

FY2019 ANNUAL REPORT

UNITARIAN UNIVERSALIST

CHURCH OF KENT

INFORMATION AND DISCUSSION: MAY 15, 2019 7:00 PM
VOTING: MAY 19, 2019 11:30 AM



Opening Our Doors Together

2019

Unitarian Universalist Church of Kent
228 Gougler Avenue • Kent, Ohio 44240
<https://kentuu.org>



Cover Art: "Opening Our Doors Together" FY2019 stewardship logo designed by Saul Flanner.

Annual Report for Fiscal Year 2019

Information and Discussion Meeting: May 15, 2019, 7:00 PM

Voting Meeting: May 19, 2019, 11:30 AM

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Congregational Administrator: MaryBeth Hannan

Director of Music: Hal Walker

Director of Religious Education: Colleen Thoele

Affiliated Community Minister: Rev. Renée Ruchotzke

Commissioned Lay Minister: Rev. Christie Anderson

Commissioned Lay Minister Candidate: Kathy Kerns

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Moderator: Dani Beale

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Income Generation

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Capital Campaign Treasurer, Kay Eckman

Grocery Card Fundraising Team

Thanks-4-Giving Auction

Community Within

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Volunteer Ministries Coordinator: Claudia Miller

Leadership Development Committee

Membership Team

Ministry Executive Team

Lifespan Learning & Spiritual Development

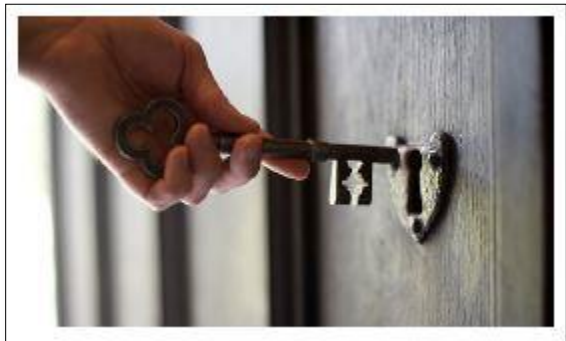
Religious Education Committee

Kent Hogwarts

Social Justice & Community Outreach

Social Justice and Community Outreach Coordinator

Race 4 Justice Team



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

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

Information and Discussion: May 15, 2019

Voting Meeting: May 19, 2019



Agenda

Welcome, Opening words and chalice lighting	Rev. Steven
Singing Together	
Highlights of the Year	Dani Beale
Approve Annual Meeting Minutes from May 27, 2018	
The FY2020 Budget	Lois Weir
Presentation of the Slate	Leadership Development Committee
The Election	
Appreciation of Outgoing Leaders	Jen May
Updates	
Closing Words and extinguishing the chalice	Rev. Steven



The Leadership Development Committee presents the following

Election Slate for Fiscal Year 2020

Board of Trustees

<u>Name</u>	<u>Term</u>
Liz Bright	3 years, through June 30, 2022
Vivien Sandlund	3 years, through June 30, 2022
(TBD)	3 years, through June 30, 2022

Financial Secretaries

<u>Name</u>	<u>Term</u>
Jeffrey Zanders	3 years, through June 30, 2022
Bonnie Harper (Alternate)	1 year, through June 30, 2020

Endowment Committee

<u>Name</u>	<u>Term</u>
Shirley Kiernan	3 years, through June 30, 2022

Leadership Development Committee

<u>Name</u>	<u>Term</u>
Trish McLoughlin	3 years, through June 30, 2022

The following individuals will be continuing in their elected terms

Board of Trustees

Jennifer May	1 year, through June 30, 2020
David Brown	1 year, through June 30, 2020
Colleen Norris	1 year, through June 30, 2020
Blaine Vesely	2 years, through June 30, 2021
David Smeltzer	2 years, through June 30, 2021
Diana Watt	2 years, through June 30, 2021

Financial Secretaries

Saunis Parsons	1 year, through June 30, 2020
Ann VerWiebe	2 years, through June 30, 2021

Endowment Committee

Carolyn Schlemmer	1 year, through June 30, 2020
Elaine Bowen	2 years, through June 30, 2021

Leadership Development Committee

<u>Name</u>	<u>Term</u>
Claudia Miller	1 year, through June 30, 2020
Rhonda Richardson	1 year, through June 30, 2020
Outgoing Board Trustee (Dani Beale)	1 year, through June 30, 2020



DRAFT

I. Andrew Rome, Moderator, called the meeting to order at 12:51 p.m. and asked Claudia Miller for a count of members present. Claudia reported that there were 86 members present and that we had a quorum. Andrew lit the chalice and read from the mission and covenant. Andrew's comments included that he was grateful for everyone's contributions during the past year. He then made announcements and gave an explanation of voting procedures.

II. Settled Minister Candidate: **Kathie Slater made the motion to call Reverend Steven Protzman as a settled minister. Seconded by Elaine Bowen.** There being no discussion, the paper ballots were collected and counted. (See IX. For results.)

III. **Sandy Eaglen made a motion to approve the annual meeting minutes of June 4, 2017. Seconded by Vivian Sundlund.** No discussion. **There was one abstention, all others voted in favor, motion passed.**

IV. Eugene P. Wenninger Ministerial Endowment Fund: Andrew made a special announcement about Gene Wenninger's gift: Gene wanted to help the church through the next five years. Cheryl has offered to add \$17,000 to Gene's bequest.



Gene Wenninger

- V. Sandy Eaglen, Treasurer, spoke about Stewardship and the Fiscal year 2018-2019 Budget:
- A. The Pledge total was up 4% from last year. Some increased their pledges by 20%.
 - B. We have a balanced budget. It is ambitious, it required some juggling and moving things around, but Sandy finds it to be a workable budget.
 - C. The fiscal year ends June 30th, if you can't meet your pledge call the church office.
 - D. The package for Rev. Protzman, the settled minister candidate, will be saving \$6,400 because he will only need a single health plan, and they budgeted for a family health plan.
 - E. Loge tickets for Hamilton: the Board of Trustees are raffling off a pair of Loge tickets to the play *Hamilton* in Cleveland on July 31st, 2018. Proceeds will benefit the UUCK operating budget.
 - F. Budgeted amounts for new hall construction
 - G. Sandy stated that her term as Treasurer is over, and thanked the congregation for the opportunity.
 - H. Marion Yeagler and Claudia Miller presented gift cards and flowers to Sandy Eaglen and thanked her for 6 years of service.
 - I. **Rod Thompson made the motion to approve the budget. Seconded by Lori McGee. There was one abstention, all others voted yes, motion passed.**

VI. Lois Weir gave a Building Expansion Team Update: Fire department and storm water management issues delayed the start of the building. They are now working with the architect to finalize the site plan, and they hope to begin construction this summer.

VII. Election Slate for Fiscal Year 2019:

A. Board of Trustees:

- 1. Jennifer May through June 30, 2019
- 2. Paulette Thurman through June 30, 2020
- 3. David Smeltzer through June 30, 2021
- 4. Blaine Vesely through June 30, 2021
- 5. Diana Watt through June 30, 2021

B. Financial Secretaries

- 1. Ann VerWiebe through June 30, 2020
- 2. Saunis Parsons through June 30, 2021
- 3. Sandy Eaglen (Alt) through June 30, 2019

C. Endowment Committee: Elaine Bowen through June 30, 2021

D. **Randy Leeson made a motion to accept the slate as proposed. Seconded by Dan Hayes. There was one abstention, all others voted in favor, motion passed.**

VIII. Appreciation of Outgoing Leaders - Dani Beale : gave thank you cards and a flower basket to each.

- A. Cheryl ?
- B. Marylou Holly
- C. Jeff Marsh
- D. Andrew Rome
- E. Sandy Eaglen

IX. Settled Minister Candidate Voting Results: Andrew reported at 1:25 p.m. that the votes had been counted and that 100% supported the motion, **the motion to call Reverend Steven Protzman as a settled minister passed unanimously.** As Hal Walker led the congregation in singing “I am U-U, you’re U-U too, we welcome you this day,” Andrew invited Rev. Steven, Saul Flanner, and Kathie Slater forward. Rev. Steven said “I gladly say yes!” Saul said “Thank you for accepting our call.” Andrew and Rev. Steven signed the document.



Reverend Steven Protzman

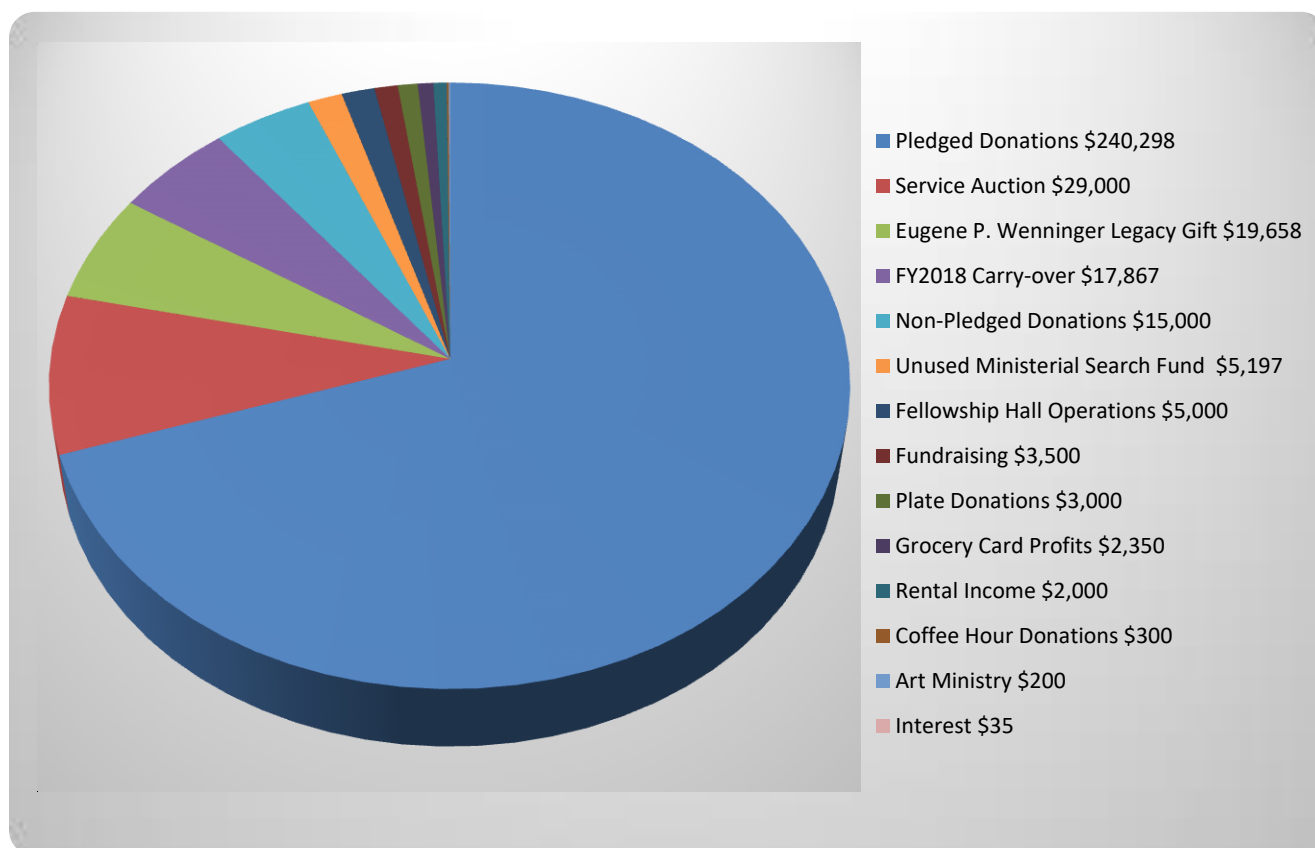
X. Andrew adjourned the meeting at 1:31 p.m.



