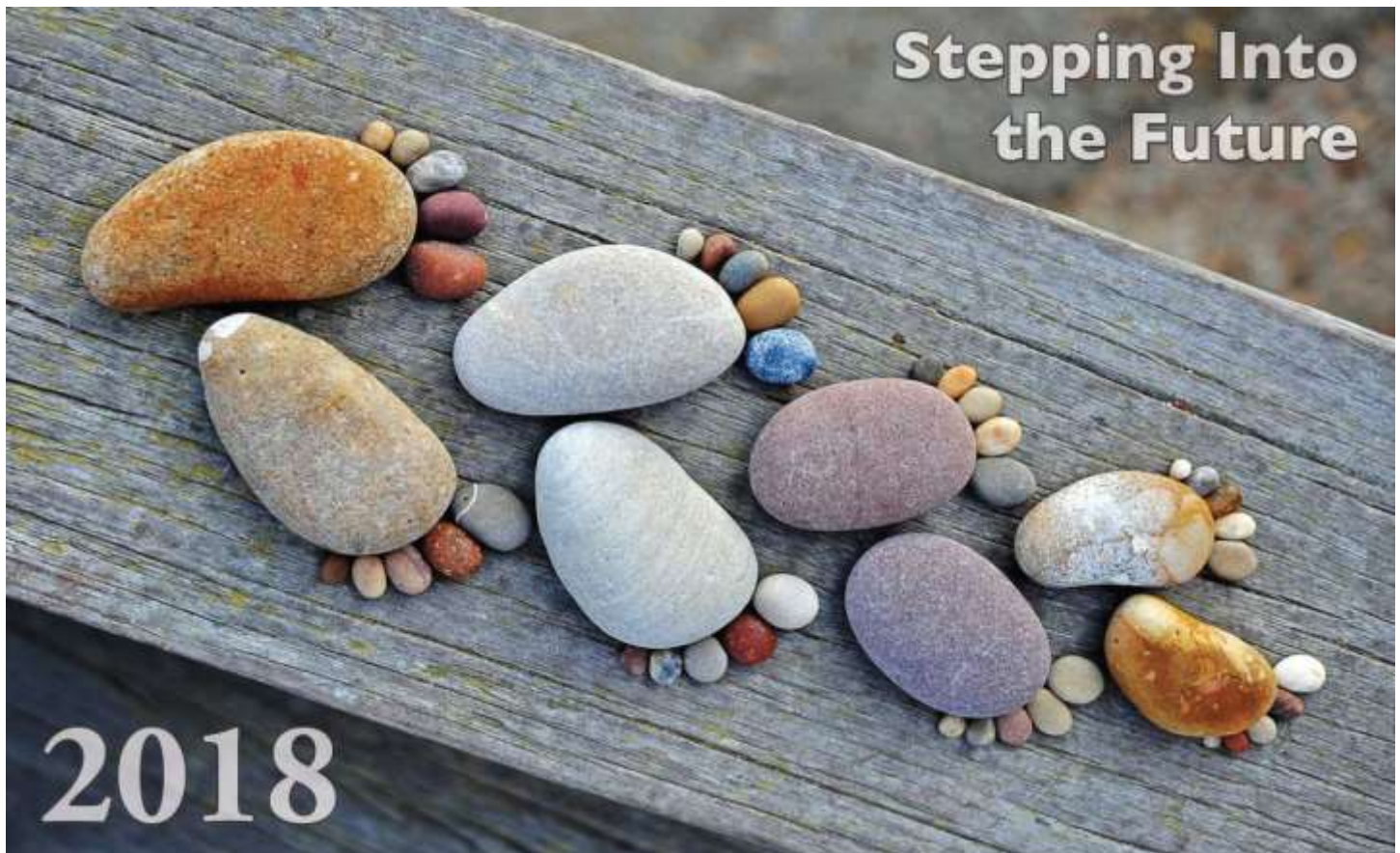


FY2018 ANNUAL REPORT UNITARIAN UNIVERSALIST CHURCH OF KENT

INFORMATION AND DISCUSSION: MAY 16, 2018 7:00 PM
VOTING: MAY 20, 2018 12:45 PM



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



Cover Art: "Springing Forward" FY2018 stewardship logo designed by Saul Flanner.

Annual Report for Fiscal Year 2018

Information and Discussion Meeting: May 16, 2018, 7:00 pm

Voting Meeting: May 20, 2018, 12:45 pm

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Minister ...Coming soon.

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

Commissioned Lay Minister: Rev. Christie Anderson

Commissioned Lay Minister: Lori Fatchet-McGee

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Moderator: Andrew Rome

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Treasurer, Sandy Eaglen

Capital Campaign Treasurer, Kay Eckman

Finance Committee

Grocery Card Fundraising Team

Thanks-4-Giving Auction

Community Within

Volunteer Ministries Coordinator

Art in the Sanctuary

Building Expansion Team

Care Team

Committee on Ministry

Leadership Development Committee

Membership Team

Ministerial Search Committee

Ministry Executive Team

Plant-based Affinity Group

Lifespan Learning & Spiritual Development

Religious Education Committee

Kent Hogwarts

Social Justice & Community Outreach

Social Justice and Community Outreach Coordinator

Green Sanctuary

Worship & Music

Celtic Clan



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 16, 2018

Voting Meeting: May 20, 2018



Agenda

Chalice Lighting and Welcome	Andrew Rome
Approval of Annual Meeting Minutes June 4, 2017 (pg. 7)	Andrew Rome
Eugene P Wenninger Ministerial Endowment Fund	Andrew Rome
Stewardship Presentation	Stewardship Committee
Presentation and Congregational Vote: Fiscal Year 2019 Program Budget (pg. 8-9)	Andrew Rome
Fellowship Hall Update	Building Expansion Team
Ministerial Search Update	Andrew Rome
Election of Slate of Candidates (pg. 6)	Ann VerWiebe
Appreciation of Outgoing Leaders	Dani Beale
Closing	Andrew Rome



The Leadership Development Committee presents the following

Election Slate for Fiscal Year 2019

Board of Trustees

<u>Name</u>	<u>Term</u>
Jennifer May	1 year, through June 30, 2019
Paulette Thurman	2 years, through June 30, 2020
David Smeltzer	3 years, through June 30, 2021
Blaine Vesely	3 years, through June 30, 2021
<i>Open</i>	3 years, through June 30, 2021

Financial Secretaries

<u>Name</u>	<u>Term</u>
Ann VerWiebe	2 years, through June 30, 2020
Saunis Parsons	3 years, through June 30, 2021
<i>Open</i> (Alternate)	1 year, through June 30, 2019

Endowment Committee

<u>Name</u>	<u>Term</u>
<i>Open</i>	3 years, through June 30, 2021

The following individuals will be continuing in their elected terms

Board of Trustees

Dani Beale	1 year, through June 30, 2019
Shannon Osorio	1 year, through June 30, 2019
David Brown	2 years, through June 30, 2020
Colleen Norris	2 years, through June 30, 2020

Financial Secretaries

Bonnie Harper	1 year, through June 30, 2019
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Endowment Committee

Sevim McCutcheon	1 year, through June 30, 2019
Carolyn Schlemmer	2 years, through June 30, 2020

Leadership Development Committee

<u>Name</u>	<u>Term</u>
Jennifer May	1 year, through June 30, 2019
Claudia Miller	2 years, through June 30, 2020
Rhonda Richardson	2 years, through June 30, 2020
Outgoing Board Trustee (TBA)	1 year, through June 30, 2019



DRAFT

Unitarian Universalist Church of Kent
Annual Meeting – June 4th, 2017
Church Sanctuary
Minutes

Called to order 12:45pm

Moderator Kathie Slater

Quorum met – Count 71

- I. Chalice lighting (Kathie Slater)
- II. Approval of 2016 Annual Meeting minutes (Kathie Slater)
 - a. Minutes included in Annual report packet
 - b. Randy Leeson moves to accept 2016 minutes. Seconded, voted, approved.
- III. Building Expansion Team Update – Randy Leeson
 - a. Continued delays with the stormwater management system approval from the city. BET is still investigating options. Timing for start of construction is uncertain.
- IV. Stewardship Committee update (Sandra Eaglen)
 - a. Carol Gould matching donation balanced the budget this year and allowed for priorities to be funded. This one time donation will create challenges for next year's (FY2019) budget.
 - b. Sally Burnell moves to accept FY2018 Budget. Seconded, voted, passed.
- V. Leadership Development Team - Election of slate of candidates (Jennifer May)
 - a. Board of Trustees Slate: David Brown, Shirley Kiernan, Colleen Norris
 - i. Motion to elect slate. Seconded, voted, passed.
 - b. Financial Secretary: Lois Weir (3 year term) Eric Van Baars (1 year alternate)
 - i. Motion to elect. Seconded, voted, passed.
 - c. Endowment Committee: Carolyn Schlemmer (3 year term)
 - i. Motion to elect. Seconded, voted, passed.
 - d. Leadership Development Committee: Claudia Miller, Rhonda Richardson
 - i. Motion to elect. Seconded, voted, passed.
- VI. Appreciation of Outgoing Board Members (Kathie Slater, Dani Beale)
 - a. Ann VerWiebe, Fred Pierre, Kathie Slater
- VII. Closing (Kathie Slater)

