page two of last year's minutes
  - Max Grubb called the question and the minutes were approved with the correction
- CAPITAL CAMPAIGN BUDGET UPDATE
  - Kay Eckman gave an update on the building project fundraising, which has collected 61% of pledged revenue
  - Jan Noden made \$1400 at an art fundraiser, Hal Walker made \$3000 at a music fundraiser
  - The committee is putting together a plan for members of the Congregation to loan money for the project to the church with a lower rate of interest than a bank
  - We are still short in the funds we need to build the Fellowship Hall and there will be additional fundraisers to come
  - Construction will begin before all of the money has been collected – this will be accomplished through a combination of short term church member and bank loans (a mortgage may be necessary to repay the bank loans)
- BUDGET UPDATE
  - Sandy Eaglen gave the update
  - Nearly \$250,000 pledged, only 1% up from last year, perhaps because of the Capital Campaign
  - We are budgeting an expected 1% shortfall in pledged income, the shortfall has typically been around 3%
  - No raises were given to staff
  - Staffing levels were maintained, along with Fair Share and Fair Compensation levels
  - Small cuts were made to create a balanced budget
  - Sandy recognized Church leadership involved in the budget making process
  - Andrew Rome read a statement about Church finances, centering on on-going shortfalls that have not been funded (see attached)
  - The new Board structure allows more time focused on the budget and the organizations fiduciary responsibilities
  - Rod Thompson made a motion to accept the budget and Gene Wenninger seconded, Max Grubb called the question and the 2016-2017 budget passed
- OFFICER SLATE
  - Max Grubb presented the proposed slate of officers
  - Board Member: Dani Beale for a 3-year term

- Financial Secretaries: Eric Van Baars, 1 year term; Angela Barzizza-Young, 1-year term; Bonnie Harper, 3-year term
- Endowment Committee: Sevim McCutcheon, 3-year term
- The above slate was approved by the Congregation
- Board Members: Shannon Osorio and Fred Smith for 3-year terms
- Leadership Development Committee: Jennifer May 3-year term
- The Congregation voted to approve the additional nominees
- A reminder that all Board positions are now at-large
  
- **MASTER PLAN COMMITTEE**
- Rhonda Richardson presented the final mission statement created by the Master Plan Committee with help from Congregational input
- The winner got 60% of the vote from the final submissions
- To Inspire Love, To Seek Justice, and To Grow in Community
  
- **BUILDING EXPANSION TEAM (BET) UPDATE**
- Randy Leeson offered an update on the Fellowship Hall building project
- Several variances were presented to the city of Kent
- Issues were raised due to storm water runoff and the commercial kitchen (changes will be made and resubmitted for City approval)
- An official groundbreaking ceremony has yet to be planned
- There are many steps to go before the architectural drawings are finished and the budget is truly close to being final
- Randy addressed issues with the established property line between the Annex and the house next door
- Randy introduced the members of the Building Expansion Team
  
- **MODERATOR REPORT ON BYLAWS**
- Kathie Slater and Sandy Eaglen worked to tweak the by-laws in response to how they live in real-world situations
- Claudia Miller made a motion to approve the updates to the by-laws and Fred Smith seconded, the motion was voted on and approved
  
- **APPRECIATION OF OUTGOING BOARD MEMBERS**
- Kathie Slater recognized Rhonda Richardson, Sandy Eaglen (who will stay on as Treasurer) and Vivien Sandlund (who will stay on as Coordinator for Social Justice)
- Vivien presented Kathie with an outgoing gift
  
- **CALL FOR ADJOURNMENT**
- Kathie Slater adjourned the meeting

#### STATEMENT ON BUDGET READ BY ANDREW ROME:

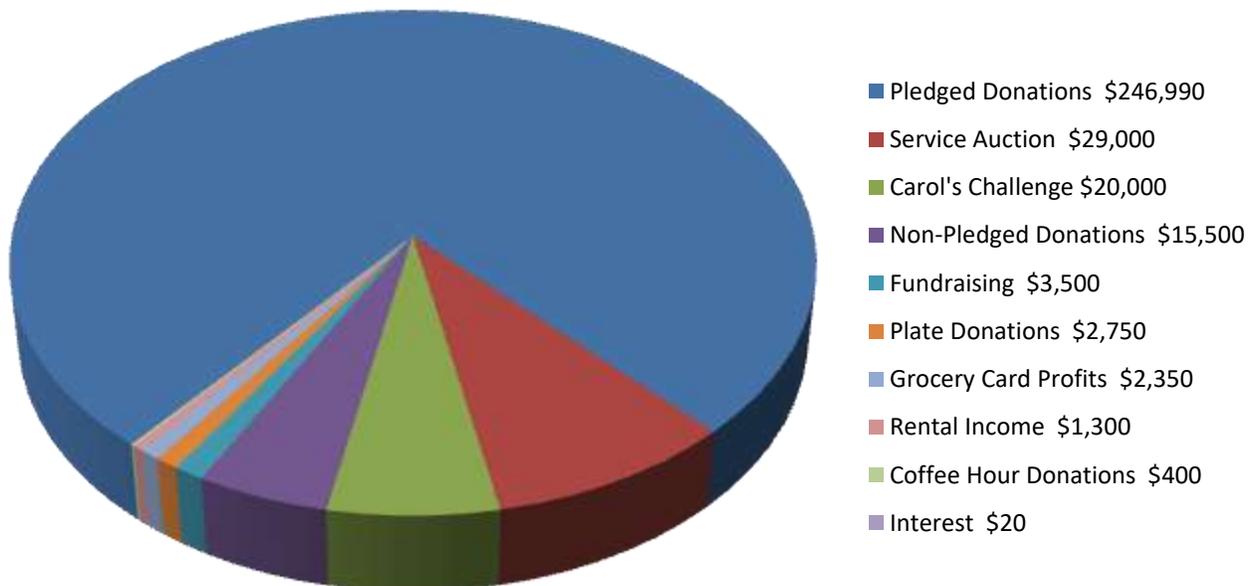
"The church Finance Committee and Board of Trustees have worked every year to be careful stewards of the church's finances and craft a balanced budget. However, yearly expenses have exceeded income for the past several years. In Fiscal Year 2015 the church spent \$15,275 more than we received in income, totaling 5.3% of the budget. Careful investigation by the Finance committee, confirmed by an external CPA review, has found the source of these deficits. Annual pledge contributions fall short each year, due to members moving away, dying, losing a job, or other reasons. This is normal. The average pledge shortfall in American churches is about 5%. Our church has been averaging 3.5%. However, we did not plan for it and our "zero-base" budgeting allowed these annual deficits to be hidden and to accumulate larger and larger each year. Our accumulated deficits have been covered by members who "pre pay" their pledges for future years, by depleting our contingency fund, and by falling behind on our commitment to fair compensation for our staff. In our current Fiscal Year 2016, we have saved \$17,800 due to the change in Director of Religious Education, but our pledges are on track for a shortfall of \$13,000 or 5.5%, although this may less by the end of the year as we receive more donations in June when people settle up for the year.

This Fiscal Year 2017 budget reflects our new understanding by planning for a 1.0% pledge shortfall. This means we have had to make cuts in committee budgets and not fund the new budget requests. Planning for the full expected shortfall, rebuilding our contingency fund, and compensating our staff fairly will remain goals for next Fiscal Year. The Board is committed to being fiscally responsible stewards of the church finances, especially during our Capital Campaign and building expansion."

# Fiscal Year 2018 Program Budget Proposal

## Revenues

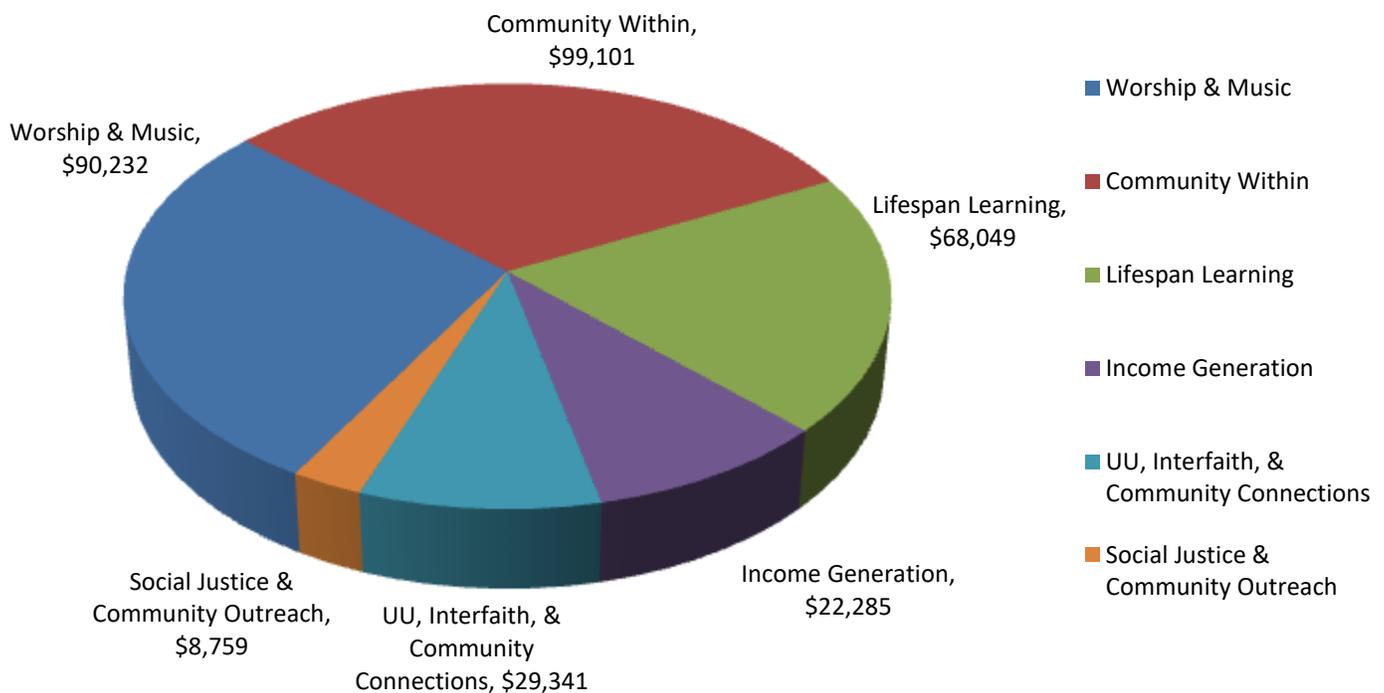
Pledged Donations	\$246,990.00
Service Auction	\$29,000.00
Carol's Challenge	\$20,000.00
Non-Pledged Donations	\$15,500.00
Fundraising	\$3,500.00
Plate Donations	\$2,750.00
Grocery Card Profits	\$2,350.00
Rental Income	\$1,300.00
Coffee Hour Donations	\$400.00
Interest	\$20.00
<b>Total FY2018 Budgeted Revenues</b>	<b>\$321,810.00</b>



# Fiscal Year 2018 Program Budget Proposal Continued

## Program Expenses

Worship & Music	\$91,342
Community Within	\$99,101
Lifespan Learning	\$63,639
Income Generation	\$29,628
UU, Interfaith, & Community Connections	\$29,341
Social Justice & Community Outreach	\$8,759
<b>Total FY2018 Budget Expenses</b>	<b>\$321,810</b>



\*Reflects only Social Justice programming supported by the operating budget; this figure does not include monies donated for special collections.

Note: Facility operations 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.

## FY2017 Annual Reports from the Staff

### Reports from the Staff: The Rev. Anya Johnston

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For an interim ministry that began in February, there is not a lot to include in an annual report written in April. The first few months of interim work are largely focused on assessing what exists and sorting out where energy needs to be spent for the remainder of the interim time.

Arriving was interesting and fairly bumpy given the gap between when I agreed to serve here and when I started. The able volunteers and staff at UUCK covered the gap admirably with an understandable fatigue as a consequence of the amount of time and the unique stress we have all been under since the 2016 election. Several expectations and tasks had to be put on hold and were awaiting my arrival. I truly had to hit the ground running.