Fiscal Year 2020 Program Budget Proposal

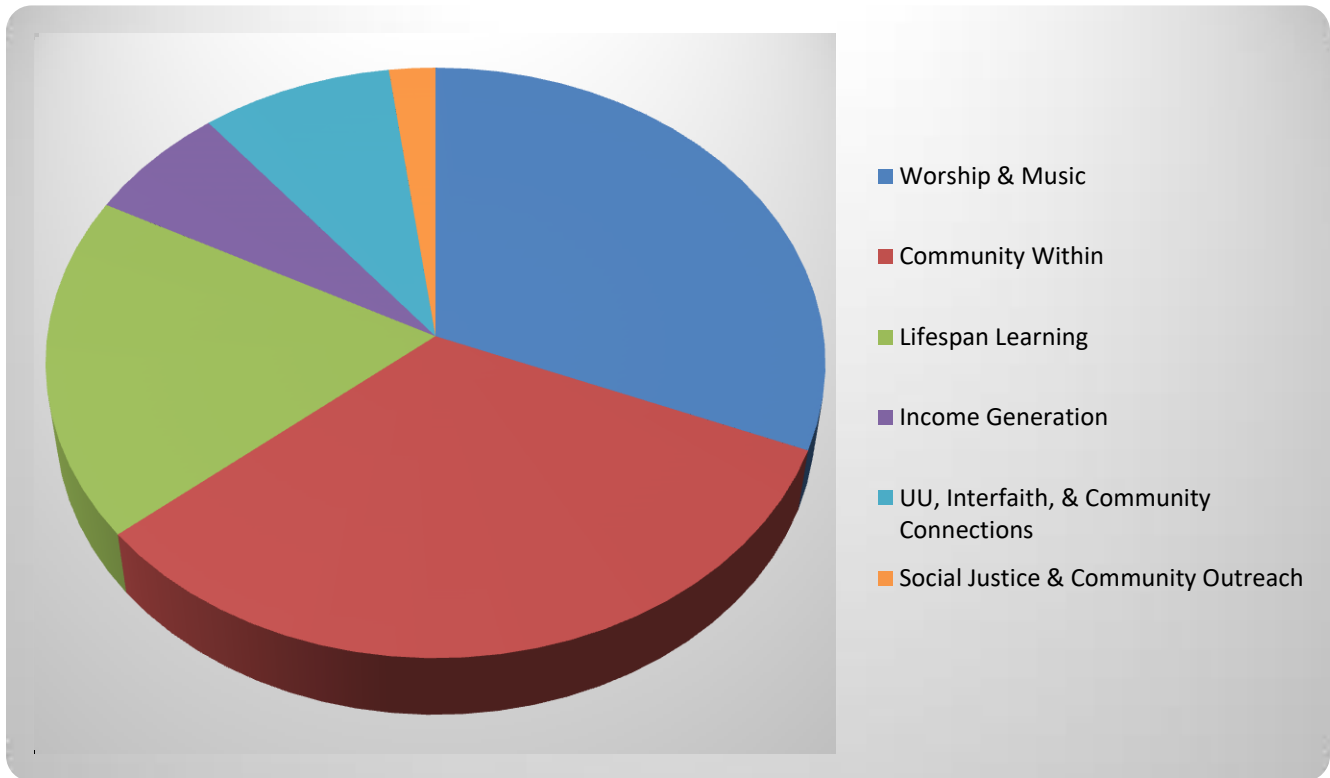
FY2020 Proposed Revenues

Pledged Donations	\$240,298
Service Auction	\$29,000
Eugene P. Wenninger Legacy Gift	\$19,658
FY2018 Carry-over	\$17,867
Non-Pledged Donations	\$15,000
Unused Ministerial Search Fund	\$5,197
Fellowship Hall Operations	\$5,000
Fundraising	\$3,500
Plate Donations	\$3,000
Grocery Card Profits	\$2,350
Rental Income	\$2,000
Coffee Hour Donations	\$300
Art Ministry	\$200
Interest	\$35
Total	\$343,405



FY2020 Proposed Program Expenses

Worship & Music	\$106,959
Community Within	\$112,810
Lifespan Learning	\$64,356
Income Generation	\$22,302
UU, Interfaith, & Community Connections	\$29,778
Social Justice & Community Outreach	\$7,200
FY2019 Proposed Program Expenses	\$343,405



*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.

Report from the Minister

*There must be communities of people
Who seek to do justice
Love kindness and walk humbly...,
Who call on the strength of Soul-force
To heal, transform, and bless life.*

-Rev. Rebecca Parker

During my second candidating sermon a year ago, I offered you an invitation: "And now, on this day when we have an opportunity to shape the future of this congregation, I know your spirit is yearning to be bold... to be audacious...to speak and share and live our UU message of love and hope with courage and with faith. I am eager to join you in this holy, powerful and transforming work. The work of helping one another become more fully human, discovering who you are meant to be and living life as fully as possible. The work of being a congregation that takes meaningful risks, embraces change, celebrates its abundance, and joyfully loves the hell right out of the world." I invited us to continue being a community that seeks to do justice, love kindness, walk humbly, and call on life itself for the strength needed to heal, transform, and bless life.



It was an exciting moment when you said yes to this invitation through a unanimous vote to journey together in a covenant of mutual love and respect as congregation and minister. Then it was time to begin the transition over the summer months, including a trip to Kent to find a place to live and to meet with the staff to plan the year. As I prepared to move, I received a warm and gracious Ohio welcome. There were many offers of help and I received many gifts, cards and notes of welcome as I began to settle in. And now, as we reach the end of our first church year together, it is good to stop and reflect, to look back and remember all that we've experienced and achieved together as we've gotten to know each other and started a new chapter of UUCK's history.

Worship

One of the primary tasks of a spiritual community is worship. We gathered in worship each week to celebrate and reflect on life's big questions and affirm our shared humanity. The Worship Arts Team and I met regularly to plan services, to learn from one another, and to reflect on worship related topics. Soul Matters provided a monthly theme around which we wove in holidays and other important occasions. To create more opportunities to be together as a community of all ages, we had an all ages service every month. Our Religious Education Director Colleen Thoele worked closely with me, the Worship Associates, and many volunteers to create playful and inspiring services. We celebrated Water Communion, Apple Communion, Thanksgiving, Christmas, Martin Luther King Jr.'s birthday, Hogwarts, Spring, Easter/Earth Day and Flower Communion. During the year, we welcomed guest speakers, including Chris Crass and Melissa Jeter, who led services on racial justice, and we honored our children and youth with Religious Education Sunday and a Coming of Age service. Another highlight of our worship services was my installation ceremony in mid January in which you and I formally entered into our covenant of mutual love and respect. Thank you to everyone who made that day so beautiful and so memorable. Under the leadership of our Music Director, Hal Walker, all our very fine musicians enriched our worship services with beautiful and inspiring music. Thank you to the Peace

Choir, the Tone Chimers, the Fallow Time Folk Orchestra, the Celtic Clan, the Tarnished Brass Ensemble, Vanessa, our very talented Accompanist, and everyone who offered your gifts of music to the congregation through the year.

Governance, Mission and Vision

The Board of Trustees worked very well together as a team this year, stepping up as needed for extra meetings, leading town halls to keep you informed, restarting the practice of a listening post each month on the first Sunday, making decisions informed by our mission and vision, participating in our all member pledge drive canvass, and crafting thoughtful policies as we continue to move toward being a Program sized policy-based congregation. During a retreat in the fall to deepen relationships and plan our year together, the Board and I worked together to create a series of congregational goals to guide our ministry priorities for the year. The Board and I then hosted a town hall where the congregation was invited to respond to the goals and to brainstorm ideas. Out of this town hall came an excellent list of ways to live out our goals. The Ministry Executive Team met each month to make decisions about our day to day operations and ministry, including monitoring our finances and creating a draft budget for fiscal year 2020, crafting policy and procedure recommendations for the Board, meeting with the Ministry Coordinators, and dealing with buildings and grounds issues. Thank you to our Board of Trustees and to our Ministry Executive Team for collaborating with me to keep our congregation running smoothly.

The new social hall remains a central question in discerning our future. The Building Expansion Team has been meeting regularly and we were able to make progress that included gathering bids and selecting a contractor. I also proposed that we assemble a start up task force for the new social hall to create the policies we will need for the building, make recommendations about rentals and building use, and oversee how we will manage and maintain the building. It is disappointing that the process continues with no clear date to begin construction and building costs that currently exceed our funds, but we will continue to discern the best way forward to meet 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 Shared Ministry

African American poet Gwendolyn Brooks says that:

we are each other's harvest:

we are each other's business:

we are each other's magnitude and bond.

Ministry, which is the main reason this spiritual community exists, is about serving the needs of others. Ours is a shared ministry in which each of us contributes our time, our talents, our gifts so that our mission and our vision are made real both within our walls and out in the world. To help emphasize our shared ministry, we commissioned the choir, the Board of Trustees and our Religious Education teachers during worship services in the fall, and we held our annual shared ministries fair in October. I met with the Social Justice Council to continue our conversation about revitalizing and expanding our social justice ministry. Out of our initial meetings two important needs were identified: adult religious education that includes social justice learning and social justice leadership development. It was also exciting to see the Race4Justice team continue to meet and to plan a major Racial Justice workshop led by Chris Crass, a UU leader of this work, plus create two task forces to lead the congregation in both education and personal growth as well as activism in the larger community.

All of our ministries, committees and activities are supported and nurtured by the Committee on Shared Ministry (CoSM). This committee continues to ask the important questions of what shared ministry means as they monitor the life and work of the congregation. This committee was the Committee on Ministry, but I recommended that its name be changed in order to better reflect our congregational culture of shared ministry. I met with the CoSM regularly to report on the state of our ministries, share any concerns and issues needing their attention, and make recommendations for the committee's work. At the request of the Board, I

have asked the CoSM to lead a process this fall with the congregation to create a Covenant of Right Relations that will provide tools and guidance for how we are in community together.

We have an excellent, talented, dedicated staff that leads our shared ministry. It has been a pleasure to work with MaryBeth, Hal, Colleen, Brian and Michelle, and I am grateful for all the help they've given me as I've settled in and for their willingness to answer what must have seemed like endless questions the first few months! One of the big highlights of the year was hiring Colleen as our Director of Religious Education. She has stepped into this role with energy and vision and it has been a joy to watch her grow into this position. I held weekly staff meetings during which planning is done, information shared, issues or concerns are raised, and each staff person checks in professionally, sharing what they've been doing, including professional development opportunities. In addition, all of the staff participated in two retreats where we deepened our relationship with each other, reflected on our mission, and did some long range vision work. In addition to the wonderful staff, we are blessed by an excellent Affiliated Community Minister, Rev. Renee Ruchotzke, our outstanding Commissioned Lay Ministers, Rev. Christie Anderson and Lori McGee, several very talented Commissioned Lay Leader Candidates, Lisa Thiel, Cal Frye, and Kathy Kerns, as well as our many talented and generous lay leaders who help us thrive.