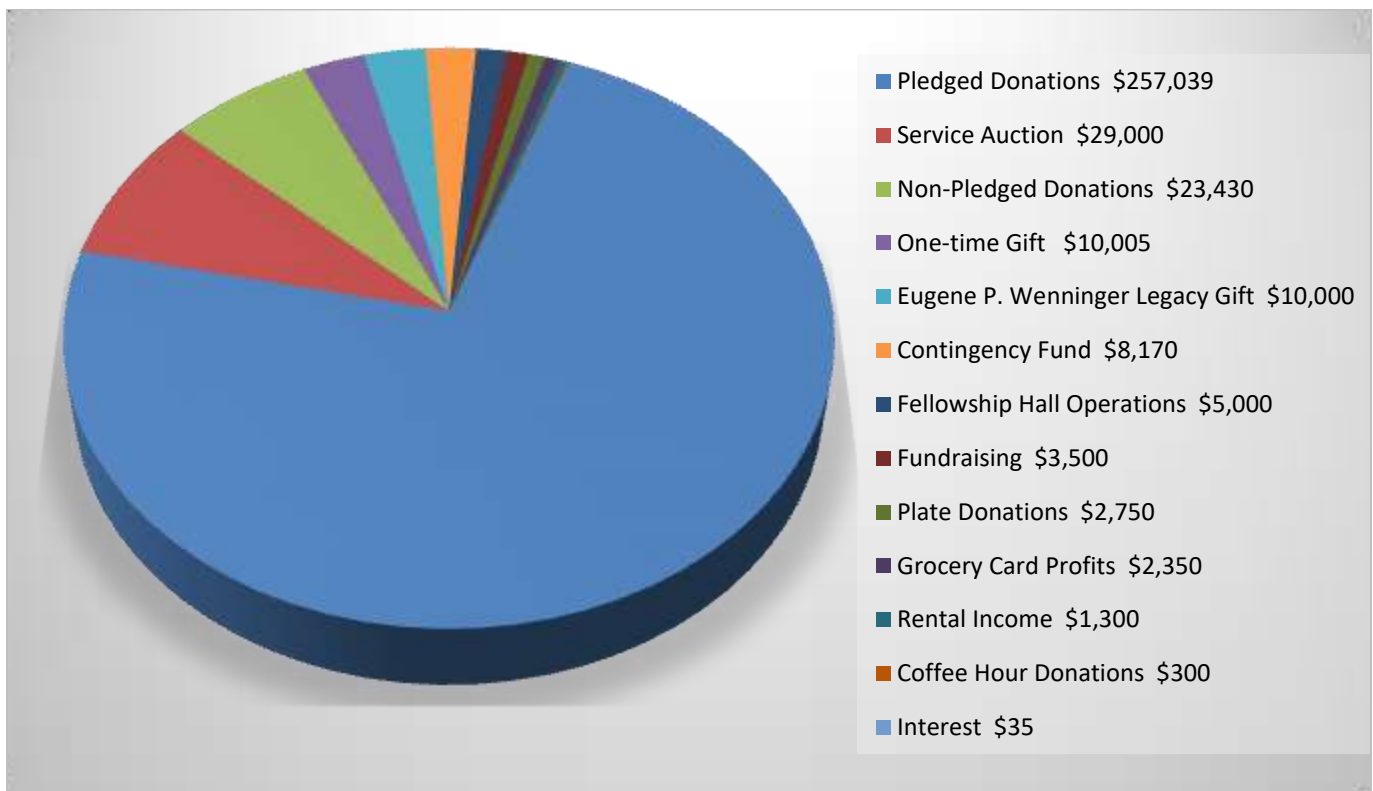
Meeting adjourned 1:15pm

Recorded by Andrew Rome, Board Secretary

Fiscal Year 2019 Program Budget Proposal

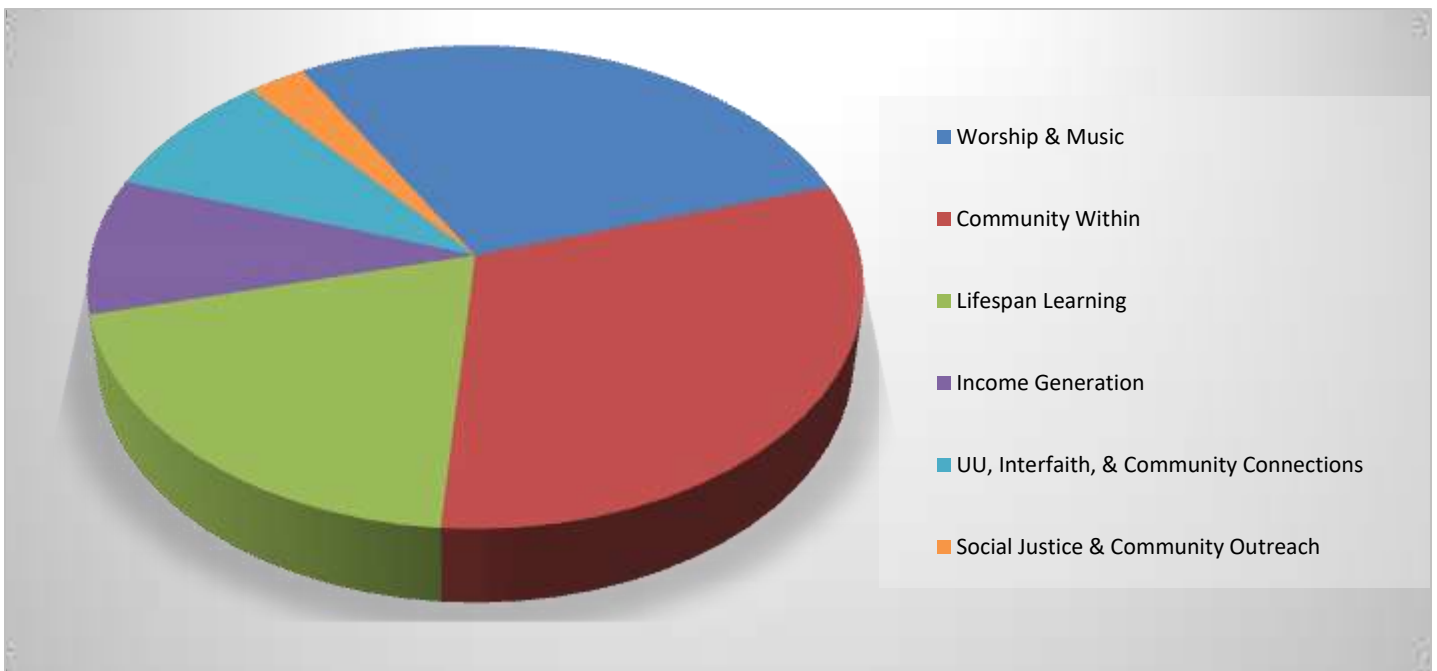
FY2019 Proposed Revenues

Pledged Donations	\$257,039
Service Auction	\$29,000
Non-Pledged Donations	\$23,430
One-time Gift \$10,005	\$10,005
Eugene P. Wenninger Legacy Gift	\$10,000
Contingency Fund	\$8,170
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	\$352,949



FY2019 Proposed Program Expenses

Worship & Music	\$100,523
Community Within	\$109,701
Lifespan Learning	\$70,066
Income Generation	\$32,232
UU, Interfaith, & Community Connections	\$30,678
Social Justice & Community Outreach	\$9,677
Total	\$352,878



*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.

FY2018 Reports from the Staff

Report from the Minister



Reports from the Staff: MaryBeth Hannan, Congregational Administrator

Fiscal year 2018 was again a year of transition. This congregation, having experienced a challenging and unsuccessful interim ministry has remained steadfast in looking towards the future. This past year provided our community with opportunity to engage in self-examination of strengths and weaknesses in our programs/ministries, our communication processes, and how we deal with conflict within our system as well as with each other. Through it all, this congregation has remained steadfast in its commitment of looking to the future with a new settled minister and the new fellowship hall.



The Staff have traveled this path with you and we too are looking towards welcoming a new minister to lead of our staff team. Since the fall we have resumed regular staff meetings, we've participated as a focus area of the Targeted Ministry Program January – March meeting monthly with Rev. Tom, we've engaged in self-evaluations and goal development, and have remained dedicated to supporting the leaders and ministries and programs of the congregation.

I'd like to express my appreciation to the congregation for your continued commitment to fair compensation for staff. It is because of this commitment we are able to participate in professional growth and development opportunities that support and grow our ministries in serving this congregation and Unitarian Universalism.

Last June, I had the honor of being elected to the Board of Directors of the Association of Unitarian Universalist Administrators (AUUA). This opportunity has provided me with continual professional growth opportunities as I have engaged with my UU administrative peers while serving on the Board. I have focused my service these last months on AUUA membership growth, I participate in an AUUA Ministerial Advisory Group, and Good Offices training. At our annual AUUA Professional Days last June I was engaged in workshops presented by

the UUA's then Outreach Director Carey McDonald (now UUA's COO), the UUA Office of Church Staff Finances, UUA Office of Stewardship and Development, and Church Mutual Insurance Company. I also had the privilege of attending General Assembly for one day attending two workshops – Navigating the Ministerial Transition Process and Compensation: Considerations and Complications in a Changing World.

For the last seven years, it has been my habit to lift up the church leaders that I regularly work with however this year, it's the entire community that needs to be recognized. It is because of your strength and commitment to our faith community that we continue to move forward and grow together despite the challenges of the last year.