Much of what was waiting was conversational or pastoral and can't be quantified, but many accomplishments seem concrete and measurable; most recently the election of a search committee and approval of a loan application to equip us to start construction. Those are great successes.

It was quickly apparent that a great deal of the governance and infrastructure is new, and that we need to improve clarity in communication about how things work now. It's always true that new bylaws and forms of governance need amendment as they get broken-in. Paths of communication and ways to be effective will become increasingly clear.

Discovering and naming the manner in which we arrive at our successes is the most interesting part of interim work for me. It's valuable to understand the nature of our process as an element of our identity as a congregation.

I've described my work as learning the truest story of the congregation and helping to convey it in ways that improve the odds of attracting well qualified colleagues to serve UUCK in the future. April is too early to articulate that story, questions still abound:

- Are we (or do we desire to be) a teaching congregation?
- Do we (or will we soon) recognize our own strengths and weaknesses?
- Are we willing to grow?
- Where is our balance of caution and courage; or secrecy and honesty?
- Are we ready and willing to try new things that may change us?

I have identified several tasks that need to be accomplished in the interest of preparing for the next settled ministry. Streamlining, sorting out, and fine-tuning documents like our Personnel Manual, Policy Manual, and Bylaws is important.

Opening the doors on the new building is vital. It will be a bit of a shock to adjust to having that space and it is always a shock to call a new minister. It's best that those don't happen at the same time, and some colleagues will certainly wait for building projects to be completed before expressing interest in a congregation. Observant ministers know the challenges of coming in to an incomplete and untested facility and may want to wait.

We have many qualities that can attract skilled and experienced ministers; some of our qualities require specific experience in the leadership. I think this is a wonderful congregation with a high level of competence and that the next few years will be exciting and productive here in Kent!

If you heard me speak on the first Sunday I was here, February 5th, you may remember me saying that the best part of my work in ministry is falling in love with the place I am serving. Kent was initially just seductive to me because I do enjoy complex challenge. In a short amount of time I find myself falling for you, and that bodes well. I'll be able to give you a more specific and substantial report after a few more months of being here.

See you on Sundays! Anya

## **Reports from the Staff: MaryBeth Hannan, Congregational Administrator**

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Fiscal year 2017 has been a journey of change and new beginnings for our church and the Staff. We began in July 2016 with Rev. Melissa's announcement of her acceptance of a new career opportunity; the promotion of Colleen Thoele from Religious Education Assistant to Religious Education Coordinator, followed by the hiring of a new Director of Religious Education, Lily Rappaport in August. Melissa's leaving in November led into a two-month lay-led transition and the hiring of Interim Minister Rev. Anya Johnston who joined us February 1, 2017. Through it all, the church leaders and Staff kept the wheels turning and kept our focus on the future.



That being said, I would like to look back for just a moment and focus on the years that Rev. Melissa served the UU Church of Kent (UUCK) but not so much on her ministry to the congregation but more on the congregation's commitment to providing support, resources and encouragement for staff growth. It is that commitment that allowed Melissa to grow from a new seminary graduate into a successful minister and on to the position of Associate Director of the Unitarian Universalist Minister's Association. Yes, we're all proud of Melissa but this congregation also has much to be proud of for providing your minister with a firm foundation, encouragement for personal and professional growth, support, and the resources to reach such an accomplishment! Well done, UUCK!

The last General Assembly (GA) being held in Columbus, Ohio allowed for many from our church to attend, including me. I was able to attend the parade of banners and opening service on Wednesday evening, wander through the Exhibit Hall, and on Thursday participate in two classes -- Welcoming New Staff and a class on Stewardship. It was an incredible experience and one I would recommend to everyone. If you are not able to attend GA in person, I would recommend you consider a virtual experience with an "off-site" registration. For more information, visit: <http://www.uua.org/ga/registration/off-site>

In addition to the GA experience, I attended my first Association of UU Administrators (AUUA) Professional Days that were held in a days leading into the GA. The AUUA Pro Days were filled with wonderful inspiration and resources to support and help UU Administrator's grow in their ministry. AUUA Pro Days speakers and presentations included:

- Rev. Olivia Holmes (<http://goo.gl/jjihTQ>) focusing on welcoming and safety,
- An introduction to the UU Trauma Ministry (<http://www.traumaministry.org/>),
- Social Justice awareness and welcoming by Meadville Lombard Rev. Dr. Sharon Welch with Beloved Conversation facilitator Julicia Hermann De La Fuente (<http://goo.gl/oH3MCD>),
- Self-care and meditation through music with Minister of Music and Worship Arts Rev. Ian Riddell (<http://www.firstuusandiego.org/ian-w-riddell>),
- Questions and answers session with the staff from the UUA Office of Staff Finance.

In additional to the wonderful presentations, the opportunity to connect and collaborate with my peers was invaluable. As a result of a connection made with an AUUA peer with whom I've collaborated with on program/mission-based budgeting, I'm happy to report that I have been nominated to serve on the AUUA Board of Directors. This is a wonderful opportunity for both professional and personal growth. The election will take place at the AUUA annual meeting in New Orleans in June 2017 – stay tuned, I'll keep you posted on the results!

Time and again I have mentioned that the activities of the Church Office, and my ministry, are in large part driven by the activities of the congregation. It is those activities that keep my days busy, interesting, and provide me with the opportunity to directly support many committees and events by producing the resources and/or information needed for your programs/activities. I offer my thanks to ALL of our leaders and volunteers – you are the engine that drives this community forward but there are a few folks that I work with on a continual basis that I'd like to make note of:

Friday Office Volunteers: Bonnie Harper and Patty Miller. Thank you for taking on several "busy work" tasks that free up my time for other activities and allow me to better manage my time. You and the time you dedicate to help me are appreciated more than words can express.

Finance Committee members: Chair Gene Wenninger, Treasurer Sandy Eagle, Capital Campaign Treasurer Kay Eckman, Grocery Card Co-Chairs Bob Erdman and Carol Gould, Marion Yeagler, Andrew Rome, and Randy Ruchotzke. Some are long-time members, a few joined the committee for just a short time or are new, but all share the same dedication to being good stewards to our resources. Thank you for the time and energy you put in to overseeing the policies, procedures, and resources that sustain the programs and ministries of the church.

The Ministry Executive Team members: Previously Rev. Melissa and now Rev. Anya, Treasurer Sandy Eaglen, Past-Moderator Elaine Bowen. Our policy-based governance journey continues and we continue to grow with it. We continue to work as a team while overseeing the day-to-day business of the church. I appreciate your insights, leadership and the opportunity to collaborate with you.

The Financial Secretaries and Helpers: Eric van Baars, Saunis Parsons, Bonnie Harper, and Alternate-Financial Secretary Angela Barzizza-Young, along with helpers, Marion Yeagler, Kim Homsher, Paulette Thurman, and Patty Miller. Your ministry is one that is largely unseen but vital to maintaining healthy practices for good stewardship. Thank you for your quiet dedication and reliability.

Moderator: Kathie Slater, to whom I offer thanks and appreciation for her years of dedicated leadership. Kathie's "on task" leadership style kept this congregation in forward motion through our ministerial transition and will serve the congregation well on the Ministerial Search Team while seeking a settled minister.

Building and Grounds Coordinator: Georgia Quinn, to whom I appreciate for taking on this old brick structure and her continuous work towards making her look grand and operate more safely and efficiently.

The Stewardship Team: Marion Yeagler, Jen Walton-Fisette, Theresa Walton-Fisette, and Claudia Miller, along with Treasurer Sandy Eaglen. The stewardship ministry is one that most folks shy away from however this group worked hard this year despite many personal challenges. They deserve much appreciation because without their commitment to ensuring the church has the resources to operate.

Capital Campaign Treasurer: Kay Eckman. Although the beehive of activity that goes with the active campaign is over, Kay continues to oversee the capital campaign resources and research and help plan for funding of the new fellowship hall. Along with the other members of the Capital Campaign Team, Marion Yeagler and Kathy Kerns, Kay's insights and "yes, we can" attitude are a wonderful resource and much appreciated.

Judy Brannan: I am ever grateful for the amazing Order of Service covers that Judy creates. Her creativity is a joy to see each week and I am always in awe that she is able to come up with new material despite the number of years that she has been creating the covers. Thanks just don't seem adequate to express how much I appreciate her ministry, the thought and care she does it with to ensure the covers enhance the Sunday experience.

Church Sexton: Brian Mulloy. Unassuming, reliable, dedicated, and thoughtful are just a few words I use when describing Brian and his work ethic. He makes being his supervisor easy with his willingness and easy demeanor in fulfilling his responsibilities which aren't always easy to accomplish when working around such a busy calendar of meetings and activities. Much gratitude goes to Brian.

Listed below are a few highlights of some of the administrative responsibilities and activities that I have participated in over the past year: May 2016 – April 2017

- Office Administration
- Bookkeeper and Payroll Administration
- Supervision of the Sexton position
- Member of the Ministry Executive Team
- Member of the Finance Committee
- Supervision of our volunteer (Wade) from Family & Community Services
- Facility rentals oversight
- Human Resources support for UUCK Staff
- Regular staff meetings along with two staff retreats
- Administrative support for the Capital Campaign and Expansion Teams
- Collaboration with the UUCK Stewardship Committee
- Maintained membership in the Association of Unitarian Universalist Administrators (AUUA)
  - Attended AUUA Pro Days in Columbus, Ohio
- Attend 2016 UUA General Assembly
- Continued participation in monthly Kent-area interfaith gatherings of church administrators and administrative assistants

It has always been my belief that I am fortunate that your generosity allows for me to serve as your Congregational Administrator. I think I can speak on behalf of all UUCK Staff in saying, thank you. Thank you for your commitment, support, and resources that you provide for the Staff to continue to grow in our respective ministries that in turn enable us to better serve this congregation.

In peace and appreciation,  
MaryBeth Hannan, Congregational Administrator

## Reports from the Staff: Hal Walker, Music Director

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It was another good year of music at the UU Church of Kent. Special thanks to the participants of our musical groups for their service and remarkable talent. I'm continually grateful for the work that I get to do here. I often tell people that this feels more like a lifestyle than a job. I just show up and do what I love to do most — make music with others. I will focus this report on the areas of the music program under my leadership, but I'd like to offer special thanks for the joy and beauty that the Sacred Song Circle, the Celtic Clan and the Evergreen Trio continue to bring to our community.

The church year started off with a bang as I released an album of UU-friendly music at the 2016 General Assembly. It was a treat to expose the wider UU world to the songs that have come about in more than 20 years of being the music director here. After years of saying, "it'll be done by next summer," I'm so glad that I finally completed the project, "Life Wonderful." To date, I've released about 700 copies of this CD into the world.

The combined number of active participants in our church's music program remains at a considerable percentage of the congregation. We boast an assortment of ensembles with talented volunteers that just keep showing up - week after week - rehearsing music and enjoying each other's company.

**Unitarian-Universalist Church of Kent Peace Choir** - When everyone is present around Christmastime, our choir has an impressive 25 members. Throughout the year, we have a solid core of 18-20 members. Thanks to the immense talent of our accompanist and dedication of our choir members, I have enjoyed the ability to expand our repertoire to include a diverse range of challenging and satisfying choral music.

**The UUCK Tone Chimers** - Every Wednesday at 5:30, 12 consistent members of the tone chime choir arrive at church to work together as a team. Playing in a tone chime choir is all about team work and as a team, we are gradually becoming a well-oiled machine. This Spring, we are looking forward to bringing our music into the wider community at the "Fiesta of Bells," a festival of local bell choirs hosted by the First Christian Church of Stow.

**The Fallow Time Folk Orchestra** - The performances and rehearsals of the "folk" orchestra have been sporadic this year. In order for this ensemble to be more consistent, I will need to develop a sustainable system for preparing and arranging music for this diverse ensemble to play. When we *do* play together however, (at Music Sunday 2017, for instance) the quality of musicianship in the group is remarkable. My goal for the Fall of 2017 is to return to monthly performances of the orchestra.

