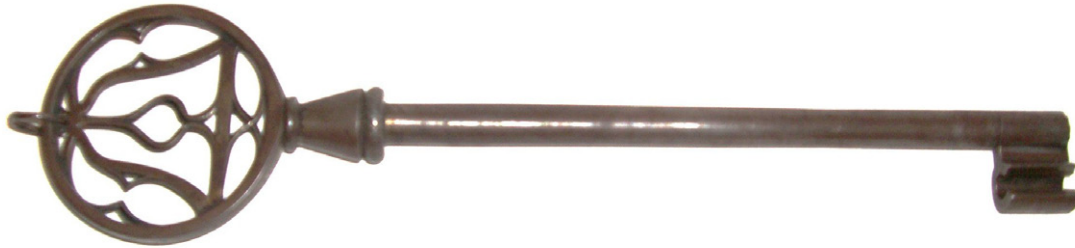




Opening Our Doors Together

2019



Fiscal Year 2019

Unitarian Universalist Church of Kent

228 Gougler Ave · Kent, OH 44240

330.673.4247

churchoffice@kentuu.org

www.kentuu.org

www.facebook.com/uuchurchofkent

Our Stewardship Campaign Committee includes:
Marion Yeagler, Claudia Miller, and Treasurer Sandy Eaglen.
Please feel free to contact them with questions or comments.



Our Mission...

To inspire love,
to seek justice,
and to grow
in community.

Our Vision...

Our vitality and passion call us to restore and expand our space to equal the energy of our dreams.

As we do, we are better equipped to carry on our historic legacy and embrace our potential for connection, service, programming and outreach.

Our Covenant...

We affirm that each life has brilliance and, when joined with others in joyful community, has the power to transform. We pledge ourselves and our resources to this journey.

This covenant inspires and challenges us to dwell together in right relationship. We promise to extend hospitality, nurture community for all ages, encourage spiritual growth, honor diversity, and practice kindness.

A message from our Ministerial Search Committee.....

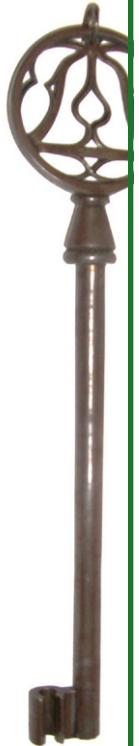
The UU Church of Kent congregation has a stellar tradition of supporting our beloved institution through generous pledges. Our average annual pledge during the last twenty-eight years has risen from \$400 to over \$1800. Because of this significant generosity, we have been able during that time period, 1990 to 2018, to grow our staff to include a full-time Minister, a three-quarter time Congregational Administrator, a half-time Music Director, a half-time Director of Religious Education, a part-time Religious Education Coordinator, a part-time Sexton, and a part-time Nursery Staff member. Together, our countless committed lay-leaders and our very dedicated staff have developed and maintained the wonderful programmatic ministries that we all enjoy and benefit from. These include our inspiring Sunday services and Worship Arts Team, varied Music ministries, Religious Education programs, Pastoral Care, Social Justice Council, Green Sanctuary, Walden, Hogwarts -- as well as many, many others.

Throughout those twenty-eight years, we have greatly improved our historic building by adding a new roof, tuck-pointing the bricks, adding new bathrooms and an elevator. Through generous congregational support, we were able to purchase and renovate the Eldredge Annex as our Church office and meeting site. Also, we expanded our campus with the purchase of additional property. We re-opened the original front entrance of our Church and then again renovated it to welcome the Kent community with glass doors that express our mission.

Now, we find ourselves on the cusp of our future, a future in which we will yet again open doors. This time, we'll be opening our doors to welcome our new settled minister as well as to move into our long-awaited fellowship hall. Opening these doors together will allow us to live more fully into our mission: to inspire love, to seek justice, and to grow in community.

In this year of search and transition, we are looking forward to further exploring our tradition of shared ministry with our new settled minister. Our deep commitment to fair compensation for our minister and staff and the funds necessary for the operation of our new fellowship hall will require us all to give and give generously through our annual pledge commitments.