- Beginning with our Board of Trustees that worked through a year of conflict and challenge -- they did it with dedication and a commitment to integrity on behalf of both the congregation and our interim minister.
- Our Worship Arts Team who have risen to the occasion and need to be celebrated for their dedication to providing enriching and uplifting Sunday experiences week after week for the last six months and looking ahead to the next three months until we welcome a leader who will share this ministry with them. Although not a direct member of the Worship Arts Team, Judy Brannan's cover art ministry for the weekly Order of Service is a creative blessing that adds to the Sunday experience each week.
- The Ministerial Search Committee members who have been volunteering in what amounts to a full-time job for the last year. Beginning with understanding the search process, interviews and surveys, developing the congregational profile, reviewing candidate information, interviews and pre-candidating; their commitment to our search for our next settled minister has been unwavering. Their dedication to finding a minister that will lead us forward in shared ministry and help us grow in both spirit and community needs to be uplifted and celebrated.
- Our Care Team who have shouldered the bulk of providing pastoral assistance to our congregation these last several months. They have undertaken this ministry with a quiet but dedicated commitment to our well-being.
- Our financial ministries have remained devoted to being good stewards of all our resources – these include:
 - Treasurer, Sandy Eaglen who will be stepping down in June after six years of faithful ministry (much appreciation to you, Sandy!),
 - our Stewardship Committee who work, year after year, to ensure our community has resources to support our programs and ministries
 - our Finance Committee who work in collaboration with our Treasurer,
 - our Capital Campaign Treasurer, Kay Eckman who continues to oversee the resources available for our upcoming expansion
 - our Financial Secretaries and helpers who process our weekly donations and gifts
 - and those who work to fundraise to support our operating budget – this includes but not limited to the grocery card sales team, pancake Sunday volunteers, our fair trade sales, and our Thanks-for-Giving auction team who not only run our largest budget supporting event but provide our community a night of fun (and years' worth of dinners and events),
 - and finally you – our members and friends who through your generous gifts make all of UUCK possible.
- The Ministry Executive Team – still somewhat of a mystery to some, this group remains dedicated to overseeing the day-to-day operations of the Church and working within the boundaries of our policy-based governance.
- Our Building & Grounds, Volunteer Ministries, and Social Justice Program Coordinators who liaison with the Ministry Executive Team, care for our facilities, and provide support to many lay-led program and ministries.
- The Leadership Development Team who continues to work towards cultivating leaders and during a year where so many of our volunteers were already committed has continued to recruit leaders to fill vital roles within our community.
- Our Membership and Welcoming Team who endlessly work to be inclusive and welcome visitors and old friends to our community and maintain and nurture our community.

- Our Religious Education Committee, working in collaboration with our DRE and RE Coordinator, never waver in their commitment to provide enriching and rewarding spiritual opportunities for our children and youth.
- Our Music ministry, working under the leadership of Music Director, Hal Walker, continue to be large part of this community's identity – your passion for filling our lives with music and song is very much appreciated and always uplifting.
- Our fellow staff members, Church Sexton Brian Mulloy, who manages to always work around the busy calendar to faithfully care for our facilities and Nursery staff member Michelle Bores who is a gift to our littlest UUs.

Our congregation has faithfully worked hard this last year to continue to live this Church's Mission and Vision. We haven't been perfect – we all have more room for growth – but we continue in community and with purpose to work towards the future. Thank you, ALL! I feel blessed to serve with you.

In peace,

MaryBeth Hannan
 Congregational Administrator

Below is a snapshot of what my responsibilities and activities have included this past year:

- Office Administration including administrative support for all ministries and programs of the Church
- Bookkeeping and Payroll Administration
- Supervision of the Church Sexton
- Member of the Ministry Executive Team
- Member of the Finance Committee
- Member of the Targeted Ministry Team
- Supervision of our volunteer (Wade) from Job and Family Services
- Human Resource and benefits support for UUCK Staff
- Regular staff meetings (co-led with DRE Lily Rappaport)
- Administrative support for the Capital Campaign
- Collaboration with the UUCK Stewardship Committee
- Assisted the Membership Team with transitioning to the new Breeze church management database
- Member of Intern Minister, Dave Clements' Ordination Committee
- Member of the Board of Directors for the Association of Unitarian Universalist Administrators and an AUUA member
- Participate in monthly AUUA Board meetings and trainings via Zoom Meetings
- Attended annual AUUA Board meeting and annual Professional Days in New Orleans
- Attended General Assembly in New Orleans
- Continued participation in monthly Kent-area interfaith gatherings of church administrators and administrative assistants

Reports from the Staff: Hal Walker, Music Director

It's amazing what a musical group can accomplish when the members show up week after week to rehearse for about 90 minutes. That's been my experience this year as the director of several musical ensembles at our church. The process is fairly simple: I choose some music, committed members show up each week to work hard and enjoy each other's company and then we offer our gift of music to the congregation. I am truly grateful for the level of musicianship and commitment in our congregation and for the progress that we have made in those weekly rehearsals. In this report, I'll review some of the highlights of our musical life here at the UU Church of Kent.

UUCK Peace Choir

I think that I say this every year, but it's true... this has been one of the best years ever for our choir. Especially on Christmas, Easter and Music Sunday when our attendance is the strongest, we have reached new levels of excellence this year. Isn't it exciting when our choir fills up the entire front half of the sanctuary!



I have learned over the years that advanced planning is essential in giving the choir peace of mind and time to prepare. This year, I have noticed that my commitment to advanced planning has waned a bit. I'm looking forward to this Fall when, I hope, my weekly planning meetings with a minister will resume.

Again, I want to stress the vital role that Vanessa Vesely has played as the accompanist of our choir. Her presence at rehearsals and performances has completely "changed the game" in terms of what we are capable of performing and how well we can perform it. Vanessa is a highly gifted musician and she has been very generous with her time and talent. Also, special thanks to Dave Watt for being my fill-in choir director during a few out of town trips this year.

This year, we've gained strength in the tenor section but have lost some strength in the soprano section. As always, if you are interested in singing in the choir (No experience necessary) please see me.

halwalker@mac.com

Fallow Time Folk Orchestra

I love the sound that this ensemble creates in our sanctuary. At our rehearsal last Thursday night, the orchestra consisted of just 5 musicians - a violin, a trumpet, a clarinet, a bass clarinet and an electronic wind instrument. The sound we were creating in this space was so lush and full and profound. As a guy who has spent the majority of his musical life playing solo music on folk instruments, I'm in awe of the sound of combined orchestral instruments. It's a real joy for me to arrange and prepare music for this talented group of musicians. It's a challenge for me to arrange the quantity and difficulty of music that this group could handle, but I'm learning a lot.

Tone Chimers

Last Spring, we participated in the "Fiesta of Bells" festival in Stow. Bell choirs from churches around the region gathered and performed for each other. In my opinion, our group was one of the most musical and definitely the most "unique." With ages spanning from 7th grade to retirement age, we don't have matching t-shirts and we don't have a set of actual handbells, but we have a solid group of about 14 chimers who are dedicated to showing up every Wednesday night to enjoy the teamwork and the challenge of chiming together. We'll be performing again at the Fiesta of Bells on May 6, 2018.

Cuyahoga River Concert Series

On May 12, we are completing our 6th year of concerts at the church. The talent displayed on our stage has been consistent and well-appreciated. I only wish the number of seats filled in the audience could match the

level of talent on the stage. This year, we have been promoting the “Pay What You Can” approach. I’m glad to say we had our best turnout ever this last concert for April Verch on April 4. It was a great night of music and made me realize again that we need to keep this series going. *** I am looking for people that would like to help in any small way with the production of these concerts - Please contact halwalker@mac.com. ***

A Musical Community

Our church offers a musical community to a wide range of enthusiastic music makers. Besides the ensembles that I direct, we have the *Sacred Song Circle* — Saunis Parsons leads this group of passionate singers who sing from the heart all year long on Thursday nights from 6:15-6:45 sharp. Occasionally, we are treated to the sounds of the Sacred Song Circle on Sunday mornings. On the first Wednesday of every month, our church hosts a *Community Sing* — folks gather in a circle with guitars and Rise Up Singing books and enjoy singing in community! On Christmas and Easter, we were treated to the sounds of the *Tarnished Brass*. The BIG news for the tarnished brass is that a young TUBA player has joined them to fill out the low end. And of course, the *Celtic Clan* continues to spread joy through music as they play in venues all over town.

What a privilege it has been to be the music director of this very musical community. I hope to have many more years of making music at this my “home away from home” church.

Hal Walker
Music Director



Reports from the Staff: Lily Rappaport, Director of Religious Education

In the beginning of the year, I asked the RE Committee to read the document, "The Death of Sunday School and the Future of Faith Formation" by Kimberly Sweeney. The intention was to introduce the concept of Family Ministries and new methods of doing Religious Education (RE). Sweeney states that changing demographics and lower attendance is a common factor faced by many RE programs today. The old model of Sunday School, may no longer meet the changing needs of families. Sweeney describes a cultural shift and the need to embrace new norms and experimentation. She also suggests that the future of faith formation requires adaptive leadership and requires the attention and engagement of the congregation as a whole. However, after the interim minister's departure in the beginning of the church school year, it seemed that any further discussion about major changes to our program needed to be put on hold so the congregation could focus on those areas that need attention during this time of transition (i.e. leadership, worship, healing, etc.)



During the summer program from June 18-Aug 20, children "traveled" to another country, led by various members of the congregation. Countries included Costa Rica, Mexico, Israel, Australia, Turkey, India, Peru, Scotland and Egypt. This summer we are introducing the theme "Fantastic Adventures." Each week children will enter a "Portal" to travel to fictional destinations such as Oz, Narnia, Middle Earth, etc. Summer program begins in June and ends mid-August.

January intersession program for children centered on meditation, courage and the meaning of right relationship. Youth discussed privilege, education, advantages some people have over others.

This year we offered Our Whole Lives for junior high youth in grades 7-9 and for elementary age children in grades 4-6. There were a total of 9 youth participating in Junior High and 4 children in Elementary OWL programs.

Graduating High School Seniors met in March and April to help prepare for the Bridging Ceremony and for their upcoming transition. Bridging seniors are Alan Kerns, Mason Lorch, Iris Mack, Angelika Marsh, Salvatore Smith, and Rebekah Swango and Elliot Ortiz.

Youth group activities include several game nights, a movie night, and making cake pops to raise funds for Portage County National Alliance on Mental Illness (NAMI).

I attended most of the Worship Arts meetings and averaged 2 to 3 Time for All Ages each month. Multigenerational services include the Ingathering Service, Thanksgiving, Christmas holidays, Easter, RE Sunday and Service in the Park.

The staff, Mary Beth, Hal, Colleen and I, held staff meetings on a regular basis and provided reports to the Board and MET. We met with Consulting Minister, Rev. Tom Chulak, several times and he assisted in the process of staff evaluations and evaluating the RE program. Mary, Colleen and I also updated the director's and coordinator's job descriptions.