**The Peace Pipers Recorder Ensemble** - As with the orchestra, performances and rehearsals have been sparse this year. My greatest challenge is in finding and building a library of appropriate music for the ensemble to play. We are currently in search of another (or 2) music-reading recorder players to expand our possibilities.

**The Golden Tones (of real beauty)** - I'm pleased to report that the Golden Tones Junior Choir has had a resurgence of membership this year. We have opened up membership to singers as young as kindergarten so the group now includes a wider expanse of ages. The little ones have been showing up with enthusiasm and we're hopeful that they'll stick around for a few years. This year has been a year of having fun together and learning to match pitch. Our performances have been *cuter* than ever.

**The Cuyahoga River Concert Series** - Did you know that the UUCK has it's own concert series? By the end of this our 6th season, we will have hosted eight more concerts. From with the rising folk-star Joe Crookston in September to our Leonard Cohen tribute concert in May, we maintain a steady stream of concert-goers. We've had very nice coverage by the Record-Courier, but we still look forward to a day when we pack the hall with audience. With the generous help of volunteers who bring snacks for intermission, Kim Homsher and I have been running the series mostly on our own. We really need your support! Please consider joining the music committee in the Fall of 2017. Special thanks to Kim Homsher who recently applied for an Ohio Arts Council Community grant to help fund the UUCK's unique concert series.

**The Music Committee** - This year, the music committee has been essentially non-existent. We will be starting anew this Fall, so please consider doing service for the church by joining (or even chairing) this committee.

As I have expressed every year for the last 21 years, thank you so much for giving me the opportunity to do this good work that I so enjoy. I think that this church and I are a good fit.

Hal Walker,  
Music Director

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

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The Religious Education program currently has registration of 121 children and youth, a remarkable number for a church with a membership size of 201. In the past few years, the RE program has been through restructure and change. After the departure of long time Director, Karen Lapidus, the program was led for a year by Interim Director, Karen Lobrocco. During this transitional period, Colleen Thoele was promoted from RE Assistant to RE Coordinator, with an increase in responsibility and hours to fourteen hours per week.

In August I began serving as RE Director, at twenty four hours per week. My role is to oversee the administration and running of the religious education program and to supervise paid staff, Colleen and Michelle Bores, our Nursery Care Provider. I work in collaboration with the Religious Education Committee: Chair, Mary Leeson, and Members, Kat Holtz, Stefanie Workman, Heather Waltz, Cheryl Spoehr and Michelle. Together we develop the structure and organization of the religious education program, including curricula mapping, recruitment, budgeting, etc.

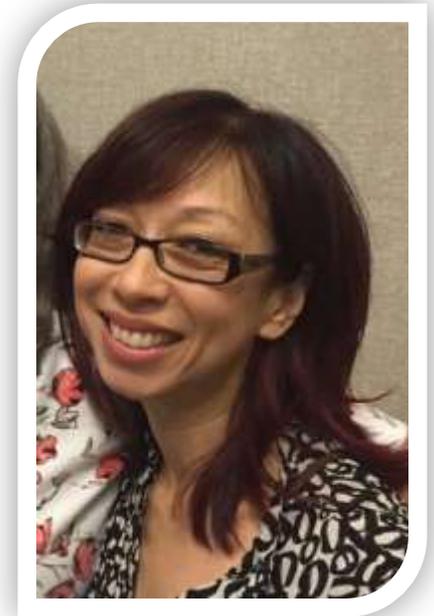
The religious education program year is from mid-August to June. On Sunday everyone starts together in the Sanctuary, and then after *The Time for All Ages*, children and youth are sung out to their classrooms. During first service there are three classes: *Spirit Play* for preschool and kindergarten, *World of Wonder* for first and second grades, and *Spirit of Adventure* for third to fifth grades. During second service there are two classes: *Popcorn Theology* for middle school, and *You the Digital* and *You the Creator* for high school.

In January, we held Winter Session instead of regular classes. One reason for this was to give the teachers a well-deserved break from teaching. Winter Session is four weeks of special programs on peacemaking and justice work. Using age appropriate activities and lessons, children explored ways in which we can make a difference in the world. Colleen led the class for kindergarten through fifth grades and I led the class for middle and high school youth.

Our volunteer teachers are at the heart of our program and are the key to our success. This year there were twenty five teachers and four teen assistants. We offer resources and teacher support throughout the year. Teacher trainings occur twice a year, in August and January. The trainings provide tools and tips for teaching, safety information, worship, comradery and time for teaching teams to map out their schedules and programs. In the January training, Renee Ruchotzke led an informative program on change dynamics and church systems.

In addition to our Sunday morning classes, there are specialized programs offered in alternate years. *Our Whole Lives* (OWL) for eighth and ninth grades will be offered this coming year, possibly on Monday evenings in Fessenden Hall. Facilitators are Kathy Walker, Saul Flanner, Chris Dum, and Kat Holtz. Elementary OWL for grades four and five will be offered in 2018-19 and will be facilitated by Jennifer May and Jeff Lang. *The Coming of Age* program for tenth and eleventh grades is also being planned for the fall. Advisors are Elaine Bowen, Laura Roland, Chris Dum, and Jeff St. Clair,

Youth Group is new this year and has been gaining in strength and momentum. Senior and junior high youth meet once a month to plan events and fundraisers for just causes. The group models shared leadership between youth and adults. Youth lead the business part of meeting, decide on future events, choose which charities to support, and elect officers.



Co-chairs are David Homsher and Helena Esparza, Secretary is Vonn Wheatly, and Social Media Coordinator is Cameron Mack. Adult Co-Chairs are Kim Homsher and Laura Luster; with Jeff MacMonigal as Treasurer. Youth Group events include cooking/serving a hot meal at the Trinity Lutheran Church and Youth Board Game Party in December; Movie Night in January; Overnight in February: youth made truffles for fundraiser for Planned Parenthood. In March they made dog toys and treats to raise additional funds. In April is "Chill Night" and a gathering at a local movie theater.

There is also an increase involvement of our youth in denominational district events. Five youth - David, Jeanne, Josh, Salvatore, and Ana- attended the Senior High Con in Pittsburgh in October. Other events that our youth have attended are: Junior High Con in Toledo in November, the Fundamentals of Heathy Youth Ministry Training in Canton in February, and the Social Action Youth Con in Cleveland in March. In April, the Ohio Meadville District Youth and Adult Committee was held at our church. There were about forty youth and ten adults who gathered for an overnight to plan the upcoming Youth Con in Columbus. Kent youth were David, Jack, Jeanne, Josh and Helena. Special thanks to sponsors: Kim Homsher, Laura and Eric Luster.

I have enjoyed brainstorming with the Worship Arts Committee and being involved with the all-age holiday services. For Thanksgiving there was a special multigenerational worship celebrating Rev. Melissa's service here. In December, "A Presence of Angels" was the all-age-friendly Sunday service before Christmas. Special thanks to Sandy Eaglan for her direction and adaptation of "Elijah's Angel" by Michael J Rosen, and to the Young family-- Ethan, Anya, Angela and Jesse -- and Eric van Baars, for their rich enactment of the story. On Christmas Eve, there were three services, with one specifically designed for families with young children. In April the children had a special Easter Service in Fessenden, with Mark Eckman providing music. Religious Education Sunday is the first service in June and involves participation of all the classes as well as a Bridging Ceremony for graduating seniors.

This year there were two Family Game Nights, one in March and the other in May. Organized by Amanda and Andrew Rome, there were games galore for all ages in Fessenden Hall.

The Winter Hogwarts program in February was a fabulous experience for all who attended. At the request of the organizers, I'm working to help strengthen the safety guidelines for teen helpers. For Summer Hogwarts, as part of the "prefect" training, I will meet with the teen assistants to review the covenant and to go over other safety issues.

The summer religious education program will be continued from last year's UU World Traveler's program. Children will "travel" to various places in the world and will learn about a country's traditions, culture and fun facts. Each week a "Tour Guide" will lead the class on a fun journey of discovery and learning. Last year the children experienced the Dominican Republic, Russia, Spain, Kenya and Greece.

Lily Rappaport  
Director of Religious Education

## **Reports from the Staff: Colleen Thoele, Religious Education Coordinator**



I started the year as the Religious Education Assistant at 12 hours per week. As we waited for our new DRE I was tasked with implementing our UU World Travelers summer RE program for 2016. During this program, children in grades K-5 "traveled" to 9 different countries with members of the congregation. It was during this program that a fine group of youth began volunteering their time to help. These youths are Rebekah Swango, Iris Mack and Crystal Marsh. Rebekah, Iris and Crystal went on to volunteer in RE classrooms for the entire 2016-2017 year and their dedication is inspiring. August brought our new DRE, Lily Rappaport and I was promoted to Religious Education Coordinator at 14 hours per week.

As the school year kicked off I was thrilled to assist our minister in our first ever "Blessing of the Back Packs" ceremony. Each child and youth returning to school

received a special charm to remind them of three things. A star to remind them that they are made of stardust, a braid to remind them that we are all connected and a chalice charm to light their path.

August also saw the Parents of Young UU's gather at Fred Fuller Park to kick off a new year of this growing family ministry.

As the RE year began, I was pleased to see that our amazing volunteer teachers enjoyed the curriculums chosen for their classrooms and that the implementation of volunteer aides was helping to address specific classroom needs. These aides were the youth mentioned above and also Dan Hayes, Elisabeth Swango, Kim Homsher, Natasha Swango and Colleen Swango.

Rounding out the 2016 year, I had the honor to once again co-lead the families with young children Christmas Eve Service. The service was a great success and a joy to develop alongside Lily.

January 2017 was a first for the RE program in that we gave all the RE volunteers the month off and held a Winter Intersession. The month centered around how children can be a part of anti-racism work and developing empathy. I developed 4 weeks of classes for children grades K-5 during first service while Lily led the youth during second service. I have attended several fantastic trainings along with General Assembly and worked collaboratively with Lily and the RE Committee to create several family fun events including the Halloween party and Easter Egg hunt. I also enjoy the privilege of creating worship once a month by leading the Time for All Ages.

All of these rewarding experiences have further cemented my passion for religious education. The thread throughout the year was in the weekly coordination of the RE program for first service (Nursery-5<sup>th</sup> grade). Sending time in the classrooms, supporting teachers and getting to know the children of this beloved community are the foundation of what I do.

With Gratitude,  
Colleen Thoele – Religious Education Coordinator

## **Reports from the Staff: Rev. Renée Ruchotzke, Affiliated Community Minister**



I continue to 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.

This has been a tumultuous year! I was glad to be part of the team of leaders that helped bridge the gap between Rev. Melissa's leaving and Rev. Anya's starting. I was honored to be able to lead our 6:30pm and 8:30pm Christmas Eve services along with CLM Lori McGee, Intern Dave Clements, DRE Lily Rappaport and Music Director Hal Walker.

A couple of people asked if I could be the parish minister at Kent. This would not be possible, mainly because I was friends with many of you before my call to ministry, so I could never be the congregation's minister. But also, I feel strongly called to the

work I am doing with the UUA.

With Rev. Evin Carvill-Ziemer's relocation, my role with the region has changed somewhat. I will be taking over "primary contact" duties with the Northeast Ohio congregations, which means I will have less overnight travel. I will also continue to serve the congregations in the Buffalo cluster.

In the wider UUA world, I now have a co-Dean of the UU Leadership Institute [www.uuinstitute.org](http://www.uuinstitute.org), the Rev. Jonipher Kwong of our Pacific Western Region. I'm also assisting our Leadership Development team to use these resource for our congregation! We have also formed a design team to add more leadership resources to [www.uua.org](http://www.uua.org).