Thank you for your continuing generous support as we walk together through our new doors into an exciting future!



Worship and Music

Commissioned Lay Ministers and Candidates
Worship Arts Team
Sound Board Volunteer Team
Minister, Lay-Led, and Guest-Led Worship Services
Music Sunday
Religious Education Sunday
Youth Sunday
Christmas Eve Services
Christmas Day and New Year's Day Services
Holiday Multigenerational Service
Weddings and Vow Renewals
Memorial Services
Child Dedications
Chancel Decorating Team
Greeters / Ushers
Adult Peace Choir and Accompanist
Golden Tone Junior Choir
Fallow Time Folk Orchestra
The Kent UU Tone Chimers
Celtic Clan
Sacred Song Circle
Cuyahoga River Concerts
Music Committee

Inside Our Doors

Enriching Sunday experiences continue to be offered by our dedicated Worship Arts Team!

Our musicians, led by our talented Music Director, continue to enhance our Sunday services with inspiring and uplifting music!



Community Within

Board of Trustees
Care Team (Pastoral Associate Listeners and Helping Hands Network)
E-nUUs, Thread from the Web, Calendar, Website, Facebook, and Twitter
Membership and Welcoming Team
Second Sunday Meet and Greet
New to UU Classes
Building Expansion Team
Master Plan Team
Coordinators for: Building and Grounds, Personnel, Volunteers, Social Justice and
Community Outreach, and UU, Interfaith, and Community Connections
Committee on Ministry
Leadership Development
Parents of Young Children Group
Monthly Retirees' Lunch
Social Hour
Plant-Based Eating Affinity Group
Jubilee Celebration and New Member Ingathering
Halloween Party and Haunted House
Thanksgiving Dinner and Christmas and Easter Celebrations
Church Picnic
Art Activity during Social Hour
Art in the Sanctuary
Family Movie and Game Nights
All-Church Clean-Up Day
Youth Group Events

Inside Our Doors

Our Membership Team offers a welcoming presence to our visitors and congregation – both “new” and “old.”

Eleven new members have been welcomed into our Church community this past year!



Lifespan Learning and Spiritual Growth

Year-Round Sunday Morning Religious Education Program for Children and Youth:

Preschool and Kindergarten Class, 1st and 2nd Grade Class,

3rd through 5th Grade Class, Middle School Group, and Youth Group

Adult Religious Exploration and Other Faith-Deepening Sessions

Chalice Groups

“Our Whole Lives” Sexuality Education for Children and Youth

KentHogwarts

Religious Education Teachers’ Retreat

Continuing Education for Religious Education

Teachers and Advisors

Church Libraries (Adult and Children)

Spring Walden Camping Trip at Maumee Bay State Park

Fall Walden Camping Trip at Hocking Hills State Park

Leadership Development Workshops

Spiritual Writing Group

Inside Our Doors

Hats off to our dedicated members who are offering quality and diverse programming throughout our ministerial transitional period!



UU, Interfaith, and Community Connections

UUA (Unitarian Universalist Association) Membership:

Targeted Ministry Program, Workshops, Webinars, Training, RE Curriculum, Consultants, Church Management Resources, UU World Magazine, Stewardship and Fundraising Resources, Website and Social Media Resources, UUA Blogs, UUA Leaders Email Lists, Side With Love, Marketing and Outreach

CER (Central East Region) Membership:

Workshops, Webinars, Trainings, Consultants, Leadership Resources, Chalice Lighter Program, On-Demand Learning Center, Cabin and Spring Con Events, YAC Events, Blogs and Social Media

Affiliated Community Minister

General Assembly

Summer Institute (Summer Church Camp)

Winter Institute (Winter Church Retreat)

Youth Conferences

Collaborations with Other UU Churches and Leaders

Interfaith Initiatives

UUMA (UU Ministers Association)

UUMN (UU Musicians Network)

LREDA (Liberal Religious Educators Association)