A very heartfelt thank you to all of our dedicated volunteers for your time and effort in nurturing the spiritual lives of our children and youth.

RE Teachers:

Nursery: Heather Valerie Elisabeth Rebekah

Spirit Play: Sandy Amanda, Dan, Mary, Patty

Toolbox of Faith: Nicole, Iris, Cheryl, Trudy
Middle & High School: Tim Smith, Tanya Kahl, Mary Ann Kasper, Krissy Hayes, Rob Waltz
Junior High Our Whole Lives: Kathy Walker, Saul Flanner, Kat Holtz, Chris Dum
Elementary Our Whole Lives: Jennifer May, Susan Poole-Wilke, Jeffery Lang
Youth Group: Kim Homsher, Laura Luster and David Homsher (youth leader)
Young Adults: Chrystal Marsh
Art: John Kluth

RE Committee:
Mary Leeson (chair), Kat Holtz, Cheryl Spoehr, Stefanie Workman, Heather Waltz, Michelle Bores

Nursery Provider: Michelle Bores

Religious Education Coordinator Colleen Thoele

Lily Rappaport
Director of Religious Education



Reports from the Staff: Colleen Thoele, Religious Education Coordinator



In June 2017, I worked alongside the DRE, Lily Rappaport, to implement the UU World Travelers summer RE program. During this program, children in grades K-5 “traveled” to 9 different countries with members and friends of the congregation. The children explored these countries through the lenses of religion, custom, tasting regional foods, music, movement and culture. Middle and High School youth were encouraged to assist in the lessons and several dedicated youth attended regularly to help.

As the school year kicked off in August, I was pleased to coordinate and implement this year’s Blessing of the Backpacks. During our first ever Ingathering in the park, each child and youth returning to school received a special chalice charm with rainbow beads to remind them that their church community is with them even when they are away from us. Also during this service, I introduced the theme of BRAVE LOVE for the upcoming RE year during the Time for All Ages.

As Coordinator, my focus is on first service RE. Our strong and dedicated teams of volunteer teachers have enjoyed the curriculums chosen for their classrooms. The children in grades K-5 have been blessed with creative teachers and lessons.

January 2018 saw our second winter intersession. This year’s intersession centered around the theme BRAVE LOVE. I developed 4 weeks of classes for children grades K-5 during first service while Lily led the youth during second service. Wrapping up January, I supported the RE Committee in their efforts to create a relaxing retreat for our volunteer teachers. It is also worth noting that the children of RE raised over \$240 for their Spring justice project benefitting Heifer International!

My participation in worship increased this year. In addition to the aforementioned Blessing of the Backpacks, I had the pleasure of coordinating the multi-generational holiday service “The Polar Express” and Winter Hogwarts children’s chapel. I also co-led the families with young children Christmas Eve Service, RE Sunday and Summer Hogwarts children’s chapel alongside Lily. I led the Time for All Ages portion of Sunday worship an average of 1-2 times per month.

I have attended several informative trainings including: UUA Renaissance Module - UU Identity, Worship Arts w/ Marcia McFee, Pastoral Care, Family Circles w/ Sheila Shue and several other online meet-ups. I worked collaboratively with the RE Committee to support several family fun events including the Halloween party and Easter Egg hunt.

All of these rewarding experiences have made this year of transition a good one. The thread throughout 2017-2018 was in the weekly coordination of the RE program for first service (Nursery-5th grade). Sending time in the classrooms, supporting teachers, tending to the needs of the children and supporting whole family faith formation is the foundation of what I do every week - and it is a blessing.

With Gratitude,
Colleen Thoele, Religious Education Coordinator



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

What a year! We had such great hope for 18 months of interim ministry with Rev. Anya Drew Johnston, but it became apparent after a couple of months that some of our leaders were experiencing troubling behavior from them. As your UUA Congregational Life Primary Contact and a member and Affiliated Community Minister, I was in accountable relationship and conversation with both UUA and UUMA representatives. In June, we decided it was best for me to step away and my supervisor, the Rev. Megan Foley, and consultant, the Rev. Elaine Strawn worked with the board until Anya's termination.



After that, I shared with the board a report outlining interim work that was still needed and suggested the Targeted Ministry Program, which the board pursued.

I also made myself available—along with our Commissioned Lay Ministers—for some pastoral care and other assistance. I was honored to be able to lead our 6:30pm and 8:30pm Christmas Eve services along with Elaine Strawn, DRE Lily Rappaport and Music Director Hal Walker and our Easter Services with CLM Lori Fatchet McGee, DRE Lily Rappaport and Music Director Hal Walker.

I am very excited about my new colleague, the Rev. Sunshine Wolfe, who will be located in Columbus and replacing the Rev. Joan VanBecelaere who retired on April 15. They will start on August 6. I am also looking forward to my sabbatical, which will be April 30-August 5. I'll be focusing on learning and practicing Permaculture and will be spending a month in Latvia, the homeland of my father.

In the wider UUA world, I have been working with a design team to add more leadership resources to www.uua.org.

Affiliated Community Minister's Report
Rev. Renee Ruchotzke
April 2018



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



I have the privilege of serving as one of the two Commissioned Lay Ministers (CLM) supporting our church. Our duties are negotiated with the UUCK Board. CLMs work under the guidance of the UUCK minister and are 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.

For many UUCK leaders, the interim ministry work undertaken this past year has required more effort and resilience than anticipated. For some, myself included, it's been a time of

reflection, problem-solving and learning new ways to communicate. Together, we have learned and grown. I extend deep gratitude to all who have offered me support and worked to maintain the many diverse ministries of our beloved church.

My activities this year have included: orienting Rev. Anya Johnson on aspects of church life with which I am familiar, setting up the year's Chalice Group program, serving as co-facilitator of Race for Justice, leading worship at UUCK four times, officiating one wedding and two memorial services, participating on the Care Team and making pastoral visits, continuing as a member of the Worship Arts Team and attending its summer retreat, and leading worship at area UU churches three times.

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 Racial Reconciliation and Justice and helped to create its first by-laws, offered an interfaith prayer at Ohio CAN drug overdose remembrance ceremony, attended the annual NAACP dinner, participated the Kent League of Women Voters subcommittee on Diversity and Inclusion and the League's subcommittee on Criminal Justice Reform, and welcomed the new minister at Kent United Church of Christ.

My intention for the coming year is to become more active with Race For Justice and re-energize our Adult Religious Exploration program with the help of others interested in this pursuit. I am also looking forward to working with our new 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 and service,
Rev. Christie Anderson
Commissioned Lay Minister



Reports from the Staff: Lori McGee, Commissioned Lay Minister

Dear friends,

This last year has been a busy one! With the departure of the interim minister in October, the Worship Arts Team (WAT) went into high gear, planning worship for the church. Thanks to the input of Hal Walker, we began to have collaborative services once a month in which many of the WAT participated. We have very much enjoyed doing these services and we hope you have, too! On a personal note, I am truly, deeply grateful to the members of the WAT for their hard work and dedication during this unique period. These wonderful members are Christie Anderson, Hal Walker, Lisa Thiel, Cal Frye, Elaine Bowen, Jeff Marsh, Carolyn Schlemmer, Kathy Kerns, Eric Van Baars, and Lily Rappaport.



In addition to serving on the WAT, I was also a member of the Targeted Ministry Team who worked directly with Rev. Tom Chulak. The charge of this team was to discern the best use of Rev. Tom's time with us. It was my experience during the three months Rev. Tom served that our congregation began healing from our recent wounds and turned toward the future with the hope of a new settled minister. I very much enjoyed working with this group and Rev. Tom.

In the fall, we will have a minister working with us, whether as a settled minister or in some other capacity remains to be seen. Regardless, I am looking forward to working with this new person. I know there will be more changes, more challenges, more joy, and more love and I am excited about each and every one.

Blessings for the journey,

Lori Fatchet-McGee
Commissioned Lay Minister



FY2018 Annual Report from the Board

Report from the Board: Andrew Rome, Moderator



Dear friends,

What a year it has been! Whether we've experienced personal struggles, conflict with each other, grief at the loss and absence of a settled minister, conflict with our Interim Minister, or even despair at the ongoing struggles in our country and world – these have been trying times for many of us. Without diminishing the difficulties we've faced, I believe that highlighting the extraordinary work done by people in our congregation is the best way to respond here. We truly are a community who inspires love, seeks justice, and grows in community.

I'd like to recognize the people serving on the Board. I've been privileged to serve my church and humbled by the accomplishments of the past 150 years. In the long context of our church history, I believe we can be proud of ourselves this past year and continue learning on our journey to the future. **Mary Lou Holly** and **Jeff Marsh** completed their third years on the Board with me, moving from a time of comfortable stability to our current uncertainty and potential. Mary Lou has consistently shown such depth of thought grounded in the understanding that issues are more than black and white. Examining the complexity of our relationships has helped the Board better care for each other and for the church. Jeff has

again and again stepped forward to do much needed work, despite his many other family, professional, and church commitments. His dedication has truly been a gift.

Shannon Osorio, **Dani Beale**, and **Fred Smith** each completed their second year on the Board this year. Shannon helped everyone think more deeply about the issues we faced, courageously persistent, deeply considerate, and articulate when we needed her most. Dani served as Assistant Moderator in all but title, volunteering when needed, actively supporting others, remaining flexible and open, yet with firm convictions. Fred Smith saw us through our most difficult decisions of the year, but had to end his term early for personal reasons, modeling good boundary and limit setting. He was solid, steadfast, and told such interesting stories.