Rev. Renee Ruchotzke  
March 2017

## Reports from the Staff: Dave Clements, Intern Minister

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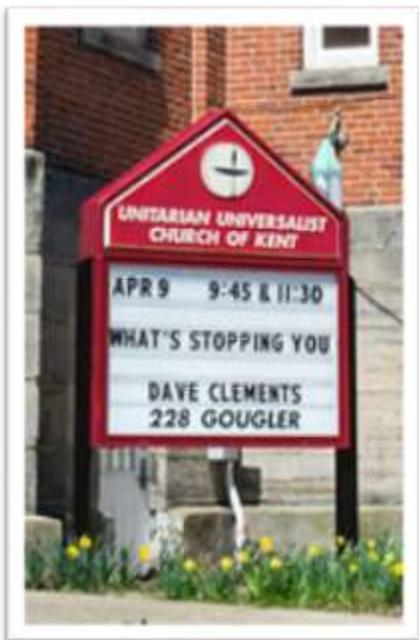
What a year this has been. As I reflect back upon this past year a common theme has been change. I started in September knowing that in November Rev. Melissa would be leaving. As the events of her leaving and Rev. Anya arriving I watched as all of you embraced the change and rose up to continue the great work that this congregation does.

Last fall several of you took the workshop series that I offered on Establishing a Spiritual Practice in your life. In the three sessions many of you learned about the types of spiritual practices that one can incorporate into their lives and you were challenged to begin to establish a spiritual practice in your life.

I and a few others from this congregation took the workshop series and offered it to a group of women at a place called sober house. Sober House is an apartment building that can accommodate up to twenty five women. These women have just been released from prison and in some cases in lieu of being sent to prison have been sent to Sober House. All of the women at Sober House are addicts and have addiction issues.

The workshop series was offered to the women at Sober House and many of them embraced the concepts of creating spirituality in one's life and having a daily spiritual practice. Plans are being made to continue this program next fall. Many of the women who participated in the workshops have now left sober house and are living and working in the Kent community. They expressed appreciation for the hope and the grounding that the workshop series provided for them. This community in many ways is a marginalized community and is willing and can benefit greatly from what we as a congregation have to offer to them

Last fall a committee was formed and started planning a series of workshop sessions based on the concept to take pledge to end racism. It has been exciting to see this committee grow and develop and to embrace the ideas and concepts that are in the material that makes up the workshop series. We were offered the opportunity to be one of many as a test case from the Richmond Virginia church to try out the workshop material and offer our suggestions as to what worked and what could be changed.



The first of the workshop series was held on Saturday April 29<sup>th</sup> and was well attended and the participants enjoyed the opportunity to discuss concepts and questions in both a small group setting as well as a large group setting. The next series will be held on Saturday May 14<sup>th</sup> and I am looking forward to participating and leading the sessions that will be offered that day.

My sincere appreciation goes out to this congregation. When I started here in September of 2015 Rev. Melissa gave you a challenge. She challenged you to be a teaching congregation. You have fulfilled that challenge. I thank you for the lessons that you have taught me about how to be a minister. I thank you for your comments of areas where I could improve and areas where I have done well. I will be leaving you on June 11<sup>th</sup> but you will always hold a place in my heart. I am the minister that I am today because of each of you. You have touched my heart and have been a blessing in my life. I thank you for that. May you look forward to meeting in a new building, attending and being a part of my ordination in the fall and welcoming a settled minister next year.

Sincerely,

Dave Clements,  
Intern Minister

## **Reports from the Staff: The Rev. Christie Anderson, Commissioned Lay Minister**

May 2016 – April 2017

As we are blessed with many new friends and members this year, I want to take a moment to explain my position as a Commissioned Lay Minister for those unfamiliar with this title. In October 2008, I was “commissioned” at the district level of the UUA to serve our congregation as a Commissioned Lay Minister (CLM), formerly known as Commissioned Lay Leader. A CLM is an unpaid volunteer who has completed a program overseen by district UU ministers that entails religious study under a minister mentor outside of the student’s home church. As a CLM, my duties are negotiated with the UUCK Board. I work under the guidance of the UUCK minister and I am accountable to the Committee on Ministry as well as a UUA district CLM panel.

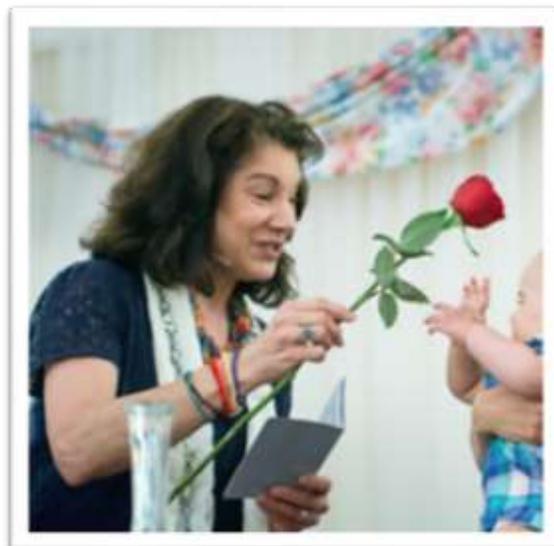
My present CLM duties include leading up to four worship services per year for our church and serving as a referral source for weddings and memorial services. As a member of the Care Team, I serve as a back-up for pastoral care needs in the minister’s absence and I am a resource for congregants seeking information on local social services. In service to the UU denomination, I lead worship services at other area UU congregations. Although I was ordained as an interfaith minister in 2012, I have retained my CLM position as I find it very rewarding.

I was busier than usual this year due to Rev. Melissa Carvill-Ziemer’s departure. I had the opportunity to work with many church leaders and members of the congregation who collaborated to ensure a smooth transition leading to our interim ministry period. I extend deep gratitude to all who have offered me support and who worked to maintain the many diverse ministries of our church community during this challenging time. Despite the large void left by the absence of our beloved minister, we can take pride in knowing that our team performed exceptionally well during the period that we were without a lead minister. I am grateful for the guidance and inspiration extended by Rev. Melissa, whose style of shared ministry enabled so many of us to hone our leadership skills and to grow spiritually.

Some of the activities that I engaged in at UUCK during the following year include: officiating 3 weddings and 1 memorial service, co-leading a special post-election healing service, organizing a remembrance service, handling pastoral duties in the period after Rev. Melissa left and Rev. Anya began, and serving as a steering committee member and facilitator for the Kent Pledge anti-racism workshop. In addition, as a representative of our church within the wider Kent community I have: continued as a co-facilitator of the Kent Interfaith Alliance for Reconciliation, served as a 2016 worship leader at UU Summer Institute, led interfaith prayers at 2 anti-drug rallies, and spoke at the community-wide “Coming Together in Reconciliation” event.

My intention for the coming year is to re-energize our Adult Religious Exploration program with the help of others interested in this pursuit. I am also looking forward to working with Rev. Anya Johnston as all of us together take steps to better understand our congregational needs and prepare to welcome a new settled minister. I feel proud and blessed to be a part of this vibrant and caring church community and look forward to a bright future as we collectively pursue our vision.

In faith,  
Christie



## **Reports from the Staff: Lori McGee, Commissioned Lay Minister**

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This past year has been a busy one! With Rev. Melissa's departure, my duties in our beloved community have increased. I am currently serving as Chair of the Worship Arts Team, which includes organizing the Worship Associates, calling meetings, and making sure we have worship coverage every Sunday. I have led service five times, served as Worship Associate five times, and attended many meetings and events. All of my relevant activities are listed below.



- Attended District Assembly; served as delegate for the UU Church of Kent
- Led service at UUCK on April 10, 2016 (Art Sunday)
- Attended CLM retreat at MTSO; had commissioning interview and became CLM!
- Led service at on May 1, 2016
- Had commissioning ceremony and celebration on May 29, 2016
- Attended Worship Arts Team meeting on June 1, 2016
- Attended General Assembly in Columbus
- Served as Worship Associate for Mike Hovanscek on July 3, 2016
- Attended Summer Institute
- Attended Worship Arts Team meeting on August 17, 2016
- Attended UUCK staff meeting on August 31, 2016
- Attended Leadership Development workshop in order to answer any questions potential leaders had about worship in the church
- Participated in the UUCK Ministries Fair
- Led service on September 11, 2016 (Poetry of Peace)
- Invited to serve as one-time mediator for residents of Korb Hall, LGBTQA Living Learning Community. Some of the LGBTQA students had experienced some hostility and the Resident Director reached out to UUCK for assistance. I met with the students for about 90 minutes to discuss some options going forward. I believe we had a successful discussion.
- Served as Worship Associate for the service on October 30, 2016.
- Met with Rev. Melissa and others on November 2, 2016 to plan for Rev. Melissa's final service with UUCK, which took place on November 20, 2016.
- Met with the Committee on Ministry on November 10, 2016 to discuss past reports.
- Met with the Worship Associate Team on November 17, 2016 to plan for services after Rev. Melissa's departure. It was decided then that I would lead the Worship Associate Team until our Interim Minister arrived.
- Served as organizer and Worship Associate for Rev. Melissa's final service, held at the KIVA of KSU on November 20, 2016.
- Met with Rev. Renee Ruchotzke on November 29, 2016 to plan for Christmas Eve services.
- Led service on December 4, 2016.
- Met with Moderator Kathie Slater to discuss plans for Interim Minister's arrival.
- Met with and led Worship Arts Team on December 11, 2016 to plan for January services.
- Attended rehearsal for Christmas Eve services on December 21, 2016.
- Led Blue Christmas service with Intern Minister, Dave Clements, on December 22, 2016.
- Served as Worship Associate for Christmas Eve services on December 24, 2016.
- Served as Worship Associate for Midge Miles, our congregation's Transitional Coach on January 15, 2017.
- Attended UUCK staff retreat, February 7, 2017.
- Chaired Worship Arts Team meeting to plan for services in February and March on February 8, 2017.
- Attended Winter Institute; coordinated worship for the weekend.
- Met with Rev. Anya to discuss Worship Arts Team, March 10, 2017.
- Filled in as Worship Leader on March 12, 2017. (Dave Clements was in the hospital.)
- Attended CLM retreat
- Chaired Worship Arts Team meeting to plan for services in April and May on March 21, 2017.

In faith and service,

Lori Fatchet-McGee  
Commissioned Lay Minister

# FY2017 Annual Report from the Board

## Report from the Board: Kathie Slater, Moderator

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The church year (2016-17) was characterized by transitions. With other church leaders, we spent the summer and fall getting ready for the change in ministerial leadership as the congregation said goodbye to the Rev. Melissa Carvill-Ziemer, planned and implemented a lay-led interim during December and January, and welcomed the Rev. Anya Johnston, our interim minister, at the beginning of February.

The six month period (June-November) was a time of grief, of letting go, and of anticipation. Where are we going? Who are we as a congregation? What is our future? The tasks of discerning answers to these questions falls to all our members and friends over the next few months.

Looking back at the fiscal year, the Board of Trustees worked in the following areas:

June: Elected of new officers.

Appointed chair of Leadership Development Committee

July:

Announcing of Rev. Carvill-Ziemer's departure.

Plans for an 18 month interim begin.

Approved slate for the interim minister search committee

August: Retreat

Determined annual vision and goals for budget:

Economic Justice including progress in fair compensation for staff

Community Outreach

Environmental Justice

September:

Determined assessment characteristics:

Char. I Understanding and Responding to Conflict and Change

Char. K Church Administration

October

Transition team update

Reviewed progress in meeting budget goals

November:

Appointed interim minister negotiations team: Dani Beale (transitions team), Sandy Eaglen, (treasurer), Kathie Slater (moderator)

Authorized hiring of the Rev. Anya Johnston as the interim minister pending successful contract negotiations using Board approved parameters

December:

Endorsed Pledge to End Racism Workshops for spring

Discussion of Rental Policies and Social Justice Groups

Discussion of Safety issues and Safety Committee including de-escalation training

January:

Certified membership at 201

Approved new members for Safety Team

Approved Dan Flippo as Coordinator for UU, Interfaith, and Community Connections

Joined by the Leadership Development Committee and the Transitions Team for a presentation by Midge Miles, UUA Transitions Coach

February:

Welcomed our new interim minister, the Rev. Anya Johnston  
Tabling of rental policies discussion

March:

Discussion of process for creating Settled Minister Search Committee  
Board reflection on work for year  
Report from Building Expansion Team  
Voted to publish board meeting summaries each month  
Celebrated achieving Green Sanctuary status with UUA

April:

Budget report  
Endorsed Board of Trustees fundraising line using matching challenge  
Endorsed budget

May:

Reviewed and endorsed slates for:  
Board of Trustees  
Leadership Development Committee  
Endowment Committee  
Financial Secretaries and Alternate Financial Secretary

#### Assessment Reviews for 2016-17

The Board of Trustees has a duty to assess various church ministries. Last year a financial review by the CPA firm Crum and Company was conducted, and while overall, it resulted in a favorable review, several financial practices were deemed not up to best practices. The Board asked that during this fiscal year changes be made to bring our financial procedures into best practice guidelines.