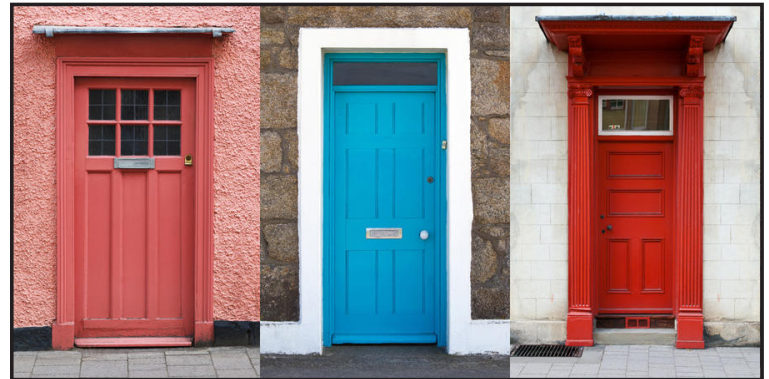
AUUA (Association of UU Administrators)

Kent Area Chamber of Commerce

Inside Our Doors

Our Church honors our fair-share commitment to the Central East Region and the Unitarian Universalist Association through the Annual Program Fund.

Our Church continues to be the most represented congregation at Summer Institute.



Income Generation

Annual Stewardship Campaign

Capital Campaign

Fundraising:

Monthly Pancake Breakfast, Holiday Gift Fair,

AmazonSmile, GoodSearch and GoodShop, Acme

Community Cash Back, and Grocery Card Sales

Thanks-4-Giving Auction

Youth Group Fundraising Activities

Building Rentals:

Weddings, Memorials, Meetings, and

Social Gatherings

Simple Gifts Endowment Giving

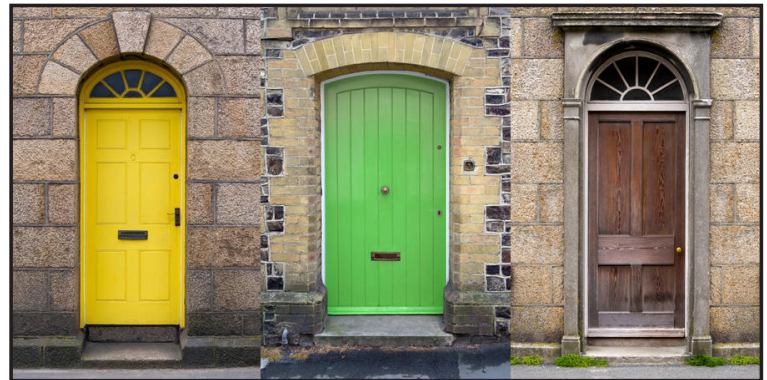
Heritage Program Legacy Giving

Online Donations via PayPal

Inside Our Doors

Our Thanks-4-Giving Auction Fund-a-Need raised \$18,650 to outfit the new Fellowship Hall kitchen. WOW!

As a result of our member generosity, we plan to start construction of the new Fellowship Hall this spring!



Social Justice and Community Outreach

Outreach to Local Community:

County Clothing Center, LoveLight, Inc., Single Action Payer Network,
Kent Citizens for Democracy, Spelman Chapel AME Church in Kent,
Family & Community Services

Outreach to the World:

Southern Poverty Law Center, Food and Water Watch, Immigrant Worker
Project, UUA Hurricane Disaster Relief Fund, Veterans for Peace,
Community Action Council for Portage County

Minister's Discretionary Fund

Green Sanctuary Certification

Fair-Trade Coffee, Tea, Chocolates, and Olive Oil

RE Committee-Sponsored Holiday Giving Opportunities

Outreach Projects Completed by the Children and Youth in RE Classes

Regular Food Collections for Kent Social Services

Community Hot Meal Program Participation

Kent Community Sing-a-Long

Church Representation for:

Women's March, March for Science,

Kent Social Services Advisory Board, NAACP,

Kent Interfaith Alliance, Cleveland Pride, and Akron Pride

Living the Pledge to End Racism

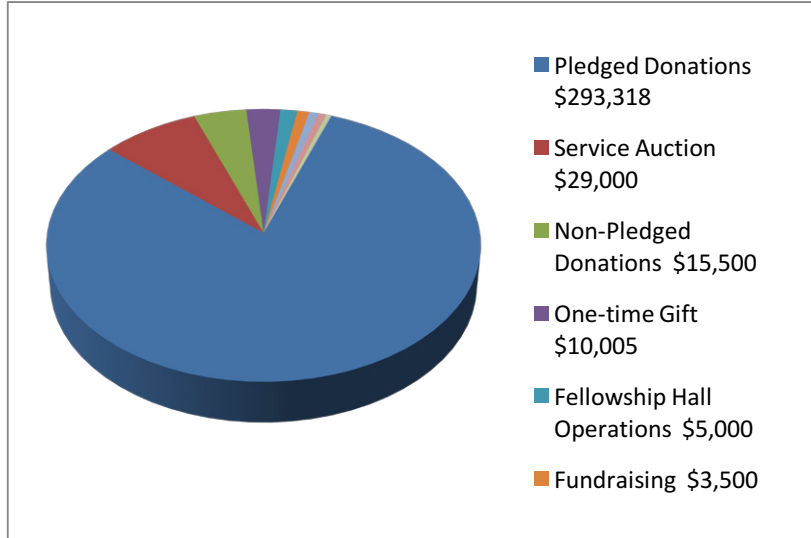


Inside and Outside Our Doors

Through the generosity of our members and friends, \$11,586 was donated through special collections to support outreach to our local community and the wider world.

Our Equal Exchange fair-trade sales during social hour support our social justice ministry and the purchase of coffee for our social hour between services.

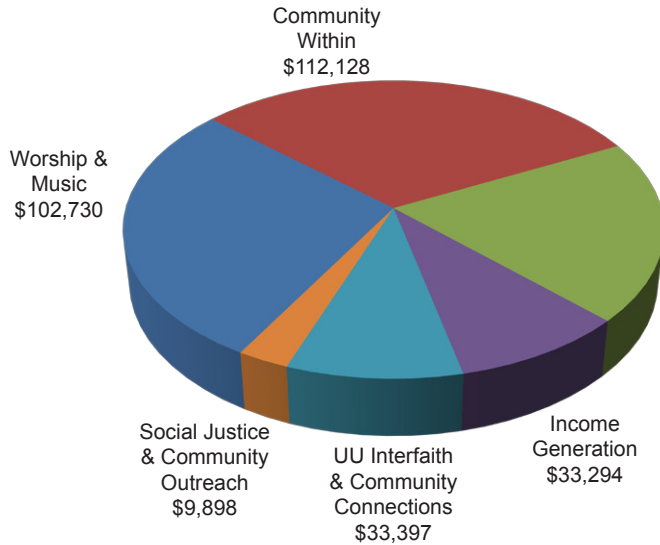
What Projected Revenues Are Needed to Fund Our Fiscal Year 2019 Programs and Ministries?



Pledged Donations	\$293,318
Service Auction	\$29,000
Non-Pledged Donations	\$15,500
One-time Gift	\$10,005
Fellowship Hall Operations	\$5,000
Fundraising	\$3,500
Plate Donations	\$2,750
Grocery Card Profits	\$2,350
Rental Income	\$1,300
Coffee Hour Donations	\$300
Interest	\$35

Total \$363,058

Projected Fiscal Year 2019 Program Area Expenses Supported by Your Pledged Generosity



Worship & Music	\$102,730
Community Within	\$112,128
Lifespan Learning	\$71,611
Income Generation	\$33,294
UU, Interfaith, & Community Connections	\$33,397
Social Justice & Community Outreach	\$9,898
Total	\$363,058