My Ministry

I wrote a series of goals for this first year to guide my ministry. My priorities this year included getting to know people and building relationships, attending meetings to understand the state of our shared ministry, settling into routines and becoming part of the Kent community, and working together to achieve our shared mission and vision. I've enjoyed meeting the members and friends of this congregation in a variety of ways, including attending committee meetings, one-on-one conversations for pastoral care or getting acquainted, special events such as the Auction, the Cuyahoga River Concert series, and the many social events. Highlights of my first year included teaching a six-week Adult Exploration Class on UU History, working with the Generosity Team (formerly the Stewardship Committee) to do an all member canvass as part of the annual pledge drive, working with the Membership Team to revise our New to UU and New Member classes and procedures, a start up workshop with our regional staff person Rev. Sunshine Wolfe and leaders of the congregation, and my installation service. I attended the annual Minister's Chapter retreat, meetings of the Kent Interfaith Alliance (KIFA), meetings of our minister's cluster, and events hosted by KIFA. I will also attend General Assembly in Spokane, Washington, in late June, and I am one of the worship team for Summer Institute. Thank you for the time and very generous professional development funds that allow me to serve the larger community and continue my professional growth.

Life Passages

Part of our shared life together is marking the milestones and transitions of the lives of the people in our community.

Child Dedications: Shyamasundar Lamarr Lee

In Loving Memory: Olive Hobbs
Bev Cole
Gene Wenninger
Gabriel Lopez

With Gratitude

On July 31st I will finish my first year as your settled Minister. I feel so very blessed and fortunate to serve this faith community! It has been an energetic and exciting first year, thanks to your commitment, the gifts of your time, energy, talents and skills, and your financial support. Week after week, I am amazed and humbled by the generosity, kindness, enthusiasm, love and commitment of each of you, as you serve as Board and MET members, lay leaders, ushers, hospitality team members, religious education teachers, pastoral care providers, musicians, worship associates, committee members, social and racial justice leaders, and all the many ways you serve as you bless this community and the wider world with your time, passion, and energy. Thank you!

May our dreams and hopes for this diverse spiritual community and Unitarian Universalism continue to guide and inspire us as we inspire love, seek justice and grow in community!

With deep joy and gratitude,

Rev. Steven

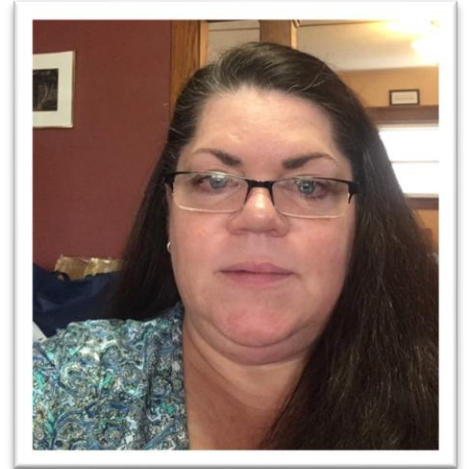


Reports from the Staff: MaryBeth Hannan, Congregational Administrator

Fiscal year 2019 began with welcoming our new settled minister, the Rev. Steven Protzman, to our UUCK community! I think I can speak for all staff in saying, "We're enjoying Rev. Steven's leadership of our staff team as well as the opportunity to work in shared ministry with him." His enthusiasm for ministry has brought a positive energy to the church office and his support of the staff is both inspiring and appreciated.

My ministry as your Congregational Administrator is to serve and work in support of the mission and life of this congregation. I like to think of my responsibilities in terms of how the multiple and varied tasks support all areas of our church programming -- Worship and Music, Lifespan Learning, Income Generation, Community Within, Social Justice and Community Outreach, and UU, Interfaith, and Community Connections.

A few examples of how my responsibilities are divided among the program areas would be setting up the Breeze database and training our Membership Committee on how to use it (Community Within), maintaining the pledge database and paying the bills (Income Generation), or answering a request for support from another UU administrator or church (UU, Interfaith, & Community Connections). I am blessed with the opportunity to support our mission and serve this church through daily routine office tasks as well as providing support for the numerous programs, committees, and teams that make up this wonderful community.



Below is a snippet of the job responsibilities and activities this past fiscal year

- Office administration
- Support for all ministries and programs of the church
- Bookkeeping (accounts payables and receivables)
- Payroll administration
- Collaborating with our Church Treasurer
- Human resource and benefits support for UUCK Staff
- Church database management (Breeze, QuickBooks)
- Supervision of the Church Sexton
- Member of the Ministry Executive Team
- Member of the Finance Committee
- Administrative and bookkeeping support for the Capital Campaign
- Regular weekly staff meetings and bi-annual staff retreats
- Collaboration with the Generosity Team and support for the annual pledge drive along with maintaining the pledge database
- The Annual Report
- Board of Directors for the Association of Unitarian Universalist Administrators and AUUA member, including
 - monthly AUUA Board meetings via Zoom Meetings
 - AUUA Good Officer training and consulting
 - Attended the annual AUUA Board retreat, trainings, annual meeting, and Professional Days
- Attended UUA General Assembly
- Provided support/mentoring to another local UU administrator
- Provided support to local UU congregation treasurer along with QuickBooks training
- Participated in the Chris Crass workshop for racial justice
- Attended a governance workshop for non-profits hosted by local professionals specializing in non-profits
- Continued participation in Kent-area interfaith gatherings of church administrators and administrative assistants

As mentioned in the past year's activity list, I have expanded my ministry to the greater UU world via my involvement and seat on the Board of Directors for the Association of Unitarian Universalist Administrators (AUUA). As this fiscal year comes to the close, I am completing the second year of my Board term. I continue to support AUUA membership growth as well as serving as Bookkeeper/Asst. Treasurer for the organization. In addition to what I call "back bone work" for the organization, I also have gone through training and serve as a Good Officer for the AUUA. The Good Officer program was introduced in order to provide support to UU Administrators that are struggling or find themselves in a challenging situation with their ministry and/or with their congregation or church leadership. Looking ahead to next fiscal year, I will continue to serve the AUUA both as Good Officer and as the Treasurer.

Much of my professional development takes place at the annual AUUA Professional Days (offered in the days prior to General Assembly) as well as attending the UUA General Assembly. This past year they were held in Kansas City, MO.

AUUA ProDays offerings focused on:

- Administrators role in Racial Justice
- Emergency preparedness
- Human resources
- Self-care for Administrators

And during General Assembly I had the opportunity to participate in the following workshops:

- Congregations as Employers: Putting Values into Practice
- Conflict, Covenant, and Community

An important additional professional development opportunity came with the Chris Crass Workshop – Courage for Racial Justice, Courage for Collective Liberation. The workshop was dynamic, energetic, and inspiring. As a result, our staff continues the conversation in our weekly meetings. If you happen to stop by the church office take notice of the "History of Racial Injustice" calendar that now hangs in the meeting area – sadly, each day offers yet another example of much needed improvements in human relationships.

Several years ago, via congregational vote, this congregation put your UU values into action and committed to fair compensation for staff. Your support and commitment to economic and social justice for staff in part allows for our professional growth and which in turns strengthens and grows our skills to serve this congregation and Unitarian Universalism. Thank you for your continued generosity.

None of us travel this journey alone and I am honored and grateful to share this journey with our wonderful staff team and you, the members and friends of this wonderful congregation. Thank you for the privilege to serve with you.

In peace and appreciation,

MaryBeth

Reports from the Staff: Hal Walker, Music Director

It's been a real pleasure having our new minister at the helm of the ship. I've enjoyed working with Rev. Steven as my supervisor. I appreciate his support of the staff and music program here and his standard of excellence in Sunday morning worship services.

The musicality of our congregation got to shine on January 12 at Rev. Steven's installation service at the UCC church in Kent. When our



musical ensembles get together, we have an enviable display of heart, soul, sound and talent. I especially enjoy directing musical pieces such as “Woven Together” by Jacob Narverud that bring the orchestra, choir and congregation together to create a breathtaking “large church” experience of many voices. At the installation, we created several such moments and also witnessed Rev. Steven’s debut as a member of the UUCK Tone Chimers.

I continue to enjoy the benefits of weekly rehearsals with committed ensemble members. It’s amazing what we can accomplish when regular people show up to regular rehearsals.

UUCK Peace Choir

This past Sunday evening, our attendance at Peace Choir rehearsal was a bit smaller than usual. I stood in the center as I asked the choir to form a circle around me to sing the Bach Alleluia that we’re working on for Easter. It was beautiful. I wish that each person in our congregation could experience that kind of surround sound. Once again, I was struck by the amazing warmth of the acoustics in our sanctuary and wonderful blend of voices that we consistently reach among our singers.



As usual, our choir membership grows at Christmas and then fluctuates throughout the year. but the core of committed singers creates a fine musical family. We could definitely use a few more voices to fill out the choir. Please consider joining us to sing on Sunday evenings from 6:30-8:00. (email me at halwalker@mac.com) Special thanks to our accompanist Vanessa Vesely, whose presence opens up musical doors for our choir that would never be possible without her. Her expertise at the piano is a real treasure in our congregation.

Tone Chimers

The Tone Chimers have continued to mature as a bell choir. Currently, we have been preparing a very challenging piece for Music Sunday (April 28) and for the “Fiesta of Bells.” (May 5th in Stow) We need a few extra “ringers” for this piece and I’m so grateful for the willing responses when I reached out to find volunteers. We have a very solid core of committed ringers but it’s very useful to have some extras to call on when needed. Again, the regularity of rehearsals and attendance has produced remarkable results.

Fallow Time Folk Orchestra

This year, the orchestra has had fewer performances than in recent years. We have a very willing and talented group of musicians that are fluent readers of anything I put in front of them, but I tend to make the task of composing and arranging music more difficult than it needs to be. With about 4 years of arranging behind me, I have set high standards for myself. I get discouraged by the thought of continually having to produce new music, so I avoid scheduling rehearsals and performances for the ensemble.



Thinking about the future of the Fallow Time Folk Orchestra, I have a new vision. Using the music that I've already arranged, I'd like to create a repertoire "book" that we maintain and use for performances throughout the year, year after year. I'd like to work on building and refining the existing body of repertoire for our group. Rather than receiving new music each week, each player would play their part from this "book of Fallow Time Folk standards."

The biggest challenge to this vision is the reality of the fluctuating instrumentation of available musicians (not to mention the personal challenge of compiling all that music). In addition to the dozens of "special music" pieces that I've arranged, I have arranged 75 hymns from our hymnal that are ready for use to accompany congregational singing. This vision that will save a lot of paper and make weekly rehearsals much more manageable.

Cuyahoga River Concert Series

On May 10, we are completing our 7th year of concerts at the church. By that time, we will have hosted 8 concerts this year. The *UU've Got Talent* concert was our best ever! We had a really great blend of talent in the show. Also, we hosted a concert of local songwriters called *Writers on the River*. It was one of the best attended concerts of the year and I hope to continue the practice of spotlighting local talent. As always, considering the quality of acts that are performing, I'd love to find a way to fill the seats. Big thanks to a new member of the team, Kitty Endres, who has been helping with promotions. And thanks to Kim Homsher who has been the co-host of the concert series for 4 years now.