A review to assess the status of the changes was made this spring with the following results:

1. Revenues and cash receipts: All checks are now restrictively endorsed until retrieved by the Financial Secretaries for counting and depositing.
2. Special Events: (Service Auction)  
Ticket sales: reconciled weekly  
Quid Pro Quo transactions: developing a policy requiring a process to determine fair value is in progress.
3. Auction Funds: Proper procedures have been implemented so that all funds collected at the auction are counted by two independent counters, recorded on a count sheet, and then the funds are placed in a lockbox. The count sheet is forwarded to the Financial Secretary and the Congregational Administrator for reconciliation during the next week.
4. Check Signers, credit cards and disbursements: The Treasurer now reviews all online payments, credit card bills prior to payment. We have two signers for all checks. The CPA reviews all pay-roll annually.
5. Document Retention and Destruction Policy: An updating of the retention policy is in progress especially procedures on the security and storage of records.
6. Minutes: Notice to all committees and teams as to the necessity for clear and accurate minutes has been made. In particular, all committees or teams that make financial decisions with UUCK assets are required to provide copies of those minutes to the Church Office. Most groups are now complying and further progress is anticipated.



Respectfully submitted,

Kathie Slater  
Moderator, Board of Trustees

## FY2017 Annual Program Area Reports: Income Generation

### Report from the Treasurer: Sandy Eaglen

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Following another successful stewardship campaign organized around our program-based budget, we are nearing the end of our 2017 fiscal year on stable financial grounds which will enable us to continue supporting our current programs and ministries. Our proposed FY18 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 eligible staff members, honor the Board's FY18 fair compensation priority through well-deserved staff salary adjustments and increases, and continue to pay our fair share contributions to the Unitarian Universalist Association (UUA) and Central East Region (CER).

The FY18 Stewardship Team of Marion Yeagler, Claudia Miller, Jen Walton-Fisette, Theresa Walton-Fisette, and Sandy Eaglen spearheaded the FY18 campaign, "Stepping into the Future," with thanks to assistance from our Congregational Administrator, MaryBeth Hannan. The Campaign returned to the use of Stewardship canvassers this year and also held three Stewardship informational meetings which offered food, music, presenters and testimonials, and the opportunity to interact in a small group environment with Interim Minister, Reverend Anya. Campaign pledge brochures—with wonderful graphics again provided by Saul Flanner and Kathy Walker--were given to those who attended; the remaining brochures were then mailed out. Additional direct contacts were made for a couple weeks after the Campaign to those who had not yet pledged. The Campaign generated total pledge commitments of \$246,990 from 136 pledge units; this represents a decrease from FY17.

At the close of this year's Stewardship Campaign, we were approximately \$20,000 short of funding our FY18 draft budget and were prepared to begin making the necessary reductions to balance the budget. And then something wonderful happened! Church member Carol Gould offered to fund a matching grant—Carol will match every dollar, up to a maximum of \$10,000, donated by a congregational member. Most of the \$10,000 match challenge has already been met; if you haven't yet joined the "I Matched Carol" group, please consider joining with an FY18 pledge increase or a one-time gift.

And we have many achievements to applaud this year:

- Once again, our staff has been vigilant in watching expenses while continuing to provide excellent and consistent service.
- We have been able to set aside monies to fund our Settled Minister Search.
- Many hard-working congregational members have been involved in fundraising efforts.
  - Kim Homsher has continued spearheading our monthly pancake breakfasts (by the way, individuals and organizations willing to host the pancake breakfasts are always welcomed).
  - And this year's highly successful Service Auction, our biggest fundraiser each year, was made possible through the valiant efforts of the Service Auction Committee which included Chair Sandy Eaglen, Jen May, Lois Weir, Sandy Bowers, Ann VerWiebe, Jen Gregg, Trish McLoughlin, Elaine Bowen, Jan Noden, Cheryl Casper, Sarah Feher, and other dedicated volunteers. Though our former Auction Committee Chair, Meg Milko, and her spouse Deb Biggins have relocated, they again graciously helped out.
    - Jen May will be chairing next year's Auction. Please consider becoming a part of this very important Committee or pursuing one (or more) of our other volunteer opportunities.
- 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 working with the preparation of our proposed FY18 budget.
  - The Committee periodically prepares audits of the Hogwarts, Minister's Discretionary Fund, and Grocery Card accounts.
- The review of our General Fund monies conducted by an outside CPA firm last fiscal year resulted in a very positive report and offered suggested measures to improve some of our fiscal procedures; several of these have been put into place this year.
- The Endowment Committee, composed of Cheryl Casper, Sevim McCutcheon, and Shirley Kiernan, has ably monitored our steadily growing contribution program, Simple Gifts.

- Financial Secretaries Saunis Parsons, Eric Van Baars, and Bonnie Harper and alternate Angela Barzizza-Young 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 few 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—consider making use of this very helpful program.

All in all, this has been a busy and productive fiscal year. 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



**FY2017 Revenue & Expense Report Year-to-Date**

**July 1, 2016 – March 31, 2017**

Account Name	Fiscal Year to Date <u>7/1/16 – 3/31/17</u>	Annual Fiscal Budget <u>7/1/16 - 6/30/17</u>
<b><u>Income - Budgeted Income</u></b>		
Offerings		
FY2017 Pledged Income	\$183,746.49	\$249,449.00
Non-Pledged Donations	\$9,955.76	\$15,500.00
Plate Offerings	\$1,861.34	\$2,750.00
One-Time Gifts	\$0.00	\$300.00
Social Hour Donations	\$316.02	\$300.00
Minister's Family Ins. Fund	\$0.00	\$0.00
Bank Interest	\$26.21	\$35.00
<b>Total Budgeted Offerings</b>	<b>\$195,905.82</b>	<b>\$268,334.00</b>
Misc Income		
Fundraising	\$3,109.80	\$4,500.00
Grocery Card Profits	\$1,175.00	\$2,350.00
Rentals	\$890.00	\$1,300.00
Service Auction	\$29,527.95	\$25,000.00
<b>Total Misc. Income</b>	<b>\$34,702.75</b>	<b>\$33,150.00</b>
<b>Total Budgeted Income</b>	<b>\$230,608.57</b>	<b>\$301,484.00</b>
FY2018 Prepaid Pledges	\$1,300.00	\$0.00

**Expenses**

**Program Budget Operating Expenses**

	<u>Year to Date</u>	<u>Annual Budget</u>
<b>Worship &amp; Music</b>		
Music Committee	\$1,562.21	\$1,500.00
Worship Arts Team	\$0.00	\$400.00
Worship Supplies	\$180.91	\$813.00
*Program Budget for Worship & Music	\$55,559.77	\$86,999.32
<b>Total Worship &amp; Music</b>	<b>\$57,302.89</b>	<b>\$89,712.32</b>
<b>Community Within</b>		
150 <sup>th</sup> Anniversary Celebration	\$412.99	\$0.00
Board of Trustees	\$99.00	\$100.00
Childcare for Meetings	\$83.25	\$300.00
Committee on Ministry	\$0.00	\$100.00
Fellowship & Coffee Hour	\$362.64	\$500.00
Lay Leader Development	\$196.20	\$750.00
Library Committee	\$0.00	\$0.00
Membership & Directory	\$351.06	\$500.00
Personnel Committee	\$125.00	\$100.00
*Program Budget for Community Within	\$48,614.80	\$76,124.41
<b>Total Community Within</b>	<b>\$50,244.94</b>	<b>\$78,474.41</b>

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	\$ -24.14	\$0.00
Children's RE Program		\$2,100.00
Children's RE	\$356.25	
OWL	\$0.00	
Youth Group	\$71.89	
*Program Budget for Lifespan Learning	\$41,669.82	\$65,249.49
<b>Total Lifespan Learning</b>	<b>\$42,073.82</b>	<b>\$67,349.49</b>

**UU & Interfaith Connections**

CER Dues	\$4,077.28	\$4,925.00
UUA Dues	\$8,232.00	\$11,820.00
Publicity	\$272.29	\$150.00
*Program Budget for UU & Interfaith	\$6,944.97	\$10,874.92
<b>Total UU &amp; Interfaith Connections</b>	<b>\$19,526.54</b>	<b>\$27,769.92</b>

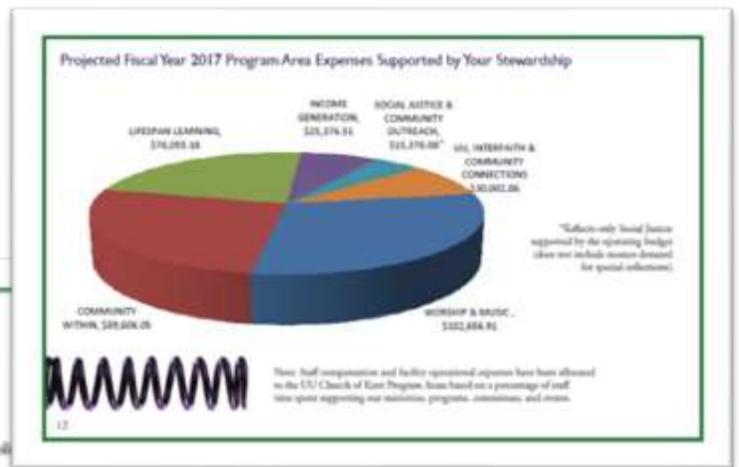
**Income Generation**

Fundraising Exp.	\$224.76	\$400.00
Legacy Committee	\$0.00	\$0.00
PayPal Processing Fee	\$338.15	\$350.00
Professional Expenses	\$800.00	\$0.00
Service Auction Exp.	\$2,484.41	\$2000.00
Stewardship Committee	\$66.92	\$300.00
*Program Budget for Income Generation	\$12,153.70	\$19,031.10
<b>Total Income Generation</b>	<b>\$16,067.94</b>	<b>\$22,081.10</b>

**Social Justice & Outreach**

*Program Budget for Outreach	\$8,681.21	\$13,593.64
<b>Total Social Justice &amp; Outreach</b>	<b>\$8,681.21</b>	<b>\$13,593.64</b>

**Total Program Budget Operating Expenses                   \$193,897.34                   \$298,980.88**



**Signs of Growth:**

Our Capital Campaign has \$884,000 in pledges.

The Thanks-4-Giving Auction once again exceeded its fundraising goal with total revenues over \$28,000.

Members and friends continue to celebrate their joys, appreciations, and memorials of friends and loved ones with donations to our Simple Gifts Endowment Fund.