Shirley Kiernan, **Colleen Norris**, **David Brown**, **Paulette Thurman**, and **Jennifer May** all joined the Board this year. Shirley jumped in last summer, amidst significant conflict, and showed such compassion and considerate listening to different perspectives. Colleen shared her gift of understanding people the way they intended, rather than forcing her interpretations to fit others. David undertook the formidable task of recording our wide-ranging discussions and communicating them with the church – a job even more important in unusual times. Paulette hit the ground running in Fall, actively working on what came before us and adjusting when needed. She saw the need for publishing monthly summaries of Board actions and stepped up! Jennifer brings professional experience working in organizational and cultural change. She has already helped us to see the potential for positive change in our circumstances and helped us begin to realize those possibilities. Everyone serving on the Board this year deserves our most sincere thanks. I can't possibly mention all the people who've made our church possible this year – it would include each and every one of us. Some of the essential work has been mentioned in this annual report and sometimes the conversations in the parking lot or in the kitchen while washing dishes are what matters most to someone. Working as Moderator has given me an unusual perspective on the diverse work of growing our community. If I've learned anything, it has been how much and how well we work together.

I've focused our work on the next steps forward and have seen the labor of love we've been making. I am proud to be doing my part on such a capable Board, in such a loving community. I continue to be hopeful for the amazing future we're creating and I have complete confidence in our many church leaders deciding how best to get there.

Sincerely,
Andrew Rome
Moderator, UUCK Board of Trustees 2017-2018



FY2018 Annual Program Area Reports: Income Generation

Report from the Treasurer: Sandy Eaglen

Following a successful stewardship campaign organized around our program-based budget and enriched by the Carol Gould Challenge, we are nearing the end of our 2018 fiscal year on stable financial grounds which will enable us to continue supporting our current programs and ministries. Our proposed FY19 budget will allow us to: cover the customary expenses of our operation, preserve our current level of staffing, meet our obligations to provide health care benefits for some staff members, honor the Board's FY18 fair compensation priority, fund operating expenses for our new fellowship hall, continue to pay our fair share contributions to the UUA and CER, and welcome a new settled minister with a competitive compensation package.

The FY19 Stewardship Team of Marion Yeagler, Claudia Miller, and Sandy Eaglen spearheaded the FY19 campaign, "Opening Our Doors Together," with thanks to assistance from our Congregational Administrator, MaryBeth Hannan. Canvassing calls were made by Marion, Claudia, and Sandy with assistance from some of our UUCK Board members. The Stewardship Team also held a "thank you" and informational meeting for some of our pledgers; presenters included Stewardship Chair Marion Yeagler, Treasurer Sandy Eaglen, Ministerial Search Committee Chair Kathie Slater, and our consulting minister, Reverend Tom Chulak. The FY19 Campaign pledge brochures—with wonderful graphics again provided by Saul Flanner and Kathy Walker--were distributed to the congregation. Additional direct contacts were made after the Campaign to those who had not yet pledged. Several pledgers rallied to the Team's challenge to increase individual pledges by 20%. The Campaign generated a total of FY19 pledge commitments of \$257,039 from 118 pledge units; though falling short of this year's Stewardship goal, this amount represents an increase in pledges from FY18.

And we have many achievements to again applaud this year:

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

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). Ann VerWiebe again supported our fundraising activities through her supervision of the Holiday Share. This year's successful Service Auction, our biggest fundraiser each year, was made possible through the valiant efforts of the Service Auction Committee under the direction of Chair Jen May with the assistance of several dedicated volunteers. Also, this year's Service Auction Fund-a-Need generated \$18,650 to outfit the new fellowship hall kitchen.

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.

Please consider pursuing one (or more) of our many volunteer opportunities.

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

The Finance Committee, led first by Gene Wenninger and now by Randy Ruchotzke, has provided excellent oversight of our financial affairs including working with the preparation of our proposed FY19 budget. The Committee periodically prepares audits of the Hogwarts, Minister's Discretionary Fund, and Grocery Card accounts. The breadth of our gratitude to Gene Wenninger for his many, many years of service to the Church, particularly in the area of financial concerns, cannot be measured. We greatly miss his dedication, his experience and knowledge, and his beautiful soul. We miss him.

The Endowment Committee, composed of Cheryl Casper, Sevim McCutcheon, and Carolyn Schlemmer, has ably monitored our steadily growing contribution program, Simple Gifts.

Financial Secretaries Saunis Parsons, Lois Weir, and Bonnie Harper and alternate Eric Van Baars have labored tirelessly each week with 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.

Please plan on welcoming Treasurer-Elect Lois Weir to the Treasurer's position this summer. Lois has been training with me since January and will be our new Treasurer as of July 1. As I complete my six-year term as Treasurer, I think back on how much knowledge and skills I have gained in the past six years, how much satisfaction I have found in serving our Church community as we—and the budget—have grown and prospered, and, especially, how privileged I have been to work with so many committed, wonderful people.

Thanks to you all.

The impetus to embrace all our personal and shared 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. Together, we can continue to open all of our doors.

Sandy Eaglen



<u>Revenues</u>	<u>Fiscal Year to Date</u>	<u>Annual Fiscal Budget</u>
	7/1/17 - 3/31/18	7/1/2017 - 6/30/18
<u>Income - Budgeted Income</u>		
Offerings		
FY2018 Pledged Income	\$182,393.25	\$246,990.00
Non-Pledged Donations	\$5,573.27	\$15,500.00
Carol's Challenge	\$15,088.28	\$20,000.00
Plate Offerings	\$2,007.53	\$2,750.00
Total Offerings	\$205,062.33	\$285,240.00
Misc Income		
Coffee Hour Donations	\$266.26	\$400.00
Bank interest	\$58.00	\$20.00
Fundraising	\$1,992.61	\$3,500.00
Grocery Card Profits	\$1,175.00	\$2,350.00
Rentals	\$1,150.00	\$1,300.00
Service Auction	\$24,246.82	\$29,000.00
Total Misc. Income	\$28,888.69	\$36,570.00
Total Budgeted Income	\$233,951.02	\$321,810.00
FY2019 Prepaid Pledges	\$8,225.00	

<u>Expenses</u>	<u>Fiscal Year to Date</u>	<u>Annual Budget</u>
	7/1/17-3/31/18	7/1/17 - 6/30/18
<u>Program Budget Operating Expenses</u>		
Worship & Music		
Music Committee	\$1,645.02	\$1,600.00
Suppliment for Accompanist	\$1,050.00	\$1,350.00
Worship Arts Team	\$2,560.00	\$400.00
Worship Supplies	\$479.22	\$400.00
*Program Budget for Worship & Music	\$58,276.22	\$89,236.10
Total Worship & Music	\$64,010.46	\$92,986.10
Community Within		
Board of Trustees	\$0.00	\$100.00
Care Team	\$614.85	\$200.00
Childcard for Meetings	\$162.60	\$300.00
Committee on Ministry	\$0.00	\$100.00
Fellowship and Coffee Hour	\$358.41	\$500.00
Lay Leader Development	\$70.00	\$850.00
Membership & Directory	\$300.00	\$600.00
Personnel Committee	\$0.00	\$100.00
*Program Budget for Community Within	\$64,103.84	\$78,082
Total Community Within	\$65,609.70	\$80,831.59

Account Balances as of March 31, 2018

Checking/Savings	Mar 31, 2018
GENERAL CHECKING	
General Funds for Operations	10,849.71
Coffee Hour monies	1,294.16
Contingency Fund	8,170.00
Designated Monies	
Sunday Flowers	160.00
Care Team	117.14
Heifer	157.10
Operations - New Social Hall	5,000.00
Green Sanctuary monies	16.00
Library monies	199.80
Memorial Fund - undesignated	482.76
Music Fund - undesignated	984.25
FY2019 Prepaid Pledge Monies	8,225.00
Record Courier Ad fund	203.49
Religious Education	
Children's RE Program	305.00
Coming of Age monies	212.74
OWL monies	119.80
Youth Group monies	391.91
Reserves for Operations	
Debt Service/Construction Loan	1,755.98
Staff Expenses	8.20
Social Justice	
Fair Trade Sales	1,569.41
SJC Undesignated Monies	436.34
Special Collection monies	1,693.50
Total GENERAL CHECKING	42,352.29
HTB MM SAVINGS ACCT.	
Aesthetics - savings	
Art in the Sanctuary	655.00
Chancel Decorations fund	522.69
Contingency Fund	1,346.40
Endowment Fund monies	
Heritage Program	500.00
Simple Gifts	4,832.62
Green Sanctuary savings	566.14
Library savings	174.56
Reserve Savings - GF Operations	
FY2019 Gen Fund Reserves	10,005.36
Gen. Fund Reserves	1093.71
Settled Minister Search Fund	15,132.05
Total HTB MM SAVINGS ACCT.	34,828.53

Other Account Balances:

3/31/2018

Capital Campaign Accounts

HTB Capital Account	\$636,254.95
Stifel Nicholas	\$56,138.88
Vanguard	\$91,068.22

Total Capital Campaign Funds \$783,462.05

Grocery Card Checking Account

\$1,000.16

Hogwarts Checking Account

\$2,901.07

Minister's Discretionary Fund

\$2,964.39

Assets:

228 Gougler \$386,300
Includes the Church, Eldredge Annex, and adjacent property

Grocery Cards on Hand

\$5,465.00

Major Liabilities:

Debt Service (mortgage)

\$37,036.60



Report from the Capital Campaign Treasurer: Kay Eckman

Construction Ahead....

We are looking forward to the fruition of all of our hard work with construction to begin in the Spring of 2018. Our church community is coming through splendidly, not only with capital campaign pledges continuing to be fulfilled as promised, but additional \$18,000+ was pledged at our annual service auction to outfit the kitchen in our new fellowship hall. In addition, a contribution was received this year for an electronic vehicle charging station. A hearty pat on the back to all around for a job being well done!

In addition to recording incoming pledges, our team has put in place a construction loan to see us through to completion of our building project. In the spring of 2017, the congregation passed a resolution, approving the use of a construction loan. Such a loan was put in place in January of 2018 through the Hometown Bank in the amount of \$290,000.