*** 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. ***

The Golden Tones

Our young peoples choir has been on a hiatus this year. We've had several memorable performances by our young voices, but the enthusiasm for regular rehearsals and performances has waned this year.

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. 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*. 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.

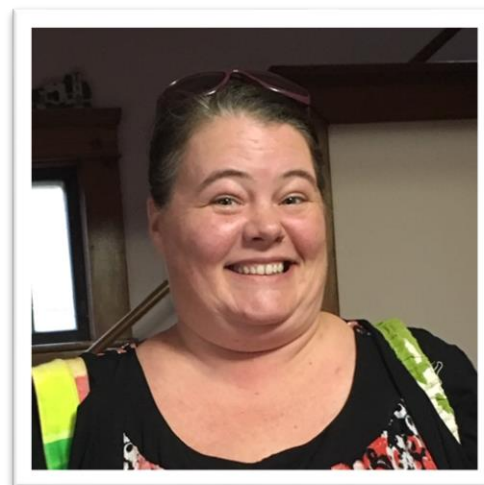
Hal Walker
Music Director

Reports from the Staff: Colleen Thoele, Director of Religious Education

Faith Development

Summer 2018 started with the religious education program Fantastic Adventures! Each Sunday was a new adventure. The children learned about Norse, African and Native American mythology –just to name a few. Middle and High School youth were encouraged to assist in the lessons.

In August, as summer vacation drew to a close, we held our first annual RE families picnic where food and fellowship overflowed. Later that month, as kiddos headed back to school, Rev Steven and I performed a Blessing of the Backpacks ceremony. Each child and youth returning to school received a special charm with rainbow beads and a silver key to remind them that their church community is with them even when they are away from us.



Fall RE launched in September with classes during first service for children nursery age through 6th grade. Second service consisted of classes for middle and high school aged youth. All in all our Sunday morning programming included the talents and dedication of 24 adult volunteer teachers serving 89 children and youth! One of the many highlights of this RE year was the re-introduction of the Coming of Age program. This rite of passage class for high school aged youth was held during second service. Each youth was paired with a mentor who counseled and supported them as they reflected on their own personal faith journey. The program culminated in a youth led Coming of Age service where they shared with the community their credos. Led by Dan Flippo, Mary Ann Kasper, Donna Craver and Rob Waltz, this group of youth challenged themselves all year long and it was a true blessing to watch them grow and discover their faith.

January, once again, brought our Justice Intersession. Regular RE programming is put on hold for January so that our children and youth can work on racial justice and de-centering whiteness. This year we used the book *A is for Activist* to learn about all the ways young people can engage in making the world a more equitable place. Justice Intersession culminated in our children and youth choosing a two-step service project. They chose to feed the hungry. First, they collected money by holding a “rally” during our special offering encouraging the whole congregation to support a local hot meals program. Their efforts raised \$807.36! Wrapping up the RE year will be a day of service on May 26 where they will prepare meals for local shelters and deliver them.

While February was cold, our Winter Hogwarts session was filled with warmth and hope! Using book six of the Harry Potter series, the volunteers and leaders of Hogwarts Kent did a masterful job of weaving a hope for a better world (with action!) throughout the session.

Throughout spring time as the sun mercifully returned, our RE classes and volunteers worked to create a special RE Sunday worship service.

Outside of Sunday morning we had several opportunities for faith development throughout the year. In November, Rev Christie Anderson provided a workshop for parents of young children focusing on how to talk about race with young ones and why it is important to do so. The RE committee and myself also supported the youth led haunted house/Halloween party and Easter egg hunt. In the Spring I led a workshop for our UU Girl Scouts to help them earn their My Promise, My Faith pin. Classes also began for our UU Cub Scouts using the UUA program "Love and Help". Once completed the scouts will earn their Faith Emblem.

Worship

The all-ages services made a fine return this year with the support of Rev. Steven! One of my favorite things is the Time for All Ages portion of the worship service and I led it seventeen times. I was pleased to co-lead worship services for all ages four times and lead four times. A special moment was during the installation of Rev Steven where I presented a charge from the children to their new settled minister.

It has been wonderful to join the Worship Arts team this year and to participate in crafting meaningful services!

Professional Development

Over the course of this year, I had the privilege of training in many areas including OWL, teacher development, youth ministry and dismantling white supremacy. I attended the LREDA fall conference in Houston, TX and the Chris Crass workshop right here at the church.

A highlight for my professional development this year was being accepted into the Religious Education Credentialing program through the UUA. I am thrilled to be diving deeper in to this soul growing work through the credentialing program!

In February, Rev. Sunshine Wolfe came to UUCK to provide a DRE Start Up workshop for the RE committee, volunteers, Rev Steven and myself. This time spent together helped us to focus on the big picture. It was during this workshop that the RE committee and I chose three goals to begin working on immediately. Those goals are to nurture and support our youth programming, commit to the portfolio model for our committee going forward, and creating more opportunities for multigenerational events.

Final Thoughts

Wow! What a year we've had! In this year of change and transition it has been a blessing to serve as your Director of Religious Education. The support I have received from Rev Steven, Mary Beth and Hal as the new kid on the team, fills me with gratitude. Michelle Bores' tender loving care of all the children in our community is inspiring. I am blown away by our RE volunteers and the creativity and love they bring with them every single Sunday. The RE committee continues to support not only my work but the faith formation of our children and youth. This congregation, as a whole, has wrapped their arms around the children and youth of our church and created village for them.

And finally, the children and youth of this beloved community inspire me to find new and exciting paths on their journey through childhood that will honor their curiosity, loving hearts, strength and helping hands. Watching them form bonds through their faith is above all the most rewarding and soul growing experience. I'm still pinching myself that I have a front row seat for what they will go on to do. I have no doubt they will do amazing things. Because they already are.

With Gratitude,

Colleen Thoele
Religious Education Director

RELIGIOUS EDUCATION



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



This was my 8th year with the UUA and serving as your affiliated community minister. I had a rejuvenating three-month sabbatical from May through July last year. I spent a month in Latvia exploring my roots. I also took a deep dive into Permaculture, earning a Permaculture Design Certificate with Peter Bane and Rhonda Baird. Randy and I also hardscaped our backyard into a permaculture food forest.

At the UUA my big project for the year is updating the leadership resources on the UUA website. I'm part of the LeaderLab Design Team, along with Rev. Dr. Jonipher Kwong and Kathy McGowan. We are the section editors for the "Congregations and Leaders" section of the website. Our main project is a searchable resource library called "LeaderLab." We are launching it at General Assembly, complete with SWAG and an ad in the UU World Magazine.

I am delighted to be working with our settled minister Rev. Steven! It's been lovely to step back without the extra need for my volunteer service to our congregation. With the arrival of my new colleague as your primary contact, Rev. Sunshine Jeremiah Wolfe, I've been able to focus on other UUA projects like LeaderLab.

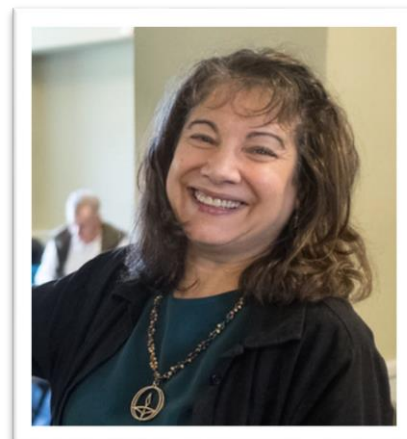
Respectfully Submitted,

Rev. Renee Ruchotzke

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.



This past year has been an exciting new chapter in our UUCK story with the arrival of our settled minister, Rev. Steven. With new ministry comes honest reflection upon why and how we follow certain practices and the individual need to evaluate one's openness to different perspectives. Rev. Steven has been gracious and patient in learning about our traditions. I have enjoyed collaborating with Rev. Steven and UUCK committee members on shaping our vision.

My activities this year have included: orienting Rev. Steven on the aspects of church life with which I am familiar, serving as co-facilitator of Race for Justice, leading worship or serving as a Worship Associate at UUCK four times, participating on the Care Team and making pastoral visits, continuing as a member of the

Worship Arts Team, speaking at New UU classes, preparing a discussion for parents of young children on talking to their children about racism, speaking at Kristina Spaude's ordination, and leading worship at three area UU churches.

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, prepared and led a 3 hour workshop on speaking up to racist comments for the public, helped to plan and participated in the annual NAACP MLK breakfast, and continued my participation with the Kent League of Women Voters subcommittee on Diversity and Inclusion.

My intention for the coming year is to become more active with programming activities and events for Race For Justice, with an emphasis on building stronger multi-generational opportunities. 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

Reports from the Staff: Kathy Kerns, Commissioned Lay Minister Candidate

Dear Members of the Congregation,

With the support of the Board of Trustees and Rev. Steven, I applied to and was accepted into the Commissioned Lay Ministry program. I began in November 2018, and the program takes around two years to complete. The program includes a standard set of readings that cover all areas of ministry as well as specialization in some areas of church life (where I will deepen my involvement in church activities).

The two areas where I will do more extended study and serve the congregation are Worship and Social Justice. For Worship, I plan to continue as a Worship Associate, and I will also lead 2 - 3 services per year. In the area of Social Justice, I have joined the church's Race 4 Justice team, and I am exploring other topics for social justice work.

I would also like to thank the congregation for providing some financial support for my training. I used some leadership development funds this year to pay for my attendance at the annual Commissioned Lay Ministry retreat sponsored by the region and to buy some books.

In faith and fellowship,

Kathy Kerns



FY2019 Annual Report from the Board

Report from the Board: Dani Beale, Moderator

Beloved UUCK community,

It has been my honor to serve this year as the Moderator of your Board of Trustees and as a member of the board for the past three years. I am so grateful for your trust in our work and leadership, as well as for all who have served our congregation through a tumultuous and exciting time in our church history. The highlight of our year was welcoming Rev. Steven Protzman as our new settled minister and officially installing him in January in a ceremony focused on the covenant we are building together. I would like to thank the entire board for their vision, grace, and work this year. I also want to express how much I appreciate the many servant leaders in our community; we are blessed with an amazing group of capable, hard-working individuals who, together, create this community over and over again.



This has not been an easy three years for our community, and yet, we have thrived, found strength in each other, and continued to come back home to this sanctuary together. We said goodbye to a beloved minister, survived a difficult time of transition and interim ministry, and celebrated together when we were united at last with our new settled minister, Rev. Steven. We accomplished a herculean task in fundraising for our new Fellowship Hall, only to find a very long and arduous struggle to break ground and enjoy the fruits of our labors. We are still navigating this path together, holding onto our vision of what our new building will bring to the community. Our policy-based governance has matured, and we are learning as we go to make governance work for us in our decision-making and structure.

Your 2019 Board of Trustees has had a very busy year. We began with a more robust onboarding than we have had in the past, thanks to Andrew Rome, last year's moderator, enhancing the materials used to bring new board members up to speed. The board has a calendar to determine our activities for each month of the year; we also address pressing issues as they arise. At each meeting we approve prior meeting minutes and receive reports from the Ministry Executive Team (MET), treasurer, and staff. These reports guide our work and agenda. It takes a huge community of leadership to keep us living our mission!

Below is report on each month's board activities, as recorded through our meeting minutes. This list is not comprehensive, but will give a taste of the monthly workings of your board.