**Income Generation**

Annual Stewardship Campaign  
Capital Campaign  
Fundraising:  
    Monthly Pancake Breakfast, Holy Amos/Isaiah, 150th Anniversary CHRISTING SALE, GoodSearch and GoodShop, Acme Community Cash Back, and Grocery Card Sales  
Thanks-4-Giving Auction  
Building Rentals:  
    Weddings, Memorials, Meetings, and Social Gatherings  
Simple Gifts Endowment Giving  
Heritage Program Legacy Giving  
Online Donations via PayPal





## Account Balances as of March 31, 2017

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### Checking Account

General Fund	\$23,800.54
150 <sup>th</sup> Anniversary Fund	\$1,315.43
Coffee Hour Fund	\$923.40
Contingency Fund	\$0.00
Designated Monies	\$5,247.41
Green Sanctuary	\$16.00
Library Fund	\$199.80
Memorial Fund	
Designated Memorials	\$0.00
Undesignated Memorials	\$224.41
Music Fund	
Undesignated Music Monies	\$334.02
Designated - Accompanist	\$300.00
Record Courier Ad Fund	\$552.21
RE Program	
Children's RE	\$300.00
Coming of Age	\$212.74
OWL	\$119.80
Youth	\$208.45
Reserves for Operations	
Interim Minister Moving Exp.	\$0.02
Staff Expenses	\$8.20
Social Justice Special Collections	\$530.00
Social justice Fair Trade	\$1,258.59
Social Justice Undesignated	\$791.21
FY2018 Prepaid pledges	\$1,300.00
<b>Total Checking</b>	<b>\$37,642.23</b>

### Savings Account

Aesthetics Fund	\$1,177.69
Contingency Fund	\$1,346.40
Endowment Fund	
Heritage Program	\$500.00
Simple Gifts	\$4,267.62
Green Sanctuary Fund	\$566.14
Library Fund	\$174.56
Reserve Savings—GF Operations	
Settled Min. Search Fund	\$17,160.74
FY17 Reserves	\$800.00
Other	\$222.81
Interest Income	\$0.00

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<b>Total Savings Account</b>	<b>\$26,215.96</b>
<hr/> <b>Total Checking &amp; Savings Accts.</b>	<hr/> <b>\$63,858.19</b>
<b>Capital Campaign Accounts</b>	
HTB Capital Account	\$529,896.82
Stifel Nicholas	\$56,110.52
Vanguard	\$85,198.40
<hr/> <b>Total Capital Campaign Funds</b>	<hr/> <b>\$671,205.74</b>
<hr/> <b>Grocery Card Checking Account</b>	<hr/> \$2,533.14
<hr/> <b>Hogwarts Checking Account</b>	<hr/> \$1,908.30
<hr/> <b>Minister's Discretionary Fund</b>	<hr/> \$5,591.00
 <b>Assets:</b>	
<hr/> <b>Buildings and Land (Tax-Appraised Value)</b>	
228 Gougler	\$270,800.00
230 Gougler	\$99,200.00
221 North Mantua	\$29,900.00
<hr/> <b>Grocery Cards on Hand</b>	<hr/> \$5,025.00
 <b>Major Liabilities:</b>	
<hr/> Debt Service (mortgage)	<hr/> \$39,608.85



## Report from the Capital Campaign Treasurer: Kay Eckman

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Our capital campaign team continues to record incoming pledges and monitor account balances. The team would like to thank MaryBeth Hannan for her untiring and accurate support.

Starting Balance 1/1/2016	\$ 399,505.28
Donations, Interest Received	\$ 238,285.87
Less 2015 Expenses	\$ 30,458.32
Ending Balance 12/31/2016	\$ 607,332.83

Expenses for 2016 include Survey related fees, Architect fees, Administrative and Stationary Supplies, and costs related to the Groundbreaking. A line item income and expense report can be obtained by contacting Kay Eckman at [kayclatterbuck@gmail.com](mailto:kayclatterbuck@gmail.com).

## Report from the Capital Campaign Team

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The year 2015 was a big one for our committee, as we carried out the capital campaign to fund the proposed church expansion. We received over \$860,000 in pledges. The building team has been finalizing plans for Phase 1, a new 5,000+ square foot building that will be erected on our property behind the church and annex buildings. As a reminder, the building will have a large social hall, kitchen, 2 children's education rooms, and a library/meeting space.

This church year (2016 – 2017) has been a quiet one for our committee but a very important and productive one for the congregation, thanks to all of you. Pledges continue to come in at a very steady pace, and over \$700,000 in pledges has already been received. In addition, since Fall 2016 we have received over \$2000 in additional funds for the campaign as a result of special fundraisers.

Kudos to all of you! And on April 23, at a special voting meeting, the congregation authorized a construction loan to cover the shortfall between the pledges made and the final project cost, which is expected to be a bit over \$1,000,000.

The loan is necessary to start construction. We anticipate some additional fundraising once the project starts to minimize the size of the loan. More information will be provided in Fall 2017, but to help you anticipate, we can let you know that we will be inviting members and friends to consider making a pledge if you have not yet had an opportunity to do so, to consider making an addition to your pledge if you have already paid off your current pledge, or to consider increasing your pledge by extending your regular pledge payments beyond the initial 3 years. Of course, we are happy to receive additional gifts or pledges *at any time*, so please feel free to contact Marion or Kathy if you are interested and able to make an additional pledge before the Fall.

In faith,

Marion Yeagler [myeagler@ameritech.net](mailto:myeagler@ameritech.net)

Kathy Kerns [uukathy@gmail.com](mailto:uukathy@gmail.com)



## **Report from the Finance Committee**

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The major focus of the Committee this fiscal year continued to be matching the programmatic and operational needs of the Church with the financial resources available or projected to be available as we begin our long-anticipated expansion program.

We were living within the budget set for this fiscal year 2017 as of this date.

The fiscal year 2018 proposed budget has been fully funded thanks to the generosity of our pledging members and friends and the Carol Gould Matching Challenge.

The first general audit of the Church's financial records and practices was completed. No major negative findings were found. Several suggestions for improving our practices were presented, and we have acted on those.

The Committee's support for the Capital Campaign was on hold. Clearing various administrative hurdles in preparation for soliciting bids for the actual construction of the Fellowship Hall was taking more time than planned. The program to solicit loans from Church members to assist with construction costs, in denominations of \$5,000, \$10,000 or \$20,000 will begin in FY2018, as will the Church itself taking a construction loan from a local bank to assist covering expenses if pledge payments lag during the construction period. We assume the members who volunteered to cover the first year operating costs of the new fellowship hall will continue to hold to this.

We contracted with NOPEC for reduced green energy rates for electricity and natural gas. We anticipate the time before our expansion plans are fully complete and operational, and our ability to accommodate a larger congregation and religious education program is realized, to present financial challenges. But we remain confident in the congregation's ability to maintain the vitality and enthusiasm evident as this was written.

The membership of the Committee has been steady for the past few years, giving us the benefit of accumulated experience. Andrew Rome came on briefly and Randy Ruchotzke become the newest member in April. Kay Eckman had to take a sabbatical due to work demands, which we hope are not permanent. The Reverend Melissa Carvel-Ziemer resigned as minister, and the Reverend Anya Johnston began serving as our Interim Minister. She is, hence, an ex-officio member of this Committee.

Submitted by Gene Wenninger, Chair, on behalf of the Committee: Sandy Eaglen, Bob Erdman, Carol Gould, MaryBeth Hannan, Randy Ruchotzke, Marion Yeagler, and Rev. Anya Johnston ex-officio.

## **Report from the Grocery Card Fundraising Team**

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For the first 40 weeks of FY17 we had gross sales of \$36872 vs. \$34665 for the first 40 weeks of last year. This indicates we will be able to meet our budgeted revenue contribution of \$2350. Most of the increase in sales was in Eagle gift cards, and the people buying a few hundred dollars at a time tend to use credit cards for payment. While we make less money on credit card sales, we still make money on incremental credit card sales. Carol's quarterly reminders in the e-nUUs seem to help.

Bob Erdman  
Carol Gould  
April 2017



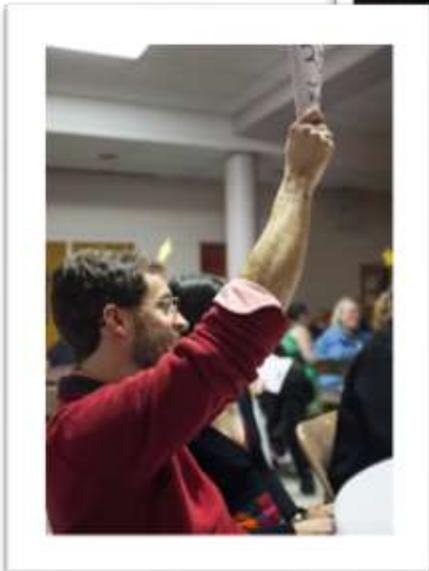
## Report from the Thanks-4-Giving Auction Team

The 2016 Thanks4Giving auction, held on Saturday, December 3, again exceeded projections with gross sales of \$30,299. The auction was held at the United Church of Christ in Kent. The theme for the night was Starry UUniverse. The auction night consisted of two parts. First, over 150 items were bid on "silently" by writing offers on a bid sheet, with the highest bidder taking home the item, often at a great bargain! In addition, during the silent auction, 20 fixed price sign ups were offered (including dinners and outings and homemade items to purchase and take that night). After the silent auction, Bob Hale returned this year to lead the live auction, which included artwork, services, dinners, and outings. 64% of proceeds were raised during the live auction alone.

Next year, the auction will be held on December 2 at the United Church of Christ in Kent, with Bob Hale as our auctioneer. We will be implementing new auction software, Together Auction, developed at the First UU Church of Columbus, which will allow better self-serve access by donors and bidders, at a significant annual savings over our prior software package.



# STARRY UUNIVERSE



### Reports from the Volunteer Ministries Coordinator:

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The functions of the Volunteer Ministries Coordinator are to

- Serve as liaison with Committee and Ministry Chairs
- Facilitate and supervise Volunteer recruitment based on program and ministry needs
- Coordinate and supervise volunteer appreciation efforts

The primary activity directed toward fulfilling these functions is the annual Ministries Fair, held this year on September 18<sup>th</sup>. I alerted all committees, teams, and groups in advance, and announced the Fair to the congregation starting in early August. The theme of this year's Fair was "Volunteering is Belonging." All were invited to serve our Community and encouraged to come to the Fair to find their niche.

I met with the Ministry Executive Team (MET) on October 11<sup>th</sup>, our Moderator, Kathie Slater, on several occasions, Rev Melissa from time to time, and committee chairs as requested to continue the conversation about ways to enhance our culture of service and volunteerism. I tried to assist Rev Melissa to find facilitators for the affinity groups that were forming during the Fall months. The Safety Committee has been revitalized under the leadership of Dave Krantz. Discussions are ongoing to form a group to work on Policies & Procedures for rental of the new Fellowship Hall.

I participated in Growth Workshops in September and February (ongoing) to enhance my skills in leading people to engage within our Community as volunteers.

I conversed with members and friends at every appropriate opportunity to match up their interests and skills with the myriad of tasks needing to be done, linking volunteering with the message that engaging in service to our Community is a pathway to personal and spiritual growth. I encouraged individual participation in Greeting, Social Hour hosting, 150<sup>th</sup> Anniversary activity helping, concert snack providing, Service Auction assisting, All Church Clean-Up working, committee and team supporting, and many other forms of Community-sustaining engagement. My message directed to newer UUs is, connect by working together. As facilitator of the New to UU Classes, I advise newcomers of easy and low-commitment volunteer tasks that have high interaction potential, suggesting that "Volunteering is Belonging."

I tried some "classified ad" style announcements for specific jobs such as Fundraising Committee Chair, but found that this just didn't resonate.

In my complementary roles as a member of the Leadership Development Team and as facilitator of the Membership Team, I make an effort to talk to as many people as I can about their time availability, interests, and what they might like to offer. I am endeavoring to develop stronger supports for important functions, and alleviate the stresses of insufficient sharing of the load of work to be done. An immediate and ongoing need is to fill Greeter and Social Hour slots.

Yet this year, I plan to meet with Rev Anya and others to create a meaningful and fun way to recognize our many faithful volunteers.



My goal is to foster a culture in which volunteer opportunities are more visible and participation is more desirable and more attainable. I invite you all to join me in this effort. "Volunteering is Belonging."

Faithfully,

*Claudia*

Claudia Miller  
Volunteer Ministries Coordinator

# Report from the 150<sup>th</sup> Anniversary Committee

*Heirs of the Past,  
Makers of the Future*



## 150 Years: Heirs of the Past, Makers of the Future

The members of the 150<sup>th</sup> Anniversary Committee joyfully led the congregation in seven different activities to both celebrate our heritage, our present, and our future during the past fiscal year.

In July, we explored our hunger for justice as we collect over 150 pounds of food for those in need.