Cash Position

Starting Balance 1/1/2017	\$ 607,338.00
Donations, Interest Received	\$ 158,802.19
Less 2017 Expenses	\$ 38,471.43
Ending Balance 12/31/2017	\$ 727,668.76

Expenses for 2017 consisted mainly of Architect fees, also Administrative costs, and items related to the purchase of the additional half lot for rainwater runoff purposes.

The team would also like to thank MaryBeth Hannan for her untiring and accurate support during these past three years.

A line item income and expense report can be obtained by contacting Kay Eckman at eckmankay@gmail.com.

Submitted by,

Kay Eckman
Capital Campaign Treasurer



Report from the Finance Committee

The finance committee met regularly to assess budgetary concerns regarding pledges and payments to our former interim minister and our targeted ministry program minister to aid the treasurer Sandy Eaglen. Fortunately, we didn't experience any shortfalls in cash in an unusual year that involved the comings and goings of paid staff. We passed a proposal brought forward by Carol Gould to collect spare change as a fundraiser.

By the end of the calendar year, our work became more focused on the future as we forwarded our preliminary 2019 fiscal budget to the board for endorsement. Our "wish list" budget required a 20% increase in annual giving. We met again after the close of the Stewardship campaign and adjusted our proposed budget to meet the realities of that campaign. This proposal is awaiting board endorsement and congregational approval.

Randy Ruchotzke, chair
Carol Gould, Bob Erdman, Marion Yeagler, Sandy Eaglen, Treasurer
and MaryBeth Hannan, Congregational Administrator/Bookkeeper



Report from the Grocery Card Fundraising Team

For the first 40 weeks of FY18 we had gross sales of \$39012 vs. \$36872 for the first 40 weeks of last year. We expect to meet our budgeted revenue contribution of \$2350.

The increase in sales was about the same in Eagle and ACME cards. Eagle gift card buyers tend to use credit cards for payment, ACME buyers mainly use Checks. Both forms of payment are profitable for us, but we make less money on credit card sales. Carol's quarterly reminders in the ENews seem to help.

Thanks to Carol Gould, the other Grocery Card coordinator, to Eric van Baars who sometimes acts as Coordinator, and to Christopher Dumm, Dan Flippo, Kat Holtz, Mary Ann Kasper, Carolyn Schlemmer, Blaine Vesely, and Lois Weir for making this program a success by helping us sell the cards during Coffee Hour. We appreciate the loyalty of our many buyers who very consistently buy ACME and EAGLE cards from us.

Bob Erdman, Grocery Card Program
Coordinator
April 2018



Report from the Thanks-4-Giving Auction Team

The Thanks4Giving Auction was held on December 2, 2017, at the United Church of Christ in Kent. This year's theme was Winter WUUnderland. The auction proceeds exceeded \$43,000, breaking all previous records, mainly due to a fund-a-need for kitchen appliances for the new building, which raised \$18,650. Unfortunately, we fell short of meeting our general operating budget target of \$29,000, by about \$8,000. This year we moved to new auction software, built by a UU member in Columbus, OH. The software saves us considerable cost (ongoing annual support costs of \$50). Also, the software allows online donation forms, an online calendar of events, automated email reminders for events to donors and buyers, self-service for statements, and the ability to reoffer items donated in the past with just a click. The goal this year is to hold the auction back at our own beloved church in the new hall December 1, 2018. The auction planning committee is seeking volunteers to help plan this year's auction.

Jennifer May
Thanks4Giving Auction Chair



Report from the Building and Grounds Coordinator:

In April, 2017, Building and Grounds sponsored the first Great Big Whole Church Clean Up Day. It was a great success! Approximately 35 volunteers spent the day scrubbing, organizing, de-cluttering and fixing all areas of the church building, inside and out. Years of grime and clutter were removed and long-neglected repair jobs were done. The work continued through the summer with work on the annex front porch and power washing and staining the annex back porch and ramp, and repairs to the sanctuary fire escape. The second Clean Up Day is scheduled for this month (April, 2018) and we are planning for another great day of camaraderie and accomplishment.

Our old buildings are holding up fairly well with a few minor repairs each month or so. However, there are three areas of serious concern. First, the furnaces. With half the cost of replacing the two oldest furnaces in last year's budget, and the rest of the cost in this year's budget, we should be able to replace them before the next heating season. Each day we use them we waste 50% of the fuel and money it takes to run them, and we gamble that they won't suddenly expire. It will be a huge relief financially, environmentally, and emotionally to have them replaced.

The second area of serious concern is the collapsing floor in Fessenden Hall. It is a wooden floor on beams supported by wooden pillars about 18 inches high resting on the bedrock. Most likely, the dampness of the sandstone and the water that runs under the building from the north wall has rotted some of the pillars under the northwest section of the floor. As soon as Fessenden Hall is vacated to the new building the floor should be opened and an assessment of the damage made so repairs can be planned and budgeted for.



The third area of concern is the condition of the mortar between the sandstone blocks on the south side of the building. Although repairs were made to the rest of the building at some time, it appears that the area that was behind the old wooden entrance area was not repaired, possibly because the steps and porch were still in place at the time. This needs to be addressed in the near future to prevent further deterioration. Budgeting for this as we open our new building may be challenging.

Plans for the coming year are to, first, address the serious concerns listed above. Second, we will continue to build on the progress that has been made in encouraging members to take ownership of the care of our facilities so they continue to be clean, clutter-free, and well-maintained. And finally, we plan to continue to improve our facilities by expanding and improving our sustainable landscaping and do some minor renovations to the first floor of the annex to provide an accessible and private meeting room for pastoral care, separate from the administrative offices.

Georgia Quinn
Building and Grounds Coordinator

Report from the Volunteer Ministries Coordinator:

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

I met with the MET in October to mutually assess the
volunteer needs and opportunities for the year.

Following the summer hiatus from coffee during Social Hour, I
initiated a "Simple and Sustainably Social Hour" that would
match the availability of volunteers with the task. Starting in
September, coffee, tea, juice, and water were provided during
the inter-service social time. From time to time, I recruited
volunteers to make, bake, or assemble special refreshments for Social Hour. For example, an e-nUUs
invitation preceded Easter Sunday, so that everyone in the Community would have the opportunity to enjoy
the treats, including children following their Easter Egg Hunt.

I organized and facilitated the Fall Ministries Fair.

I met with the Targeted Ministry Consultant, Rev Tom Chulak, and became a member of the Targeted Ministry
Throughout the year, I make a point to converse 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.

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
April, 2018



Report from the Art in the Sanctuary



Monthly art shows hung throughout the year. Of
special note two youth hung art during
December. More art by adults would be good. The
focus has been on ideas that communicate concerns
of the congregation. Members can contribute by
making art, selecting art, suggesting art for exhibit,
hanging art, arranging receptions, and interacting with
the artists.

Sincerely, Frederick John Kluth

Report from the Building Expansion Team

Spring 2018 finds our church finally poised to begin construction of the new Fellowship Hall, which is Phase I of our three-phase expansion project. In Phase II, we will remodel the church basement (what is now Fessenden Hall) to provide classrooms for the Religious Education Program; and in Phase III, the sanctuary will be remodeled to re-orient it to its original east-west configuration and significantly increase its seating capacity (including balcony seating).

The BET worked in 2017 to address a couple of major challenges to finalizing plans for the new hall. These included concerns raised by the Kent fire department and storm water management issues. To satisfy the fire department concerns, a sprinkler system for the entire facility has been added to the plan. This added some unplanned cost, but will allow the project to go forward in 2018. To address the storm water management issues, the church has purchased the back portion of the Reitz property at 235 N. Mantua. This acquisition will allow the storm water detention area to be moved away from its previous location directly behind the fellowship hall. The detention area will now occupy a gently sloping area toward the new city-owned triangle parking lot. The green sanctuary committee has secured the assistance of a permaculture expert to help us use this area (as well as the rest of the campus around the new hall) effectively. In addition to allowing the storm water detention area to be planted as a rain garden, it will also allow the children's play area to be located behind the fellowship hall, and connect the church property to the new parking lot. A walking path will connect the church campus to additional parking provided by the triangle lot. Thanks to a pledged donation by a member of the congregation, the new site plan will also include an electric vehicle charging station.

The city of Kent has already approved the building plans for the fellowship hall, which included an outdated site plan that did not include modifications offered by acquisition of the Reitz property. The site plan is currently being updated, and will be submitted for final approval soon. Final details for the commercial kitchen are now being worked out, thanks to the congregation, which raised over \$18,000 at the Thanks4Giving Auction in December to purchase kitchen appliances. Testa/Welty is working up final cost estimates for construction that will reflect changes to the site plan, kitchen, and other details.

To ensure that construction can be completed (regardless of whether all capital campaign pledged donations have been received) a construction loan has been secured. Therefore, it is expected that construction will begin in late spring or summer of this year.

Members of the Building Expansion Team include Cal Frye, Mary Lou Holly, Larry Johnson, Randy Leeson, Matt Slater, and Lois Weir. A Construction Coordinator, who will oversee the construction project on a day-to-day basis will be appointed by the board shortly.



Report from the Care Team

Traditionally, the minister has summarized the year's pastoral work in the Annual Report under the minister's report. This is the first time the Care Team has submitted it's own report to the congregation. Actually, this is one of many firsts for the Team this year.

The Care Team was created by Rev. Melissa Carvill-Ziemer to assist with pastoral care under her guidance. In this role, Team members provided support to the congregation with a listening presence and practical services such as meals and rides to appointments. In addition, the Care Team has sponsored seminars twice a year on health-related topics, such as advanced medical directives.