June: Welcomed new board members and said goodbye to those cycling off the board, elected board officers, celebrated Rev. Steven's arrival, accepted a board member's resignation

July: Approved minister's housing allowance, discussed Fessenden floor repairs, elected Executive team, appointed Vivian Sandlund to vacant board seat, appointed Kathie Slater as MET chair, discussed Leadership Development Team chair opening, appointed Max Grubb to Building Expansion Team

August: Approved Kathy Kerns's application to the Commissioned Lay Minister program, updated and approved bank account signers for UUCK, planned for board retreat and minister's start-up workshop

September: Held board retreat at the Beale farm where we engaged in teambuilding and visioning work, updated our board covenant, and worked on Congregational Goals. At our monthly meeting, we affirmed our new covenant in a brief but meaningful ritual, voted to affirm our congregational goals, discussed creating Global Ends Statements to replace the expired Master Plan, planned for Rev. Steven's Installation Service and start-up workshop, approved funds for carpet replacement in Fessenden Hall

October: Reviewed financial health and analysis of giving, appointed Jeff Marsh to Leadership Development Committee (LDC), updated how we store and review Board meeting minutes, created process for Board to express appreciation for volunteers, discussed new building planning team ideas, discussed communications plan

November: Completed start-up workshop with Rev. Sunshine Wolf, debriefed at board meeting, participated in GoogleDrive tutorial, finalized board auction dinner details, planned for Board Town Halls, approved budget campaign and annual report calendars, reviewed Fire Drill results

December: Continued bylaws review for potential changes, created board liaison to Committee on Ministry, discussed budget planning process and generosity team plans, including board participation, created plan for monthly board listening table, planned January Town Hall focused on Congregational Goals

January: Held Installation ceremony for Rev. Steven, received update from the Building Expansion Team (BET), certified membership at 199 members, completed survey for UUA, held additional board meeting to review and endorse provisional budget

February: Created team to review January Town Hall minutes and create action plan, invited BET and Capital Campaign team to present current status of the new Fellowship Hall, reviewed progress and brainstormed on next steps, found consensus in moving forward with building plans while finding additional financial support, accepted a board member resignation

March: Endorsed KIFA membership, appointed Andrew Rome as Social Justice Ministries Coordinator, set congregational meeting dates for Annual meeting, debriefed regarding Criss Cross Racial Justice workshop

As you can see, your board was hard at work during this year of new beginnings, and we are proud of what we accomplished together. The coming years will also bring excitement and change, and I feel we are grounded and ready.

As a community, we continue to feel disappointment we have not yet broken ground on our building expansion project and Fellowship Hall. Although I too feel this disappointment, I am eternally grateful for the work “behind the scenes” that the Building Expansion Team and other leaders have done to keep our dream alive as they worked through the many setbacks. It has been a frustrating time for the team, and I am inspired by their persistence and grace.

Rev. Steven recently said our building expansion is a “dream deferred,” which I think is a perfect description. I know a thing or two about deferred dreams. As some may remember, our family’s journey to have another child was a very long one, over eight years of fertility treatments. This loving community saw us through losses, disappointments, eager anticipation, and finally, immense joy when our dreams were realized with the birth of Paxton.

That moment was joyful beyond description! But the wait was heart-wrenching, and we needed all of you to keep us going with hope and love. You held us. You saw us in our pain, and being seen and held in love sustained us through a very difficult period. This community is capable of incredible love, support, and witness. We rally around those who need help. We bring vegan casseroles and flowers and paint brushes, and we extend loving, sustaining grace. We have a dream to expand our space to match our mission and vision in this community and world. It is taking longer than we originally thought, and we have seen it “deferred” so many times, but just because it has been “deferred” does not mean we will not see that joyful day in the future!

Our hope for what we can do together in our new space has sustained us this far and will continue to nourish us as we work together to make our dream a reality. It will take (more) hard work, perseverance, and the giving of our time and treasure to make our beautiful new space a reality and to dance within in it. I cannot wait to dance with all of you.

Dani Beale, Moderator

Report from the Treasurer: Lois Weir

It has been an honor and a pleasure to serve the congregation in my first year as treasurer of the Unitarian Universalist Church of Kent. For me, it has been a year of growth, and I have learned much about our church finances and the details of the day-to-day operations of our organization. I wish to express deep thanks to our previous treasurer, Sandy Eaglen, who spent six months preparing me to perform this job. Hers is a tough act to follow. I also wish to thank our Congregational Administrator, MaryBeth Hannan, who is continually teaching me new things about our finances in general, and about our accounting software in particular. She is patient, kind, and always quick to help me solve problems. She does so much for our church that most of us never see, and I am grateful for the gift of her service. I am also thankful for the leadership and encouragement of our minister, Reverend Steven Protzman. It has been rewarding to work with him on a regular basis on the Ministry Executive Team and the Finance Team, and seeing him in the office on days that I am preparing reports is always a pleasure.



Our Fiscal Year 2019 budget called for us to stretch a bit to meet our goals to cover the customary expenses of our operation, preserve our current level of staffing, meet our obligations to provide health care benefits for eligible staff members, honor the Board's FY19 fair compensation priority, continue to pay our fair share contributions to the UUA and CER, and welcome our new settled minister with a competitive compensation package. Although our FY19 Stewardship Campaign did not get all of the increased pledges that we hoped for, our shortfall was offset by an anonymous donation and by a very generous donation by Gene Wenninger and Cheryl Casper, in Gene's memory.

The Wenninger/Casper donation was used to establish the Eugene P. Wenninger Ministerial Endowment Fund. These monies are designated by the Board of Trustees, in compliance with Gene's wishes, to assist with ministerial compensation over the next handful of years. \$10,000 of this fund was designated for use in FY19.

Our aspirational FY19 budget called for increased non-pledged donations, and to draw upon our contingency reserves in FY19. We're nearing the end of the fiscal year, and we are meeting our financial needs pretty much according to schedule. The Board of Trustees helped out with extra fundraising this year - with a successful raffle of tickets to *Hamilton* (with help from Renee Ruchotzke), and a Facebook birthday fundraiser. Additional fundraising, combined with the fact that some of our expenses will be lower than planned, may keep us from having to draw down our contingency fund in FY19.

Our goals for the FY20 Annual Budget were to maintain current staff levels, and provide modest pay increases to the staff, who have not seen a pay raise in 2 years. It was also our wish to fund long-term disability insurance, life insurance, and dental insurance for all eligible staff. Finally, we hoped to restore the allowance for professional development for the administrator, DRE, and Music Director to 10% of salary (it was 9% in FY19). New monies were also budgeted to fund our ministries in Social Justice and Racial Justice. Finally, we had hoped to put money back into the contingency fund in FY20. The proposed budget needed a 13% increase in pledged income over FY19.

The FY20 Generosity Team of Marion Yeagler, Claudia Miller, and Sandy Eaglen spearheaded the FY20 Pledge Drive, "Here We Grow," with assistance from Rev. Steven and our Congregational Administrator, MaryBeth Hannan. A full face-to-face canvas was made by Marion, Claudia, and Sandy and a host of willing congregants and Board members. Several pledgers rallied to the Team's challenge to increase individual pledges; however the Campaign generated a total of FY20 pledge commitments of \$240,298; falling significantly short of this year's goal. As a result, our goal to increase staff compensation and offer additional insurance benefits will not be met in FY20. Professional development will be reduced to 8% of salary for the minister and staff, budgets for some ministries have been reduced, and there will be no replenishment of the contingency fund. However, staff hours have been preserved, and we will continue to pay our congregation's fair share to the UUA for the services we receive from it. To make up for the remaining income shortfall, it will be necessary to withdraw more money from the Eugene P. Wenninger Ministerial Endowment Fund than was planned for FY20. With these adjustments, our congregation can continue to operate with a balanced budget in the coming year.

Finally, I would like to make another plea to those who have not yet pledged or have been considering increasing their pledge for FY20. It's never too late! Just contact our Congregational Administrator at churchoffice@kentuu.org at your convenience.

I would like to thank everyone who helped out with fundraising this year. It's often quiet, laborious work that sometimes goes un-noticed, but it is so important to the financial health of our church. Thank you to everyone who helped raise funds, large and small, by organizing or supporting activities that financially support our congregation, including:

- Pancake breakfasts
- Coffee hour
- Thanks4Giving Auction
- Holiday Share
- Poinsettia sales
- Grocery card sales
- Equal Exchange coffee sales
- Celtic Clan concerts
- Crooked River concerts
- KentHogwarts
- Facebook birthday fundraisers
- www.goodsearch.com
- smile.amazon.com

I would like to recognize and thank a few people who have been instrumental in our ability to effectively monitor and administer our fiscal needs. The Finance Committee, led by Randy Ruchotzke, provides oversight of our financial affairs, including assisting with the preparation of our FY20 budget. The Endowment Committee, led by Elaine Bowen, has ably monitored our steadily growing contribution program, Simple Gifts, and now also oversees the Wenninger Endowment Fund. Our Financial Secretaries Saunis Parsons, Anne VerWiebe, and Bonnie Harper spend many Monday evenings with other volunteer helpers to manage our Sunday contribution processes.

Thanks to you all.

We grow as a vibrant spiritual community through the generosity of our congregation who contribute so much of their time, talents, energy, and financial support to our beloved Church community.

In Peace,
Lois Weir

	Fiscal Year to Date 7/1/18-3/31/19	Annual Fiscal Budget 7/1/18-6/30/19
<u>Revenues</u>		
Income - Budgeted Income		
Offerings		
FY2019 Pledged Income	\$ 208,784.72	\$ 259,737.00
Non-Pledged Donations	\$ 11,503.94	\$ 20,732.00
2018 Carol's Challenge	\$ 6,000.00	
Plate Offerings	\$ 1,826.53	\$ 2,750.00
Total Offerings	\$ 228,115.19	\$ 283,219.00
Other Income		
Coffee Hour Donations	\$ 274.81	\$ 300.00
Bank interest	\$ 130.71	\$ 35.00
Fundraising	\$ 3,078.86	\$ 3,500.00
Grocery Card Profits	\$ 1,026.38	\$ 2,350.00
Rentals	\$ 575.00	\$ 1,300.00
Service Auction	\$ 28,666.54	\$ 29,000.00
Total Other Income	\$ 33,752.30	\$ 36,485.00
Reserved Income for Operations		
Reserved Gifts for Operations	\$ -	\$ 10,005.00
Fellowship Hall Reserves	\$ -	\$ 5,000.00
Eugene P Wenninger Legacy	\$ 10,000.00	\$ 10,000.00
Transfers from Contingency Fund	\$ -	\$ 8,170.00
Total Reserved Income for Operations	\$ 10,000.00	\$ 33,175.00
Total Budgeted Income	\$ 271,867.49	\$ 352,879.00

Expenses

Program Budget Operating Expenses

Worship & Music		
Music Committee	\$ 2,391.94	\$ 1,600.00
Accompanist	\$ 1,150.00	\$ 1,350.00
Worship Arts Team	\$ 1,333.30	\$ 400.00
Worship Supplies	\$ 681.53	\$ 400.00
*Program Budget for Worship & Music	\$ 65,702.38	\$ 89,964.90
Total Worship & Music	\$ 71,259.15	\$ 93,714.90