In August, we joined with Kent Parks and Recreation to clean up the Cuyahoga River. By the end of our day of cleaning, 500 pounds of metal garbage and other trash had been removed from our wonderful resource that flows in front of the church. Other green activities during this month included a service on John Muir, a movie and discussion on climate change, a Dinner for the Earth, and a Pancake breakfast with the Earth in Mind.

In September, we made a joyful noise as we gathered to appreciate our many musical talents.

October was a month to celebrate a Homecoming. Over 150 invitations were sent out to former members, ministers, and others that have influenced and have been influenced by our congregation. Former ministers spoke during the service and then joined members, friends, and city officials, Testa Builders, and our architect, Doug Fuller as we symbolically broke ground for our new fellowship hall, library, and classroom building. Afterwards, all gathered for a potluck lunch.

Election Day in November, we hosted an Election Day dinner, celebrating an old tradition of our congregation as we honored the democratic process. Red, white, and blue bunting decorated the fellowship hall as we enjoyed the historical menu of creamed chicken and biscuits, Jello salad, baked beans, and pie. Afterwards everyone was invited to join together to watch the election returns.

In December, we shared our blessings by adopting several individuals for the holiday season.

January saw an evening of “readers’ theater” that celebrated the experiences of marginalized communities.

Although future-centered activities for February, March, and April had been planned, our new reality of needing to do this in a concrete manner and not in the abstract led to a change in our journey as we welcomed our interim minister, the Rev. Anya Johnston.

Thank you to all the committee members who so faithfully served the congregation through three years of planning and execution.

Committee members: Vivian Sandlund, Sally Burnell, Mary Leeson, Elaine Bowen, Mary Lou Holly, Hal Walker, Bonnie Harper, Kathy Kerns, Jane Krimmer, Claudia Miller, Heidi Shaffer, Kathy Wilen, Sandy Eaglen, Eric Van Baars, the Rev. Renee Ruchotzke, and the Rev. Melissa Carvill-Ziemer, Ann VerWiebe.

Respectfully submitted,

Kathie Slater, Committee Chair

<p>May 2016</p> <p><b>"We Honor the Past"</b></p> <p>Longtime member Gene Weisinger, will give a talk on our church history and we will march together in the Kent Memorial Day parade.</p>	<p>June 2016</p> <p><b>"We Welcome All Ages"</b></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><b>"We Hunger for Justice"</b></p> <p>We will collect 150 pounds of food for those in need!</p>	<p>August 2016</p> <p><b>"We Care for the Earth"</b></p> <p>We will celebrate the earth with a dinner, art, and we will collect 150 pounds of garbage from our community!</p>
<p>September 2016</p> <p><b>"We Make a Joyful Noise"</b></p> <p>We will share our passion and musical talent with the wider community.</p>	<p>October 2016</p> <p><b>"We Create a Homecoming"</b></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><b>"We Host an Election Day Dinner"</b></p> <p>We celebrate our freedom to vote with a traditional Election Day Dinner offered at a modest price. Stay to watch the election returns together.</p>	<p>December 2016</p> <p><b>"We Share Our Blessings"</b></p> <p>We will adopt 150 individuals for the holiday season.</p>
<p>January 2017</p> <p><b>"We Celebrate Diversity"</b></p> <p>We will offer a "readers' theatre" that will celebrate the experiences of marginalized communities.</p>	<p>February 2017</p> <p><b>"Service is Our Prayer"</b></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><b>"Possibilities for Our Future"</b></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><b>"Engaging with Our Future"</b></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**

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### **Art in the Sanctuary 2016-2017**

Art exhibits were organized through the year except December when there were Christmas decorations. Included were exhibits of art by Jan Noden, Karen Millea, Rosie Skodopole, and Frederick John Kluth.

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

Sincerely,  
Frederick John Kluth

## **Report from the Leadership Development Committee**

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Members of the leadership development committee this year were Bonnie Harper, Jennifer May, and Claudia Miller. Immediate past-moderator Rhonda Richardson chaired the committee. In addition to identifying individuals to fill various leadership roles, we continued the ongoing efforts to invite members of the congregation to recognize and grow their capacity for leadership. In September we hosted a leadership workshop focused on Staying Grounded in the Winds of Change. Committee member Jennifer May and Affiliated Minister Rev. Renee Ruchotzke facilitated this workshop which was attended by approximately a dozen church members. During the winter and spring we promoted the online leadership course series offered through [uunstitute.org](http://uunstitute.org). Church members were invited to register for either the Healthy Leadership or Adaptive Leadership online course and to attend three periodic "touch groups" that were facilitated by Rev. Renee Ruchotzke. These face-to-face workshop sessions provided opportunities to process, apply, and extend the online learning in partnership with other experienced and emerging leaders. As our congregation continues to grow and moves through a ministerial transition the leadership development committee looks forward to supporting the expansion and enrichment of church leadership.

Respectfully submitted,

Rhonda Richardson, LDC chair

## **Report from the Membership Team**

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Team members: Cheryl Casper, Diane Kloss, Mary Leeson, Claudia Miller, Shannon Osorio. We welcomed Barb Brovarone to our committee in January, and thanked Cheryl Spoehr for her many years of service when she took a leave of absence from the team in October.

Greeter Team Coordinator: Jen Fisetite-Walton

The Membership Team meets on the first Wednesday of every month to accomplish two main functions:

Chronicle the history of the Membership of The Unitarian Universalist Church of Kent and maintain an accurate Active Member accounting.

Provide programming for welcoming visitors, integrating new Members, and supporting Membership.

In response to the Board of Trustees goals for the coming year's budget, we submitted a request of \$600 for FY 2017-2018. The Membership Team shares the Board's goal of Outreach to the Greater Community. We strive to welcome visitors, communicate requirements and benefits of church membership, honor membership requests, and facilitate integration into the Church Community.

Eleven new Members were formally and officially welcomed at the New Member Ingathering during the Church Picnic in June. First Anniversary Members were recognized. Jubilee Members were honored and given a special pin. Of note, Olive Hobbs was acknowledged for 70 years of Membership and faithful service to the Unitarian Universalist Church of Kent. Since the June, 2016 New Member celebration, we have welcomed 21 additional new Members (at the time of this writing).

We verified 201 Active Members in January, 2017, and the Board of Trustees Certified this number to report to the UUA. Continued efforts to update the Church Directory were lead by Marion Yeagler.

The Membership Team has continued the programming developed over the past two years: Second Sunday Meet & Greet, First Time Visitor Bags, enhanced phone contacts, and “call to Membership” invitations. We again invited new Members to a pool party in August. New to UU Classes continue to be offered quarterly. Circle Suppers were suspended temporarily as we struggle to find more promising means of attracting newcomers to informal, low commitment events. The Team has endeavored to collect and organize information gathered from visitors through the use of our Trello Board. We plan to develop means of following up with interested people more effectively, and to be able to measure the results of our welcoming efforts.

The Team has been grappling with the concept of easing the integration of newcomers into Church Life, the transition to involvement/getting connected. Rev Anya indicated that “80% of the people that call me want to know how to get connected.” In January, we invited a newer Member to brainstorm with us. Key points were:

- Personal contact matters. The welcoming spirit and sense of shared values need to be extended with person-to-person acknowledgment.
- Consistently wear nametags during Worship and during Social Hour, need periodic reminders.
- Everyone has a turning point, an a-ha moment where evidence of Community is tangibly visible. How can we best support this?
- Change wording to “Welcoming Team” and “Welcome Table” as appropriate, reserve “Membership” as committee name.
- More opportunities for minimal commitment social activities.

Another challenge this year has been declining Greeter volunteering, despite excellent organization and cheerful encouragement from the Greeter Coordinator.

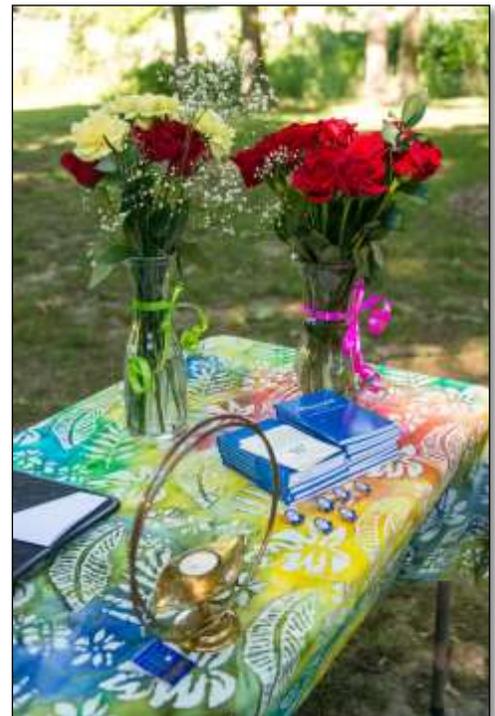
The Team is responding with renewed commitment to address these challenges and opportunities by fine-tuning our personal and phone conversations, adopting “Welcome” language in verbiage, signage, and published communications. The Team is currently re-visiting ways to resolve the difficulties recruiting and retaining Greeters. Ongoing efforts are directed to encourage newer people to become Greeters, a low commitment, high connection task.

In February, we invited our Interim Minister, Rev Anya, to our meeting to welcome her, introduce our Team, and discuss Membership Committee responsibilities, calendar, and activities. She warmly accepted our invitation, and our time together has resulted in a fruitful and fun conversation. Rev Anya continues to work with us as we help to facilitate connections.

The Membership Team is actively seeking additional volunteers to work with us on our ambitious agenda.

Faithfully,

Claudia Miller  
Membership Team Facilitator



## **Report from the Social Hour Task Force**

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One year ago, the Board of Trustees and others spent a leadership workshop focusing on improving our time between the services. We decided that this community time should primarily be about hospitality. Changes needed to be made.

A small task force of Marion Yeagler, Claudia Miller, and Kathie Slater met and created a plan to ask all members and friends to help change the experience of this time. We created several Social Hour roles:

- Facilitator
- Hosts
- Coffee Maker and Juice Provider
- Craft Organizer
- Food Providers
- Clean Up People

We hoped that we would be able to get enough volunteers from the congregation to only require a one month commitment from each volunteer. Although over eighty people did sign up to take on a Social Hour responsibility, this number did not translate into only one month's service. Thank you to all those who have donated food, drink, and time again and again during the past year.

Currently, this program is under review and Social Hour may be a bit sparser during the summer months. Look for a new sign up opportunity in the fall.

## **Report from the UUCK Library Committee**

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The Library Committee is charged with maintaining a collection of 750 volumes and 25 DVDs identified under 23 categories. A recent reorganization of the categories consumed an inordinate amount of the committee's time, but ultimately, it has made the collection more accessible and easier for our congregation and staff to use.

The maintenance of the collection under the new categories includes making new cards for almost each book, keeping track of books which have been checked out and returned and categorizing books which have been donated and accepted into the collection. Because we are waiting for a more functional and congenial space in the new building, the committee has not purchased any new volumes this year, and has been very stringent about accepting donated books into the collection. Once established in the new space, however, we will consider adding new titles to the Inspiration/Meditation, Environmental and Family Life categories, 3 of the most heavily used categories. We also will make every attempt to honor requests by church committees and congregational members within our budget constraints.

Maintenance of the collection includes tracking down volumes which have not been returned within the 3 week check-out time frame. This is often frustrating and time consuming with multiple phone calls needed to reclaim each volume. It is made more difficult by the fact that there are no fines collected for overdue books so there is less pressure to return the books on time. Nonetheless, we remain steadfast in this task. Roughly, we estimate there are 2-3 checkouts each week, and the committee is pleased that the use of the collection appears to be growing. It should be said here that the Adult collection is maintained separately from the Children's collection.

This year, our committee has had fewer monthly business meetings but instead has used monthly and often twice monthly meetings for "work-parties" where we process returned books, evaluate donations, and discuss various other issues pertinent to the collection. One of these includes future culling of older volumes which have not been used in order to make room for newer publications.