Rev. Anya encouraged the Care Team to take more initiative in providing pastoral services to congregants as she had areas of responsibility related to interim work creating a workload beyond that of a settled minister. Consequently, with Care Team members taking more initiative for pastoral services, this has been a year of exploration and growth. In the absence of a minister, the Care Team stepped up to meet pastoral needs, and created new ways to communicate with the congregation

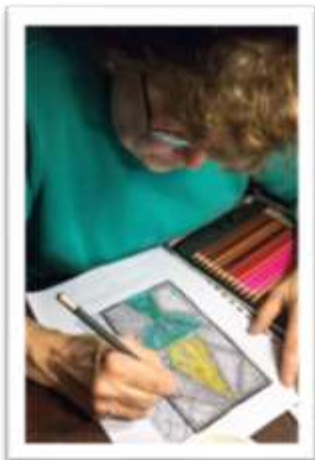
With the help of Church Administrator Mary Beth Hannan, a phone extension was added to the UUCK phone number enabling individuals to leave messages 24/7 asking for pastoral care. Susanna Smart joined the Care Team and has taken responsibility for monitoring these calls and forwarding them on to the appropriate person. Notification was regularly posted in the weekly enews and the Sunday Thread from the Web explaining how to request a pastoral response. The Care Team appreciates the patience of the congregation as our services and procedures evolved.

Ministerial pastoral services have been offered by Rev. Dave Clements, Rev. Christie Anderson and Rev. Renee Ruchotzke. Recently, professional counselors Mike Hovanscek and Stefanie Workman were hired to help relieve the workload of the Care Team volunteers. Mike, Stephanie and Care Team members have engaged in numerous pastoral visits and phone conversations.

In the fall, Care Team members sensed that there was potential for greater anxiety than usual due to the intense political climate, which was worsened by the void left by Rev. Melissa's absence, as well as the departure of Rev. Anya. In response, Care Team members developed stress reduction sessions for congregants such as tips for balanced living, meditative coloring, Reiki, and affirmative storytelling. Care Team members also provided assistance when three members of the congregation passed away during the year.

Care Team members include: Patty Miller, Trish McLoughlin, Susan Poole-Wilke, Lisa Theil, Camille Pavlicek-Fauser, Susanna Smart and Rev. Christie Anderson. Assistance has also been generously offered by Rev. Renee Ruchotzke, Elaine Bowen, Sandy Eaglen, Mary Beth Hannan, Mike Hovanscek, Stefanie Workman and Bonny Graham Esparza. All of us look forward to working with the new minister.

Submitted by Rev. Christie Anderson
on behalf of the Care Team



Report from the Committee on Ministry

The Committee on Ministry is now fully formed with three new members. The committee members are Lori Fatchet-McGee (chair), Shana Steinhouse, Chris Dum, and Trish McLoughlin. We are currently meeting monthly. Look for updates in church-wide communications.

Report from the Leadership Development Committee

The 2017-2018 fiscal year has been very busy for the LDC! Accepting our role in finding church members to fill a variety of leadership positions, we worked with people with established track records in previous assignments and identified new prospects who either had expressed a desire to serve or who the committee felt had underdeveloped potential. The LDC is charged with bringing together church members and open lay leadership jobs (either appointed or voted on) to create a relationship that strengthens individuals, builds connections and makes UUCK better in the present and future.

Roles that LDC worked to fill in FY18 included: Replacing two open Board positions (after resignations), finding a new Treasurer, and two new members for the Committee on Ministry. Finding the people with a good fit in a timely fashion was the top priority while faced with confusion and strong feelings tied to Anya's departure. A lot of time was spent accurately planning for off-set terms of leaving and remaining Board members.

Other openings that were addressed were Board positions available because of terms ending, a Financial Secretary (after Lois Weir becomes Treasurer), a Coordinator for the building project, a co-chair for the Endowment Committee and a Personnel Coordinator. There has also an identified need to create a new, short-term Interim Minister Search Committee, in case the first attempt to hire a settled minister is unsuccessful. All of these coordinated efforts were created on a very tight turnaround to assure that UUCK always has adequate lay-leadership.

Claudia attended a regional workshop on shared ministry held in Columbus and the team presented at the Ministries Fair. The LDC considered presenting a workshop on Restorative Justice, but a similar workshop was given in Cleveland and there was no need to create a competing event. We also met with Reverend Tom to make sure our efforts were focused in the right direction.



Report from the Membership Team

Team members: Barb Brovarone, Cheryl Casper, Diane Kloss, Mary Leeson, and Claudia Miller.
Greeter Team Coordinator: Trish McLoughlin

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

1. Chronicle the history of the Membership of The Unitarian Universalist Church of Kent and maintain an accurate Active Member accounting.
2. Provide programming for welcoming visitors, integrating new Members, and supporting Membership.

Highlights of our work this year:

- Certified 197 members in January, 2018
- Recruited Trish McLoughlin as Greeter Coordinator.
 - Continued efforts to recruit Greeters.
- Submitted budget request for \$1491 for FY 2019
 - increase of expenses for Breeze Church Mgmt Data System (software) (\$600/year)
- Prepared Membership Team Statement for Congressional Record
- Currently creating Activities Brochure for new/nearly new people.
- Submitted revised wording for Sunday morning Welcome to Worship Arts Team, revision has been adopted.
- Met with consulting minister, Rev Tom Chulak
- Contacting disaffected Members after interim conflict, responded to Board concerns.
- Change from Instant Church Directory to Breeze Church Mgmt. Data System for Directory
 - Discussed how to archive current membership book once fully digital.
 - Arranged for photos to enter into new directory, working toward full Community access.
- Invited Board members to February meeting.
 - Paulette, Jen, Shannon attended.
 - Jen indicated that the Board plans to develop a comprehensive communication plan to keep Board goal of being strategic.
- Assisted with setting up Church Picnic. Ingathering Ceremony to welcome New Members (11), celebrate Jubilee Member (5) ceremonies, and recognize First Anniversary Members.
- Met with Rev Renee to revise concept for New to UU Classes with the intention to create cohort of attendees.
- Reviewed UUA Welcoming Manual and Growth video.
- Explored ideas to change up New Member activity, ways for increasing involvement.
 - Discussed effectiveness of Visitor Card – seems reluctance to complete until after several visits.
- Continued with work Second Sunday Meet & Greet, New Member Picnic (38 invitations), of New to UU Classes, follow up contact with Visitors, Ministries Fair,
- Recruiting for Membership Team (ongoing).

The Membership Team welcomes anyone interested in our work to join our Team.

Respectfully submitted,
Claudia Miller, Facilitator
April, 2018



Report from the Ministerial Search Committee

The Ministerial Search Committee (MSC) diligently explored the Unitarian-Universalist Association's settled minister search process. The committee received this charge at the 2017 Annual Meeting by a congregational vote. Meeting almost weekly since June, they have:

- Interviewed and surveyed the congregation
- Researched UUCK history and the status of our current ministries
- Wrote a congregational and a ministerial profile
- Communicated frequently with the congregation and the Board of Trustees
- Created an electronic packet to share with prospective ministers that would showcase who we are and hope to become
- Studied sixteen ministerial profiles
- Selected four ministers with whom to conduct phone interviews
- Participated in the Rev. Tom Chulak's Targeted Ministry through formal discussions, and the planning and facilitating of a workshop to help meet unfinished interim goals
- Participated in one pre-candidating weekend

Upon receiving word on March 29 that the UUCK had not "matched" with a minister, they discussed options for continuing to meet the congregation's charge to find a settled minister. With Board consultation, they voted to enter Round 2 of the MSC process. The Search Committee is hopeful for a ministerial "match" and that the Kent congregation will have a settled minister for the fall.

Respectfully submitted,

Kathie Slater
Chair



Report from the Ministry Executive Team

The Ministry Executive Team (MET) devotes the majority of its attention to the day-to-day management and administration of the Church's ministries. We are charged with operating within the policies approved by the Board of Trustees and supervising the day-to-day business of the Church including:

- Collaborating with and provide support to the Church's Program Coordinators
- Working in collaboration with the Personnel Coordinator to make staffing decisions
- Fiscal responsibilities such as collaborating with the Finance Committee to draft the annual budget and review unbudgeted finances.
- Reporting monthly to the Board of Trustees

Our 2017-2018 MET is comprised of:

Sandy Eagle, Treasurer

Max Grubb, Past- Moderator

Elaine Bowen, Past-Moderator (in absence of a settled-minister)

MaryBeth Hannan, Congregational Administrator

Lois Weir, January –June 2018, FY2019 Treasurer in training

Report from the Plant-based Affinity Group

We meet the first Friday of the month from September thru June for a potluck dinner. All are welcome to bring a whole food, plant-based (vegan) dish to share. Why attend? Health....a whole foods plant-based way of eating has been shown to help prevent, stop and often reverse heart disease and several other chronic conditions. Our environment and animal welfare...animal agriculture is a major driver of climate change and environmental degradation. We can reduce our carbon footprint by 50% by going plant-based. We enjoy a delicious meal and share resources.

This group is co-facilitated by Trish McLoughlin and Rhonda Richardson



FY2018 Annual Program Area Reports: Lifespan Learning

Report from the Religious Education Committee

The members of the RE Committee for 2017/18 are: Michelle Bores; Kat Holtz; Cheryl Spoehr; Stefanie Workman; Heather Waltz; and Mary Leeson.

The RE Committee works closely with Lily Rappaport (Director of Religious Education) and Colleen Thoele (Religious Education Coordinator) to support programming for our children and youth.

RE volunteers were supported with a teacher training in August and a self-care retreat in January, with Yoga, meditation with movement, massage, chocolate meditation and journaling.

Our children were gifted with chalice charms during the "Blessing of the Backpacks" ritual. Committee members participated in summer RE programming.

Opportunities for multi-generational community were offered with a reverse tie dye party and the Halloween party. This year's party included Pumpkin Carols led by Mark Eckman and Trudy Diehl, Spooky Stories led by Amanda Rome, and of course the Haunted House created by our youth. Amanda Rome also organized several family game nights.

We served our church community by: cleaning and organizing the religious education classrooms and the newly created RE Source room; providing an opportunity to make snowflakes for the holiday decorating; providing candy and treats for the Easter egg hunt; revising the DRE and RE Coordinator job descriptions, and organizing the Sunday Service on May 13.

Our high school graduates were gifted with portable chalices.