Account Balances as of March 31, 2019

GENERAL CHECKING

General Funds for Operations	\$ 26,675.03
Coffee Hour monies	\$ 1,655.19
Contingency Fund	\$ 8,170.00
Designated Monies	
Chris Crass Workshop	\$ 217.04
Guest at Your Table	\$ 200.38
Care Team	\$ 100.00
Hamilton	\$ 1,985.94
Kristina Spaude Ordination	\$ 120.00
Operations - New Social Hall	\$ 5,000.00
Sunday Flowers	\$ 11.95
Total Designated Monies	\$ 7,635.31
Green Sanctuary monies	\$ 16.00
Library monies	\$ 224.80
Memorial Fund monies	
Designated memorials	\$ 500.00
Memorials - undesignated	\$ 832.76
Total Memorial Fund monies	\$ 1,332.76
Music Fund	
Music - undesignated	\$ 2,048.91
Total Music Fund	\$ 2,048.91
Prepaid Pledge Monies	
FY2020 Prepaid Pledges	\$ 10,375.00
Total Prepaid Pledge Monies	\$ 10,375.00
Record Courier Ad fund	\$ 7.99
Religious Education	
Children's RE Program	\$ 805.00
Coming of Age monies	\$ 212.74
OWL monies	\$ 119.80
Youth Group monies	\$ 391.91
Total Religious Education	\$ 1,529.45
Reserves for Operations	
Annex Renovations	\$ 1,146.70
Staff Expenses	\$ 8.20
Total Reserves for Operations	\$ 1,154.90
Social Justice	
Fair Trade Sales	\$ 33.84
SJC Undesignated Monies	\$ 255.09
Total Social Justice	\$ 288.93
GENERAL CHECKING - Other	\$ (202.20)
Total GENERAL CHECKING	\$ 60,912.07

HOMETOWN BANK MM SAVINGS

Aesthetics - savings	
Art in the Sanctuary	\$ 655.00
Chancel Decorations fund	\$ 522.69
Total Aesthetics - savings	<u>\$ 1,177.69</u>
Contingency Fund	\$ 1,346.40
Endowment Fund monies	
Weninger Ministerial Endowment	\$ 40,637.88
Heritage Program	\$ 500.00
Simple Gifts	\$ 5,066.88
Total Endowment Fund monies	<u>\$ 46,204.76</u>
Green Sanctuary savings	\$ 566.14
Library savings	\$ 174.56
Reserve Savings - GF Operations	
FY2019 Gen Fund Reserves	\$ 10,005.36
Settled Minister Search Fund	\$ 5,916.21
Total Reserve Savings - GF Operations	<u>\$ 15,921.57</u>
HTB MM SAVINGS ACCT. - Other	\$ 440.20
Total HTB MM SAVINGS	<u>\$ 65,831.32</u>

CAPITAL CAMPAIGN ACCOUNTS

HTB Capital Campaign Account	\$ 616,050.95
Stifel Nicholas	\$ 56,273.94
Vanguard	\$ 98,655.35
Total Capital Campaign Funds	<u>\$ 770,980.24</u>

Grocery Card Checking Account \$ 2,926.54

Hogwarts Checking Account \$ 2,582.51

Minister's Discretionary Fund \$ 1,746.60

Real Estate Assets \$ 418,300.00

Includes the Church, Eldredge Annex and adjacent properties

Major Liabilities

Debt Service (mortgage) \$ 27,684.12

Credit Available

HTB Commercial Loan \$ 252,963.40

Report from the Capital Campaign Treasurer: Kay Eckman

I am glad to report that as of December 31, 2018, an amazing 94% of our original pledges have been fulfilled. \$819,602 of the original \$865,755 pledged has been received. Capital Campaign pledge payments continue to come in weekly. Thank you all for continuing to show your solid commitment and belief in this project.

Cash Position

Starting Balance 1/1/2018	\$ 727,668.76
Donations, Interest Received	\$ 95,182.09
Less 2018 Expenses	<u>\$ 43,597.60</u>
Ending Balance 12/31/2018	\$ 779,253.25

Expense moneys went towards architecture fees, the purchase of adjoining land for rain run off purposes and to put up a cash bond with the City of Kent to keep our building permit open.

As always, the capital campaign team would like to thank MaryBeth Hannan for her untiring and accurate support.

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

Submitted by Kay Eckman



Report from the Grocery Card Fundraising Team

In FY18, we averaged sales of \$959 per week, up slightly from the previous year.

In first quarter FY19 [July 2018 through September], sales averaged only \$667 per week, due to disruptions related to construction in the social hall and some customers not knowing where we were selling the cards since our location moved around and was not always in high traffic areas.

By December 2018, year-to-date average weekly sales recovered to about \$850 per week.

This level of sales has remained pretty constant since December. We may not be able to make up the sales lost in first quarter.

We will try to manage the cash flow so that we can contribute the budgeted \$2350 during this fiscal year.

MaryBeth and Treasurer Lois Weir worked with us to improve the reporting and reconciliation process, which is now running smoothly. Thanks.

The Coordinators are now Carol Gould, Eric van Baars and Bob Erdman. We hope to add another Coordinator in FY2020. We have a great team of Clerks in Larry Cole, Christopher Dum, Kat Holtz, Mary Ann Kasper, Carolyn Schlemmer, and Blaine Vesely who make this program a success by selling the cards every Sunday during coffee hour. We thank them for their time and for reliably showing up in accordance with the schedule.

We appreciate the loyalty of our many buyers who very consistently buy ACME and EAGLE cards from us, using checks, cash or credit cards. While we get more revenue from cash or check sales, the credit card sales are still worthwhile.

This is a great way to donate to the church without spending any extra money! So if you shop at ACME or GIANT EAGLE, please do it using grocery cards from the church.

From the Grocery Card Coordinating Team: Eric van Baars, Carol Gould and Bob Erdman

April 5, 2019



Report from the Thanks-4-Giving Auction Team

The Thanks4Giving Auction was held on December 1, 2018, at the United Church of Christ in Kent. This year's theme was The Lovers, The Dreamers, and UU. The auction itself raised over \$28,000 (with additional proceeds generated in months after as unsold seats/items were purchased), against a general operating budget target of \$29,000. This was the second year on our new on-line software platform which 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. Next year's event will be held again at the United Church of Christ in Kent on Saturday, December 7, 2019.

The auction planning committee elected new co-chairs for the 2019 auction: Trudy Diehl and Lois Weir. The team is already underway meeting to get a jump start on business donations and other planning items. If you would like to join the fun, our team is seeking volunteers to help plan this amazing event!

Jennifer May
2018 Auction Committee Chair



FY2018 Annual Program Area Reports: Community Within

Report from the Building and Grounds Coordinator:

Our second Great Big Whole Church Clean Up Day in April 2018 was not such a big success as the first one. Approximately 10 volunteers participated. Although the lack of participation may be attributed to general stress and burn-out in the congregation at that time, it is also true that the building is much, much cleaner and more clutter-free than when we had such a strong turn-out for the first clean-up day. Our next clean-up day will be scheduled in late summer/early fall 2019 and we anticipate a much stronger turn-out.

Our old buildings are holding up fairly well with a few minor repairs each month or so. Of the three areas of serious concern noted a year ago, one has been addressed. The most critical, the ancient furnaces, has not been remedied. 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. Unfortunately, other pressing needs, including emergency repair to the collapsing floor in Fessenden Hall, used the funds that had been set aside for the furnaces. An emergency replacement of the motor in one furnace was, miraculously, completed in the midst of the brutal cold spell this winter without damage to the building.

The second area of serious concern, the collapsing floor in Fessenden Hall, became critical and a temporary (5-year?) repair was completed, replacing the most damaged half of the floor and the carpeting. Between the new carpeting and the thorough cleaning by hard-scrubbing volunteers, Fessenden Hall has perked up considerably!

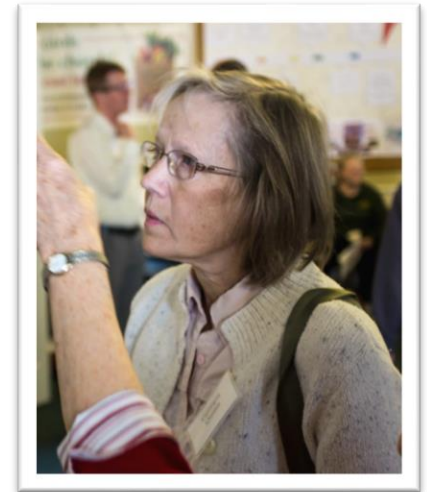
The third area of concern noted a year ago is the condition of the mortar between the sandstone blocks on the south side of the building. Although repairs were made to the rest of the building at some time, it appears that the area that was behind the old wooden entrance area was not repaired, possibly 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. Additionally, at this time the mortar repairs to the front entrance that were made last year did not hold and additional repairs are needed. Further, the fire exit stairs at the back of the sanctuary continue to deteriorate despite frequent repairs and should be replaced. (Ball park estimate for metal stairs: \$5000.)

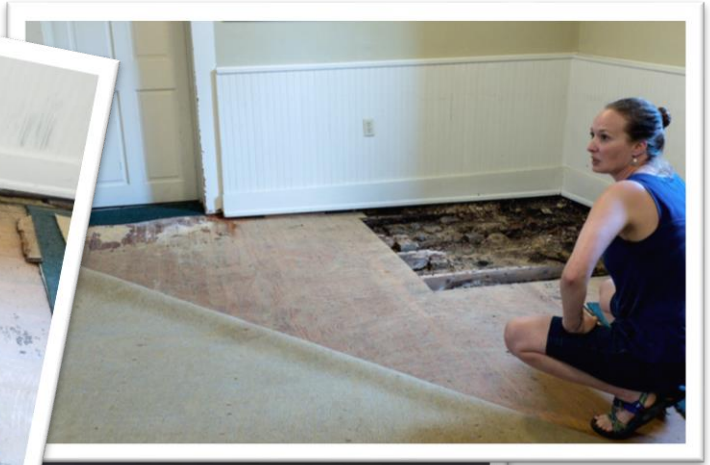
Although we had hoped to do some minor renovations to the first floor of the annex to provide an accessible and private meeting room separate from the administrative offices, the cost, approximately \$5,800, is not feasible at this time so those plans are on hold.

Through the course of the year, many smaller projects were undertaken and completed: Power washing and staining annex ramp, power washing annex porch, repair/adjust front door and kitchen door closer, remove fallen tree, remove ancient shrubs, paint minister's office, elevator repairs, maintain landscaping, etc. Many thanks to the volunteers who have put the hours, expertise and muscle into these projects, and many thanks to those who help maintain our facilities every day by leaving no trace behind when they use them.

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.

Georgia Quinn
Building and Grounds Coordinator
April 2019





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 am actively involved in the Membership Committee, Leadership Development Committee, and Generosity Team (formerly Stewardship Committee) in addition to my role as Volunteer Coordinator. In all of these roles, I endeavor to speak with as many members of our Community as possible to help them connect with a volunteer experience that will bring them joy. I have encouraged, supported, disseminated information, and contacted people to help them find a “fit” for sharing their time and talents to volunteer to meet the needs and opportunities within the Community.

I organized the annual fall Ministries Fair, emphasizing the value of volunteering to our Community and to one’s spiritual development.

I organized the two Candidating Week receptions for Rev Steven, one featuring pies, and one featuring cakes. This past year, I have assisted with hospitality for memorial services for four families associated with our Church.