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

UUCK Staff Positions

Minister

Full-Time

Congregational Administrator

35 hours per week

Religious Education Program

Director of Religious Education

24 hours per week

Religious Education Coordinator

14 hours per week

Music Director

17.5 hours per week

Sexton

10 hours per week

Nursery Care Staff

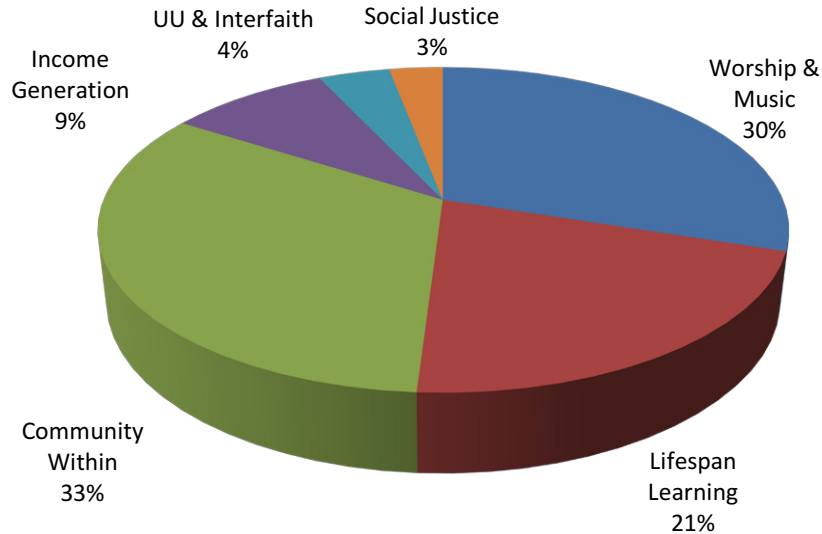
3.5 hours per week



Inside Our Doors

Much of this fiscal year's 20% pledge increase will be used to support our fair compensation commitment to our minister and staff.

Percentage of Staff Time Spent Supporting our Programs and Ministries



Program Area	% of Staff Time
Worship and Music	30%
Lifespan Learning	21%
Community Within	33%
Income Generation	9%
UU, Interfaith, and Community Connections	4%
Social Justice and Community Outreach	3%

Fiscal Year 2019 Proposed Personnel Expenses

Program Area	% of Staff Time	Personnel Expense based on % of staff time spent supporting our program ministries
Worship and Music	30%	\$77,156
Lifespan Learning	21%	\$54,009
Community Within	33%	\$84,872
Income Generation	9%	\$23,147
UU, Interfaith, and Community Connections	4%	\$10,288
Social Justice and Outreach	3%	\$7,716
		\$257,188

Personnel expenses include:

Salaries, pension, healthcare, professional expenses, employer obligations including Social Security, Medicare, worker compensation insurance, and professional fees associated with year-end tax document preparation.



The proposed FY2019 line-item budget, available in the church office, provides additional detail.

FY2019 Projected Revenues

Pledged Donations	\$293,318
Service Auction	\$29,000
Non-Pledged Donations	\$15,500
One-time Gift	\$10,005
Fellowship Hall Reserves	\$5,000
Fundraising	\$3,500
Plate Donations	\$2,750
Grocery Card Profits	\$2,350
Rental Income	\$1,300
Coffee Hour Donations	\$300
Interest	\$35
Total	\$363,058

FY2019 Projected Expenses

Worship & Music	\$102,730
Community Within	\$112,128
Lifespan Learning and Spiritual Growth	\$71,611
Income Generation	\$33,294
UU, Interfaith & Community Connections	\$33,397
Social Justice & Community Outreach	\$9,898
Total	\$363,058

A Few Quick Facts

People are often interested in statistics about pledging trends in our congregation. This chart shows the dollar range for pledges made to the church during Fiscal Year 2018 and the total number of pledges given in each range.

FY2018 Pledged Giving Ranges	# of Pledges	Total Dollars	% of the Total Pledged
\$ 5 - \$ 999	63	\$ 27,926	11%
\$ 1000 - \$ 1999	29	\$ 38,284	16%
\$ 2000 - \$ 4999	32	\$ 82,520	33%
\$ 5000+	12	\$ 98,260	40%
Totals	136 Pledges	\$ 246,990	
	Average Pledge	\$ 1,825	

We know that pledging is a very personal decision. We also know that people often ask where they can get more information to help them determine how much they might pledge. The Unitarian Universalist Association (UUA) has produced a very helpful *Suggested Fair Share Giving Guide*:

www.uua.org/sites/live-new.uua.org/files/fair_share_contribution_guide.pdf

This guide suggests contributing a percentage of income to the annual stewardship campaign which is based on adjusted gross income levels. Whether you consider yourself a supporter, a sustainer, a visionary member, or someone moved to contribute a full tithe, this guide, which you can find on the back cover of this booklet, can help you reflect on the amount you'd like to pledge.