Young adults received letters of love and encouragement, and invitations to participate in the formation of a young adult group.

We supported our larger community by collecting: toys for Kent Social Services; holiday gifts for ten children/youth in foster care; and cash donations for the Heifer project. Tanya Kahl also organized youth volunteers to prepare and serve lunch at Trinity Lutheran Church.

Respectfully submitted
Mary Leeson, Committee Chair



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)

What We Do – We meet year round to plan Hogwarts, a day camp we host twice a year for children and youth. We strive to empower children and youth to be compassionate thinkers and doers by using 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 for more. During the 2017-2018 sessions, we were able to introduce 30 new children to Unitarian Universalism.

Participants	Summer 2017			Winter 2018		
	UUCK	Other UU	Outreach	UUCK	Other UU	Outreach
Returning	37	2	27	26	8	36
New	4	1	12	3	0	18

Scholarships

14 students received scholarships in Summer 2017 \$700 Value

18 students received scholarships in Winter 2018 \$860 Value

Kent Potterfest (July 2017) - Main Street Kent hosted its second Kent Potterfest in July 2017. Organizers reached out to KentHogwarts to assist with the event. An estimated 30,000 people attended the event. Luna Hart presented a Defense Against the Dark Arts interactive presentation, Kayla Henry presented Potions. KentHogwarts partnered with the Sherman-Wells House to provide free activities including photo opportunities, make and take craft, and gave away free prizes.

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 2017 (in honor of Hufflepuff winning the W17 House Cup) we collected donations for the Portage Animal Protective League, a private non-profit organization dedicated to advancement of animal welfare and responsible pet ownership. Winter 2018 (in honor of Gryffindor winning the S17 House Cup) we collected donations for Alchemy Acres, a licensed wildlife rehabilitator in Salem, Ohio.

So many wonderful people make KentHogwarts happen. We are deeply grateful to the program founder, Becky Haines. Her passion for the empowerment of young people has inspired us all to continue this wonderful program. We are also thankful for our cast of 50+ volunteers - Sara Accettura, Amanda Barkhauer, Angela Barzizza-Young, Mary Bouch-Koslow, Heather Craige, Patty Dare, Laura Davis, Veronica Dunham, Sarah Ferguson, Chris Gleason, Bonny Graham-Esparza, Barbara Harter, Melody Harter, Jake Hart-Snyder, Kayla Henry, Warren Henry, Valerie Hura, Hope Joiner, Beth Kuemerle, Joe Kuemerle, Justin Kuemerle, Lydia Lumpkin, Gina Maida, Lynette Morrow, Allison Norris, Colleen Norris, Katelyne Norris, Emma Peshek, Nicole Polster, Andrew Rome, Ashley Rossetti, Gaille Ruhl, Cory Shirey, Susan Smith, Bethany Snyder, Kristine Sowa, Cheryl Spoehr, Natasha Swango, Colleen Thoele, Patricia Vargo, Liz Wagoner, Dana Wakefield, Heather Waltz, and Cordelia Wheatley. My sincerest apologies if your name is missing or misspelled. Our resident poltergeist, Peeves, loves to rearrange my letters after I have so carefully arranged them.



FY2018 Annual Program Area Reports: Social Justice and Community Outreach

Report from the Social Justice and Community Outreach Coordinator:

The past year brought continuing activism among church members and friends, notably work to challenge racism and to support rights and protections for immigrants. Church members led by Mary Ann Stephens and Christie Anderson organized a two-day workshop in April and May called Living the Pledge to End Racism. Some 40 church members, friends, and others participated and took a pledge to work to challenge racism. Participants developed a long list of ideas for church-wide racial justice work. After the workshop, church members and friends organized a new church task force, which they named Race for Justice (R4J). They wrote a mission statement that was approved by the church board. The R4J committee initiated two activities that had widespread support among pledge workshop participants. The activities are discussions of common readings and sharing circles in which participants share their own stories of racial awareness and the need for racial justice. Subcommittees for each activity were formed and the first common reading discussion took place. More activities are planned. Congregants have expressed enthusiasm for undertaking further racial justice education, advocacy, and relationship building.

Members and friends of the congregation also initiated and participated in efforts to support immigrants and to make Kent a sanctuary city. In October, 2017, church members voted unanimously in favor of a congregational resolution to support immigrant justice and to support efforts to provide sanctuary to immigrants.

Lee Brooker and other church members and friends led a city-wide effort in 2017 to make Kent a sanctuary city. A grassroots group called Kent Citizens for Democracy collected signatures and put a sanctuary city initiative on the ballot in Kent in November. They organized a talk at the church by Jeff Stewart, coordinator of the Immigrant Worker Project in Ohio. They organized a rally in downtown Kent to support the sanctuary city initiative, and Lee Brooker spoke in favor of the initiative at a League of Women Voters event. The sanctuary city initiative failed to pass by 584 votes.

The Social Justice Council co-sponsored with the Kent Alliance with Global Communities a panel discussion called "Immigrant Policy for Allies." The Social Justice Council also co-sponsored with the local chapter of Democratic Socialists of America a screening of the film "13th" followed by a discussion about the criminal justice system.

Human Rights Task Force chair Lee Brooker attended the UU Social Justice/UUs for Just Economic Community healthcare justice conference in Washington, D.C. Lee met with Senator Rob Portman in his office to urge him to support Medicare for All or at least to preserve the Affordable Care Act.

Vivien Sandlund attended the annual conference of UU Justice Ohio.

Members of the congregation marched in several cities in the March for Our Lives to end gun violence.

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 continued to prepare and serve 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.

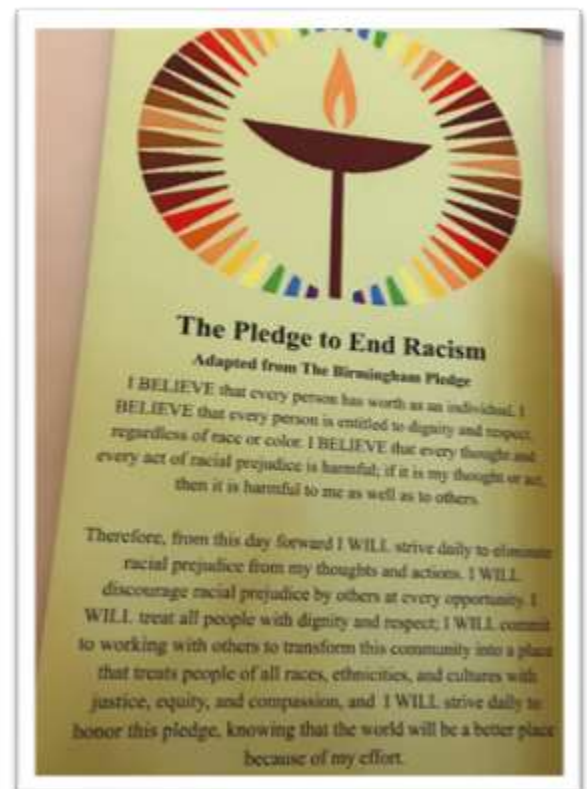
Church members continued to tutor at Skeels Community Center in Ravenna, helping grade school students with their homework after school.

Congregational special offerings this past year went to the Immigrant Worker Project, Lovelight, Single Payer Action Network (SPAN) Ohio, Kent Citizens for Democracy, UUA Southern Region's Hurricane Recovery Funds, Spelman AME Chapel, Veterans for Peace, Community Action Council Emergency Energy Conservation Fund, and March for Our Lives. The Religious Education program donated supplies for hurricane relief.

Report respectfully submitted by Vivien Sandlund, Coordinator of Social Justice

Special Offerings 2017-2018

Immigrant Worker Project	\$ 612.00
LoveLight, Inc.	\$ 359.00
SPAN Ohio	\$ 259.25
Kent Citizens for Democracy	\$ 431.25
UUA – Hurricane Relief (USA)	\$1,166.00
Spelman Chapel AME Church	\$ 946.00
Veterans for Peace	\$ 544.00
Community Action Council Emergency Energy Conservation Fund	\$1,105.50
Family & Community Services	\$ 592.00
March for Our Lives	\$ 700.00
Total	\$6,715.00



Report from the Green Sanctuary Committee

Green Sanctuary

On February 17, 2017 a landmark point in the UUCK commitment to the 7th principle was acknowledged when we were officially notified by the Green Sanctuary of Unitarian Universalist Association of Congregations:



"You are now officially recognized as Accredited. Congratulations! It takes so much dedication, creativity and leadership to arrive at this place, and we thank you for your commitment to this ministry. . . . From awareness about water to meditation in your garden, rain barrels to socially responsible sweat shop, plant-based foods to reducing your carbon footprint, and permaculture to relationship building with the Child Development Center and many others, your projects reflect a congregation alive with possibility, beauty and integrity."

The four project areas and projects include:

Environmental Justice

Cultivating a Local Community Environment with Food for All

Worship and Celebration

Precious Water: Cultivating awareness and action
Bringing Balance: Meditation and Memorial Gardens
Services related to the 7th UU Principle

Religious Education

Ministry for the Earth gardening and stewardship
Environmental Justice Film Series
Green Library: Resources and forums

Sustainable Living

Cultivating Ecological Design - Permaculture Garden Campus
The Greening of Social Hour
Cultivating Awareness and Action: Refusing, Recycling, Re-using, Composting, and Electronics Recycling Review

As we continue to work and dream together to bring our regenerative visions into our local and planetary homes we are shaping the future with our projects as they and we evolve together to enable a kinder and greener world.

For more information and to join in on any of the projects and to suggest others, please contact Green Sanctuary: church office.



FY2018 Annual Program Area Reports: Worship and Music

Report from the Celtic Clan

The Celtic Clan of Kent is a five member band. We play about thirty concerts a year as outreach to local nursing homes and retirement facilities. We also play at the Kent Haymaker Market and for several charity fundraisers. All funds we receive are donated to the church.