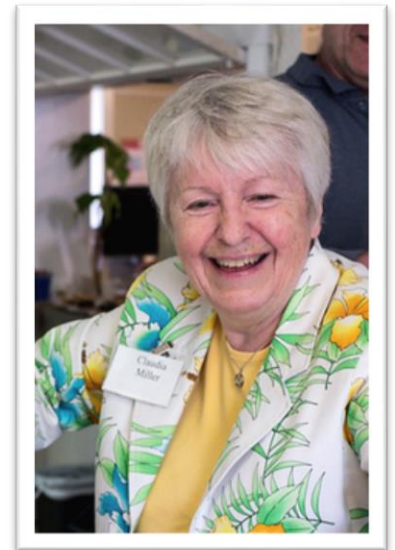
The “Simple and Sustainable Social Hour” of last year has been replaced with the establishment of Hospitality Teams under the leadership of Mary Leeson (Membership Team). I have assisted in these efforts including the re-institution of the Pancake Breakfast Team.

I have attended all Congregational Meetings and information meetings. I met with Rev Renee to revise the format of the New to UU Classes. I have attended all Cuyahoga River Concerts and verbally publicized and encouraged others to promote and attend these Concerts. I participated in several Candidating Week meetings for Rev Steven representing Membership, Stewardship, Leadership, and Green Sanctuary committees, supporting the Ministerial Search Committee’s objective of characterizing the breadth and depth of our UUCK Community. I worked with the Race 4 Justice Committee initially as this team developed its mission and prioritized its goals and activities, and then participated in two major events. I encouraged re-activation of the Endowment Committee and attended their formative meeting, prepared with examples and suggestions. I attended and supported Rev Steven’s Installation, encouraging attendance by members of the UUCK Community. I have met with committee leaders of Green Sanctuary and Library Committees to discuss their current concerns. I recruited a publicity point person, Kitty Endres, who is taking responsibility for announcing the Church’s newsworthy activities to the print and on line media. I met with Rev Steven to share and brainstorm ways to encourage volunteerism within our Beloved Community. Rev Steven developed a Sunday Service on “Vocation,” finding one’s calling to serve, to cultivate and nourish working in the service of our Community.

I have tried to function “behind-the-scenes” to engender “belonging” through volunteerism, linking volunteering with the message that engaging in service to our Community is a pathway to personal and spiritual growth. Please contact me if you are looking for a way to share your special talents with our Beloved Community. Saying “yes” to service can change your life.

Faithfully,

Claudia Miller, Volunteer Coordinator



Report from the Leadership Development Committee

The LDC is charged with bringing together members of the congregation with open lay leadership positions (either appointed or elected) to create a relationship that strengthens individuals, builds connections and makes UUCK better in the present and future. This year's committee included Jeff Marsh, Rhonda Richardson, Claudia Miller and Jennifer May.

In addition to annual elected and board appointed positions as described in the bylaws, the LDC also provided nominations for a newly formed publicity team, the fellowship hall start up team (which will be convened closer to the completion of the hall), and the stewardship team.

The team didn't meet its goal this year to provide or facilitate leadership training and development opportunities, though the target is to provide this semi-annually.

Serving in leadership positions is not just volunteering your time. In a recent article shared on FaceBook by UUA.org, "Your Church Does Not Need Volunteers", the author Erin Wathen says, "You cannot volunteer at your own church, in the same way you cannot babysit your own kid. Because the church belongs to you in the same way your family does. It's your own place, your own people. So of course you help take care of it." The Leadership Development Committee invites you to consider your gifts and talents, and if you have an interest in serving in one of the many leadership opportunities within our congregation, please let us know. We would love to help you find the right place for you within our home here at UUCK.

Report from the Membership Team

Team Members: Barb Brovarone, Diane Kloss, Mary Leeson, Claudia Miller, Marion Yeagler
Greeter Team Coordinator: Trish McLoughlin

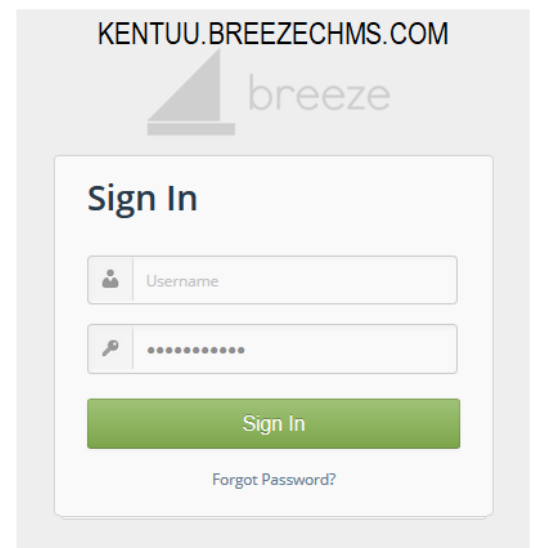
The Membership Team meets on the first Wednesday of every month to accomplish two main functions:

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

We have been pleased to welcome Rev Steven to almost all of our meetings, and he has supported all of our events. We welcome new team member, Katie Kuras, in April.

Our well-established functions of recruiting Greeters for Sunday Services and special occasions, Second Sunday Meet & Greet gathering for newcomers, New Member Covenanting Ceremony with Rev Steven's own touch, annual report of membership data to the UUCK Board of Trustees, Annual New Member Picnic, maintaining the on line Church Directory (Breeze), and following up with visitors that have made themselves known to us. We updated an "Activities at UUCK" brochure to highlight many of the events offered throughout our church community with contact information.

We have "invited" all Active Members to choose a password to access the Breeze Directory on line. To date, 110 individuals have done so, and further efforts to increase this number are ongoing. Also ongoing is our



The image shows a screenshot of a web page for signing into the Breeze Directory. At the top, the URL "KENTUU.BREEZECHMS.COM" is displayed. Below the URL is the "breeze" logo, which consists of a stylized sailboat icon and the word "breeze" in a lowercase, sans-serif font. The main content area is a white box with a light gray border. Inside this box, the text "Sign In" is prominently displayed in a bold, dark font. Below this text are two input fields: the first is labeled "Username" and has a small person icon to its left; the second is a password field with a key icon to its left and a series of dots representing the password. Below these fields is a green button with the text "Sign In" in white. At the bottom of the white box, there is a link that says "Forgot Password?" in a smaller, blue font.

attempt to gather more individual and family photographs for use in the Directory. Diane is our Breeze Administrator.

Responding to the expressed desire for more educational programming for adults, we sponsored an Adult Religious Exploration Class, "Long, Strange Trip" detailing the history of the Unitarians and the Universalists. Rev Steven facilitated discussion following the showing of one-hour videos for six sessions. The class was very well-attended by an average of 30 people. A survey distributed at the conclusion of the final session will provide information to the newly re-forming Adult RE Committee.

Working with Rev Steven, the team is developing a new set of learning opportunities for those considering Membership. The goal is to create more in-depth experiences to supplement our current New to UU Classes. This work is in process, and we hope to craft a dynamic program this year.

Hospitality was a focus of our attention, combining a clear need to engage folks in our community AND to provide refreshments during Social Hour. Under the leadership of Mary, teams were established, trained, and scheduled. After several successful months and eager team leaders, the plan is working smoothly. We assisted the Pancake Breakfast crew to resume the once-a-month Pancake Sunday in February.

We submitted a FY 2020 budget proposal for our Committee totaling \$1800 to cover the Breeze Church Management Software, flowers, books, refreshments, name tag holders and other supplies. The Membership Team welcomes anyone interested in our work to join our Team.

Respectfully submitted,
Claudia Miller, Facilitator

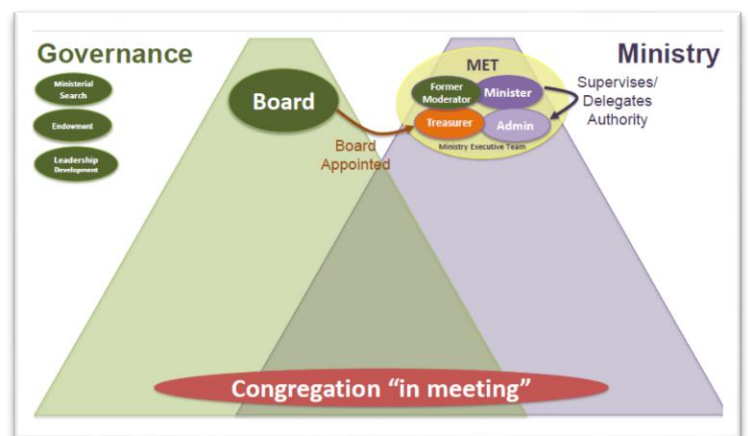
Report from the Ministry Executive Team

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
- Overseeing the ministries of the congregation
- 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.
- Reports monthly to the Board of Trustees

Our 2018-2019 MET is comprised of:

Lois Weir, Treasurer
Kathie Slater Past- Moderator
MaryBeth Hannan, Congregational Administrator
Rev. Steven Protzman, Minister



Report from the Religious Education Committee

The current members of the REC are: Michelle Bores; Kat Holtz; Stefanie Workman; Amanda Rome; Dana Wakefield; Sandy Eaglen; and Mary Leeson. Cheryl Spoehr is on a leave of absence.

Our committee collaborates with our new Director of Religious Education, (DRE) Colleen Thoele to provide religious explorations for our children and youth.

Highlights of our year include:

- Assisting with the 2018 summer programming – “Fantastic Adventures”
- Painting bookcases, cleaning and organizing classrooms and supplies
- Conducting a safety audit of classrooms
- Covering for Colleen on her Sundays off
- Organizing the church Halloween party and haunted house
- Collecting toys for Kent Social Services
- Delivering 45 gifts for 15 foster children in “Caring for Kids Inc.”
- Organizing game nights
- Assisting with the January Teacher’s Retreat – “Teaching as a Spiritual Practice”
- Meeting with youth to discuss future programming
- Sending notes and Starbucks gift cards to 22 young adults
- Organizing the Easter egg hunt
- Coordinating the RE led Sunday Services on May 5
- Providing gifts to our High School Seniors
- Selecting yearly curricula



In February, Rev. Sunshine Wolfe led us in a DRE Start Up. It was very well received. We identified 3 areas to concentrate our energy in the coming year: Youth Programming; Revamping the structure of the RE Committee; and Multi-Generational Programming.

On March 24, Colleen, Amanda, Kat and Michelle invited all youth to meet for lunch and conversation. Five youth attended. The youth expressed interest in meeting together for fun events outside of RE programming. During RE class, they would like to discuss a variety of relevant topics. They also have an interest in participating more in Sunday Services.

We have listed committee responsibilities following a portfolio model and committee members have chosen their specific tasks for next year.

We welcome Mary Blatnik to our committee and have extended an invitation for another member.

I am pleased to announce that Amanda Rome will serve as the Chair of the REC beginning in June.

Respectfully submitted
Mary Leeson - Chair
Religious Education Committee (REC) 2018/19

Report from the Kent Hogwarts Committee

Leaders – Luna Hart (Headmaster), Valerie Henry (Deputy Headmaster), Michelle Bores (Health & Safety), Sandy Bowers (Safety, Treasurer), Kat Holtz (Scheduling), Keara Gleason (Kitchen), Chris Gleason (Prefect Wrangler)

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 2018-2019 sessions, we were able to introduce 18 new children to Unitarian Universalism.