The Suggested Fair-Share Contribution Guide

Using the Guide is a simple, 3-step process; giving is a function of commitment and resources.

1. Most of us budget our financial commitments on a monthly basis and the guide is organized accordingly, but you may calculate on any time frame that works for you. For convenience, the guide shows monthly and corresponding annual income levels. Determine your monthly income or resource level. \$ _____
2. ADD to your income level any unusual or periodic income, such as inheritances, business income, anticipated investment income, etc. SUBTRACT any unusual expenses, such as large medical expenses, care of a parent, or a large financial expense, etc.
Result: \$ _____ **This is your Adjusted Monthly Income.**

Each of us will have our own unique circumstances to consider in making this calculation. The flexibility to include meaningful and unusual exceptions in your financial life (income and expenses) is what makes the Guide fair and useful. This is a tool for you to use in the spirit of the Congregationalist tradition; we are individually and collectively responsible for resourcing our movement and our congregations. This is an honor system; only you know your circumstances.

3. From the Adjusted Monthly Income column, move to the right to find a suggested giving level that you are ready to support, between 2% and 10%, depending on adjusted income and level of commitment. Interpolate between guide levels if needed.

In making your decision, consider the four commitment levels below and how they relate to your membership. Consider your UU values in thinking about your income and your financial commitment to the congregation, as expressed in the four levels below. Note that within each commitment level, **the guide is progressive**, with giving levels rising with capacity.

- **Supporter:** The congregation is a significant part of my spiritual and intellectual life that I want to support. My fair share financial commitment starts at 2% of my income and rises to 6% as my income and capacity rise.
- **Sustainer:** The congregation is my central community; I am committed to sustaining the programs and ministries of my congregation. My fair share financial commitment starts at 3% of my income and rises to 7% as my income and capacity rise.
- **Visionary:** My commitment is a clear demonstration of the unique importance of this congregation and of my spiritual principles. My fair share financial commitment starts at 5% of my income and rises to 9% as my income and capacity rise.
- **Transformer:** I am deeply committed to the congregation; my contribution provides fuel for transformation and is part of my spiritual practices in living out my UU Principles. My fair share financial commitment represents 10% of my income.

The Suggested Fair Share Contribution Guide

Adjusted Monthly Income	Approx. Adjusted Annual Income	Supporter 2-6% of Income		Sustainer 3-7% of Income		Visionary 5-9% of Income		Transformer 10% of Income	
		Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge
\$1,000	\$12,000	2%	\$20	3%	\$30	5%	\$50	10%	\$100
\$1,500	\$18,000	2%	\$30	3%	\$45	5%	\$75	10%	\$150
\$2,000	\$25,000	2%	\$40	3%	\$60	5%	\$100	10%	\$200
\$3,000	\$36,000	2%	\$60	3%	\$90	5%	\$150	10%	\$300
\$4,000	\$50,000	3%	\$120	4%	\$160	5%	\$200	10%	\$400
\$6,500	\$80,000	3%	\$195	4%	\$260	6%	\$390	10%	\$650
\$8,500	\$100,000	3%	\$255	5%	\$425	6%	\$510	10%	\$850
\$10,000	\$120,000	3%	\$300	5%	\$500	6%	\$600	10%	\$1,000
\$12,500	\$150,000	4%	\$500	5%	\$625	6%	\$750	10%	\$1,250
\$17,000	\$200,000	4%	\$680	6%	\$1,020	7%	\$1,190	10%	\$1,700
\$25,000	\$300,000	5%	\$1,250	6%	\$1,500	8%	\$2,000	10%	\$2,500
\$40,000	\$500,000	6%	\$2,400	7%	\$2,800	9%	\$3,600	10%	\$4,000

Wherever you find the right level, revisit it periodically and reassess whether it's still the right level for you or if you are ready to move to a deeper level of support.