All members of our committee make active contributions to the maintenance of our collection. These members include, Ashley Brubaker, who prepares the new cards, Michelle Chapman who prints the cards and maintains the data base, and Jane Krimmer, Ann Waters and Kathy Wilen who staff the work parties. We welcome any member of the congregation who would like to become a member of the committee and work with us in this mission.

Respectfully submitted,  
Ann Waters, Co-Chair of the Library Committee

## FY2017 Annual Program Area Reports: Lifespan Learning

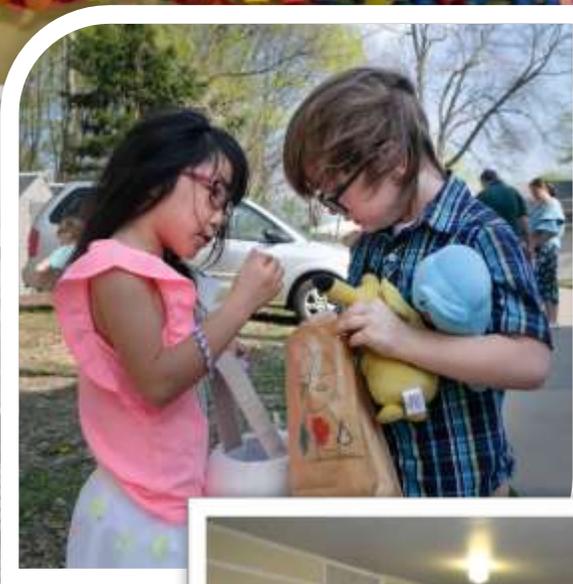
### Report from the Religious Education Committee

The members of the RE Committee for 2016/2017 are: Michelle Bores; Kat Holtz; Cheryl Spoehr; Stefanie Workman; Heather Waltz; and Mary Leeson. In August of 2016, our church hired Lily Rappaport to work 24 hours per week as our Director of Religious Education (DRE). Colleen Thoele was promoted to Religious Education Coordinator and works 14 hours per week. Our committee offers support and assistance to Lily and Colleen as they run the Sunday morning programming for our children and youth. We also organize a teacher training, participate in the Ministry Fair, organize the all church Halloween party, collect toys for Kent Social Services, collect money for Freedom House, host a teacher brunch and retreat, organize the Easter egg hunt, collect money for Happy Trails Rescue Farm, provide gifts for teachers and high school graduates, and participate in RE Sunday.

Respectfully submitted  
Mary Leeson  
Committee Chair

#### Religious Education Staff 2016-17

Nursery:	Michelle Bores Sandy Bowers Vivian Hogan Natasha Swango	Middle School:	Tim Smith Liz Wagoner Dan Flippo Liz Bright
PreK-K:	Mary Leeson Laura McCrystal Amanda Rome Allison Norris Elizabeth Swango	High School:	Vivien Sandlund Mary Ann Kasper Laura Roland Amy Breedon
1st & 2 <sup>nd</sup> :	Sandy Eaglan Patty Miller Nicole Zvodney Valerie Henry Kim Homsher Dan Hayes	Teen Assists:	Rebekah Swango Iris Mack Crystal Marsh Colleen Swango
3rd - 5 <sup>th</sup> :	Cheryl Spoehr Sarah Lang Trudy Diehl		



## Report from the Kent Hogwarts Committee

**Leaders** – Luna Hart (Headmistress), Valerie Henry (Deputy Headmaster), Michelle Bores (Safety), Sandy Bowers (Safety, Treasurer), Kat Holtz (Volunteer Training, Scheduling), Keara Gleason (Kitchen Winter 2017), and Olive Busson (Kitchen Summer 2016)

**What We Do** – We empower children and youth to be compassionate thinkers and doers. We use the wizarding world of *Harry Potter* and Earth-centered spirituality to explore the seven Unitarian Universalist principles. We create a safe and magical space where they can practice valuable life skills that nurture curiosity, empathy, respect, and responsibility.

The program brings together elements of Religious Education, Community Outreach, Social Justice, and Leadership Development. We continue to have a loyal following with most of our participants returning. During the 2016-2017 sessions, we were able to introduce 14 new children to Unitarian Universalism.

Participants	Summer 2016			Winter 2017		
	UUCK	Other UU	Outreach	UUCK	Other UU	Outreach
Returning	42	10	32	30	7	34
New	1	3	6	6	0	8

### Scholarships

22 students received scholarships in Summer 2016      \$915 Value  
 14 students received scholarships in Winter 2017      \$485 Value

**Pancake Sunday (July 2016)** - Volunteers from KentHogwarts hosted Pancake Sunday again this year with Apple Cinnamon Cauldron Cakes. We also donated 6 new syrup dispensers.

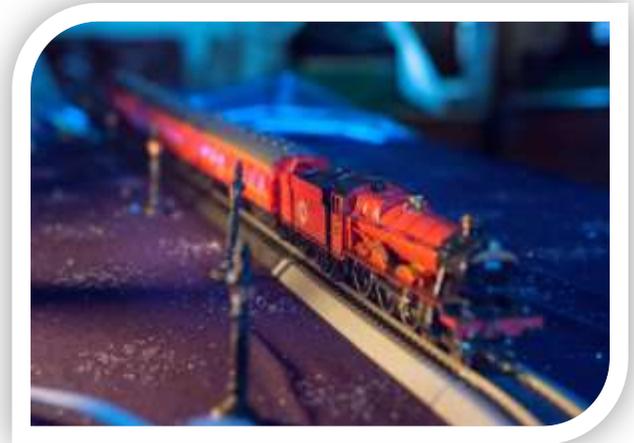
**Kent Potterfest (July 2016)** - Main Street Kent hosted its first Kent Potterfest in July 2016. Organizers reached out to KentHogwarts to assist with the event. An estimated 10,000 people attended the event. Luna Hart presented a Defense Against the Dark Arts interactive presentation, Gina Maida and Kayla Henry presented Ancient Runes. KentHogwarts also ran a vending booth, which raised enough funds to host a Yule Ball.

**Yule Ball (November 2016)** - Using funds raised at Kent Potterfest, we hosted a Yule Ball shortly after a very emotional presidential election. The event provided a safe place for families to dance, play games, eat good food, socialize and heal a little. Ticket sales were donated to the Capital Campaign. Kathy Kerns generously added \$100 bringing our total donation to \$912 - THANK YOU KATHY!

**House Cup Charities** - Caring for others is an integral part of Unitarian Universalism. Each session we choose a charity or service project to help. Summer 2016 (in honor of Gryffindor winning the W16 House Cup) we collected donations for Clover Field Wildlife Care, a local non-profit wildlife rehabilitation facility dedicated to the healing of injured and orphaned wild animals. Winter 2017 (in honor of Slytherin winning the S16 House Cup) we collected donations for Herps Alive, a local non-profit that takes in unwanted, abused and neglected reptiles to either re-home or keep on "sanctuary" contracts.

*So many wonderful people make KentHogwarts happen. Thank you to our cast of **more than 40 volunteers**, especially our leaders listed above, kitchen witches/wizards (Keara Gleason, Olive Busson, Nicole Polster, Andrew Rome, Dana Wakefield, Heather Waltz, Mary Ann Kasper, Colleen Norris), our professors (Sara Accettura, Angela Barzizza-Young, Mary Bouch-Koslow, Zoe Crankshaw, Chris Gleason, Carol Gould, Bonny Graham, Becky Haines, Jake Hart-Snyder, Kayla Henry, Valerie Hura, Hope Joiner, Joe Kuemerle, Justin Kuemerle, Gina Maida, Allison Norris, Olivia Rivard, Cory Shirey, Susan Smith, Tim Smith, Cheryl Spoehr, Natasha Swango, and Cordelia Wheatley), our prefect wranglers (Emma Peshek and Beth Kuemerle), our helpers (Kristy Bores, Sara Ferguson, Seldon Holt, Lee Sanow, and Carolyn Schlemmer), and the Masons for entrusting us with their historic home. We would also like to thank Rev. Melissa, Dave Clements, Lily Rappaport, and Colleen Thoele for leading awesome Children's Chapels. We look forward to Rev. Anya's input and support in the coming year. My sincerest apologies if your name is missing or misspelled. I may have mistaken a confusion concoction for my morning tea.*

Winter Hogwarts Session



## FY2016 Annual Program Area Reports: Social Justice and Community Outreach

### **Report from the Social Justice and Community Outreach Coordinator:**

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It was a busy year for social justice activism at the UU Church of Kent. The congregation achieved an important milestone this year when we applied for and were awarded Green Sanctuary accreditation. We are now one of 261 accredited Green Sanctuary congregations. Thanks go to Mary Lou Holly and the whole Green Sanctuary team. They devoted much time to educating the congregation, readying the church, and preparing our application.

Members and friends of the congregation and Reverend Melissa held a social justice retreat in August, 2016. We agreed to devote the year to challenging racism. A committee of volunteers organized the Living the Pledge to End Racism Workshop on April 29 and May 13 for members and friends of the congregation. Our goals for the workshop were for each of us to develop confidence in our ability to integrate the Pledge to End Racism into our lives, to confront racism and bias in everyday encounters, to recognize and challenge systemic racism, and to take personal leadership in ending racism in our community. Thanks go to Mary Ann Stephens and to everyone who worked on organizing and running this important workshop.

Reverend Melissa and members of the Human Rights Task Force participated in a Walk for Justice for comprehensive immigration reform held in Cleveland and sponsored by the Catholic Diocese, the Immigrant Worker Project, and other Ohio groups. Activists from our congregation are working to promote fairness and justice for immigrants, and some are seeking to make Kent a sanctuary city.

Members and friends of our congregation took part in the Women's March on Washington and in the Women's March on Cleveland in January. Members and friends as of this writing plan to take part in the March for Science and the People's Climate March.

Members and friends of our congregation have worked to promote affordable universal health care, consistent with a resolution passed by our congregation in 2013. Members of our church took part in a rally for universal health care in Akron. Church member Lee Brooker participated in the Reversing Inequality Conference in Washington, DC sponsored by Unitarian Universalists for a Just Economic Community. The focus of the conference was health care justice. Lee met with Senator Rob Portman while he was there and urged him to support universal health care in the form of Medicare for all. He lobbied health policy staffers for Senators Booker, Brown, Markey, and Warren for healthcare justice. While he was in DC, Lee also participated in the Washington Peace Center's Bystander Intervention Training about intervening in cases of harassment or aggressions. Lee made plans to share what he learned with church members.

The Human Rights Task Force sponsored a lecture in our church sanctuary by the American Civil Liberties Union on for-profit prisons.

Church members continued to tutor at Skeels Community Center in Ravenna, helping grade school students with their homework after school.

The economic justice task force collected donations of food, personal care items, and local grocery store gift cards for Kent Social Services throughout the year. Church members prepared and served hot lunches on four Saturdays a year as part of Kent Social Service's Hot Lunch Program at Trinity Lutheran Church.

The Environmental Task Force presented a variety of educational programs for the congregation and the public throughout the year.

In response to requests by several church members, we are organizing a regular social justice networking and lunch series for members and friends of the congregation. The purpose is to build fellowship among people interested in social justice activism and to discuss significant social justice issues that may engage church members and friends.

Congregational special offerings this past year went to:

Black Youth Project 100	\$ 465.00
Equality Florida	\$ 717.56
Lovelight, Inc.	\$ 208.00
Kent Social Services	\$ 208.00
Second Harvest Food Bank	\$ 707.81
Sacred Stone Camp	\$ 670.00
UUSC Haiti Disaster Relief	\$ 1,110.70
American Civil Liberties Union	\$ 1,137.00
Community Action Council Emergency Energy Conservation Fund	\$ 611.00
Minister's Discretionary Fund	\$ 3,380.11
Southern Poverty Law Center (chosen by Reverend Melissa)	\$ 908.00
Food and Water Watch	\$ 510.00
County Clothing Center	\$ 529.00
Total	\$11,162.18

Thanks go to our task for leaders for the past year Elaine Bowen, Lee Brooker, and Mary Lou Holly.

Report respectfully submitted by Vivien Sandlund, Coordinator of Social Justice