Participants	Summer 2018 – 58 Participants			Winter 2019 – 81 Participants		
	UUCK	Other UU	Outreach	UUCK	Other UU	Outreach
Returning	24	3	22	26	4	27
New	2	1	6	2	10	12

Scholarships – No child is ever turned away because they cannot pay. Help is given to anyone who asks.

20 students in Summer 2018 \$ 900.00 Value
 17 students in Winter 2019 \$ 715.00 Value

Treasury Report

Balance as of 4/1/2018	\$2,012.00
Registration Fees and Donations	6,219.40
Pledge to UUCK for FY 2018	(500.00)
Pledge to UUCK for FY 2019	(500.00)
Operating Expenses	<u>(5,148.89)</u>
Balance as of 3/31/2019	\$2,082.51

Wizardly World of Kent (July 2018) - 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 and Valerie Henry presented Potions. KentHogwarts collaborated with the Sherman-Wells House to provide free activities including photo opportunities and a craft (creating a protective amulet by combining herbs and charms of choice in a small cloth bundle.)

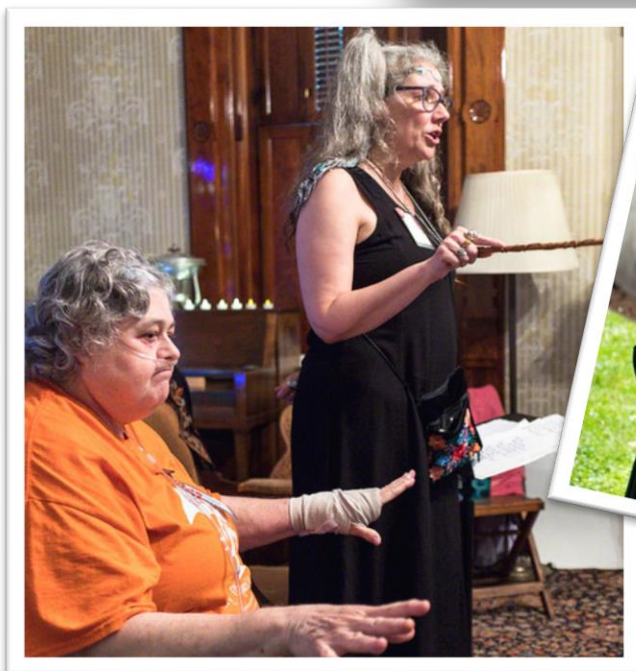
House Cup Charities - Caring for others is an integral part of Unitarian Universalism. Each session we choose a charity or service project to help. Unfortunately, in Summer 2018, the charity selected to honor Slytherin winning the W18 House Cup was not able to provide a suitable wish list for us to share. Winter 2019 (in honor of Ravenclaw winning the S18 House Cup) we collected donations for Parrot Hope Rescue in

Mantua, Ohio. They are dedicated to the well-being of companion parrots through rescue, education and permanent home placement.

New Start (Murrysville, PA) - During the Winter 2019 session, we hosted visitors from East Suburban Unitarian Universalist Church in Murrysville, PA. Ambassadors from their congregation came to observe the program while their children experienced the magic first hand. They are hoping to start their own Hogwarts program this summer.

Update (Chapel Hill, NC) - They visited in Summer 2016 and write, "Inspired by Kent's Hogwarts program, The Community Church of Chapel Hill Unitarian Universalist offered its first "Hogwarts on the Hill" mini-camp in the summer of 2017. Repeating its success in 2018, we had about 50 youth and an equal number of adult volunteers engaged in the program. Changes in the second year included: moving our sorting ceremony to the sanctuary for more gravitas (and better sound quality), adding Gringotts Bank and Diagon Alley to the scene, and offering a patronus casting activity. We are currently planning the third session of camp, plus a Yule Ball event as part of the church's capital campaign. This hugely popular program would not have been possible without the inspiration and ongoing support of the Kent Hogwarts team."

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 - Amanda Barkhauer, Mary Bouch-Koslow, Heather Craige, Laura Davis, Sandy Eaglen, Melanie Evankovich, Sarah Ferguson-Burns, Bonny Graham, Jennifer Gregg, Megan Griffiths, Ravi Harley, Barbara Harter, Melody Harter, Tam Hart-Snyder, Kayla Henry, Warren Henry, Hope Joiner, Katrina Kohout, Beth Kuemerle, Joe Kuemerle, Lydia Lumpkin, Gina Maida, Tracy Makosz, Tim Matney, Allison Norris, Colleen Norris, Gaille Ruhl, Justin Smith, Susan Smith, Kristina Sowa, Michelle Stead, Natasha Swango, Colleen Thoele, Patricia Vargo, Liz Wagoner, Dana Wakefield, Cordelia Wheatley, and Jennifer Zammikiel. My sincerest apologies if your name is missing or misspelled. Our resident poltergeist, Peeves, loves to rearrange my letters after I have so carefully placed them.



FY2019 Annual Program Area Reports: Social Justice and Community Outreach

Report from the Social Justice and Community Outreach Coordinator:

Annual Report on Social Justice Activities, 2018-19, by Vivien Sandlund, former Coordinator of Social Justice. The year just past was an active one, especially for efforts to raise awareness about racism. See the separate report by the Race 4 Justice group about the educational activities on racism that church members and friends have organized.

Church members and friends took part in various public events to promote human rights, including Families Belong Together rallies in Youngstown and Cleveland to protest the separation of migrant families at the border. Church members and friends participated in the annual Women's March in Cleveland and in the Akron Pride March.

The congregation held a vigil of lament, healing, and hope to provide a safe space for folks to share stories and express feelings about sexual violence in the wake of the fall Supreme Court hearings.

In the area of environmental justice, Reverend Renee Ruchutzke led an educational forum titled "The Promise of Permaculture" to provide practical tips to try at home. The Green Sanctuary program continued to sponsor vegan potlucks and to do educational work on environmental issues.

In the area of economic justice, church members and friends provided food items for holiday baskets and holiday gifts for Kent Social Services. The congregation donated gifts for foster children through Caring for Kids, Inc. During the spring Harvest for Hunger, the congregation collected boxed and bagged cereal for the food pantry at Kent Social Services. We continued to serve lunches on designated Saturdays at Trinity Lutheran Church as part of the interfaith lunch program.

Our church participated in the Guest at Your Table program to support the work of the Unitarian Universalist Service Committee. We continued our participation in UU Justice Ohio. A church member participated in the UUJO annual meeting in the fall, and several people attended the UUJO spring gathering at the Akron UU Church.

The children and youth of our church engaged in significant social justice activism this year. The children and youth took part in RE for Justice Intersession in January. They agreed to raise money, to make food for families in shelters, and to volunteer to serve meals in the community. The youth and children raised money for the meals program and food pantry at Kent Social Services by organizing a "change for change" special collection. Church members and friends contributed their loose change to this effort.

The youth group and the Socially Responsible Sweatshop of Kent teamed up to provide underwear for girls in Kenya. They provided kits and instructions so that girls in Kenya could make their own protection for during their periods so they will not have to miss school each month.

Church members Swanny and Ted Voneida were honored with the Portage Parks District 2018 Environmental Award.

The church board has decided to make social justice one of our church priorities, and the proposed church budget for the first time includes funding for social justice activities. Social justice work continues to be funded as well through the sale of fair trade coffee, tea, and chocolate. These sales also help pay for coffee hour, and the money from these sales is regularly used to pay for lunches that we serve at Trinity Lutheran Church. '

Church members and friends met several times this past year to discuss how to reinvigorate our social justice work and get more people involved. A social justice bulletin board has been put up in Fessenden Hall to help inform folks about activities. All social justice activities and opportunities are described in the weekly E-nUUs. Vivien Sandlund has stepped down as Coordinator of Social Justice after six years in that role. We are pleased that the church board has appointed Andrew Rome to serve as the new Coordinator of Social Justice.

Special offerings this past year went to the following organizations and causes:

NAMI Portage County (National Alliance on Mental Illness)	\$ 816.85
Lovelight, Inc.	\$ 401.00
Interreligious Task Force on Central America	\$ 261.00
Kent Social Services	\$ 698.03
Minister's Discretionary Fund	\$1,041.00
Black Lives UU	\$1,970.00
HIAS (originally Hebrew Immigrant Aid Society)	\$ 766.00
Community Action Council Emergency Energy Conservation Fund	\$ 778.19
Kent Social Services	\$ 811.07
NICE (Kent Neighborhood Community and Enrichment)	\$ 569.87
Kent PFLAG (the extended family of the LGBTQ community)	\$ 555.25
Mama's Bailout Day (to help mothers with bail on Mother's Day)	TBD
Total to Date	\$8,693.26

Respectfully submitted,

Vivien Sandlund
Former Coordinator of Social Justice

Report from the Race for Justice ActionTeam

The Race for Justice (R4J) action team of UUCK was formed in 2017 in response to participants' expressed interests at the Pledge to End Racism workshop that same year. The group's mission statement was approved by the MET and Board in fall of 2017 (see mission statement below). Christie Anderson and Mary Ann Stephens have served as co-coordinators.

The fall programming year for R4J began with a program centered on UUCK parents of children aged 3 to 8. Based on interest generated from a R4J common read discussion held during the spring of 2018, a session was developed to help parents talk to their children about race and racism. Christie Anderson, with the help of Colleen Thoele, held a session in October to share guidance and resources about how and why white parents need to talk about racism with their young children.

Reverend Steven Protzman attended the January R4J meeting as he has an explicit interest in expanding the church's existing racial justice activities. At this planning meeting, Rev. Steven and 9 committee members explored a variety of issues related to future action. The group decided to invite a nationally-known speaker to stimulate church members' engagement, and Chris Crass was invited. January and February were spent in raising funds to cover Mr. Crass' expenses, as well as lunch/child care on the day of the workshop. The

workshop was held on Saturday, March 9 and 47 UUCK members/friends participated. Mr. Crass also preached the sermon at the two worship services on March 10.

A survey of participants' experiences at the workshop and their visions for future activities was conducted at the end of the March 9 workshop. Approximately 66% of participants completed the survey. Careful analysis of participants' responses revealed enthusiasm for further racial justice work, particularly in two overarching areas: personal growth and community action. In the weeks following the workshop, the R4J team met and decided to create two task forces, one related to each of these areas of interest. Each task force is now in the process of developing a mission statement, goals and actions that will guide plans for future racial justice work.

Mission Statement

The Race for Justice Action Team of the Unitarian-Universalist Church of Kent will be a catalyst in dismantling racism through engaging in: education of ourselves and others, relationship building with racially diverse populations, public demonstrations of anti-racism support by standing witness and speaking out, advocacy for institutional change, and community action.

The Race for Justice Action Team is dedicated to justice for all races. R4J will operate as a democratic, grass-roots action team of members who challenge themselves to be honest, uncomfortable and non-judgmental. The action team will engage in activities that are multi-generational and partner with others in the wider community who are committed to racial justice.

R4J will coordinate activities for UUCK and community-wide participants that range from expanding awareness and understanding of American racism to direct engagement in anti-racism activities. Offerings of R4J will be based on the racial justice educational needs and interests of the congregation.

R4J will be accountable to the Social Justice and Community Outreach Coordinator using a mutually agreeable method of communication. The action team will accept membership from anyone interested in serving who is willing to commit to and actively further its mission. A Facilitator, or Co-Facilitators, will be designated by the action team's members. R4J will be an on-going action team as long as interest and leadership continue.



Unitarian Universalist Church of Kent
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<https://kentuu.org>