

FY2021 Annual Report Unitarian Universalist Church of Kent

Information and Discussion: April 25, 2021 11:00 AM

Voting: May 23, 2021 11:00 AM



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



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Annual Report for Fiscal Year 2021

Information and Discussion Meeting: April 25, 2021 11:00 AM

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Minister: Rev. Steven Protzman

Director of Religious Education: Colleen Thoele

Director of Music: Hal Walker

Congregational Administrator: MaryBeth Hannan

Affiliated Community Minister: Rev. Renée Ruchotzke

Commissioned Lay Minister: Rev. Christie Anderson

Commissioned Lay Minister Candidate: Kathy Kerns

Income Generation

Treasurer, Lois Weir

FY2020 Financial Review, Jim Scott

Capital Campaign Treasurer, Kay Eckman

Generosity Team

Thanks-4-Giving Auction

Grocery Card Fundraising Team

Community Within

Committee on Shared Ministry

Hobbs Hall Construction Team

Ministry Executive Team

Leadership Development Committee

Membership Team

Lifespan Learning & Spiritual Development

Covenant Group Program

Religious Education Committee

Social Justice & Community Outreach

Race 4 Justice Team

Social Justice and Community Outreach Coordinator



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.

Vision Statement adopted by congregational vote, May 11, 2008

Information and Discussion: April 25, 2021 11:00 AM

Voting Meeting: May 23, 2021 11:00 AM



Agenda

Welcome, Opening Words and Chalice Lighting	Rev. Steven Protzman
Quorum Determination	Membership Team
Annual Meeting Minutes from May 31, 2020	Dave Smeltzer
Highlights of the Year	Diana Watt
Bylaws Change	
Report, FY 2020 Financial Review prepared by Jim Scott	Lois Weir
The FY2022 Budget	Lois Weir
Presentation of the Slate	Rhonda Richardson
Nomination of Rev. Christie Anderson as an Affiliated Community Minister	Rev. Steven Protzman
Election	
Annual Meeting Minutes, May 31, 2020	
Rev. Christie Anderson, Affiliated Community Minister	
FY2022 Operating Budget	
Slate of Leadership Candidates	
By-laws Change	
Congregational Statements	
Covenant of Right Relations	
Congregational Statement of Commitment to Racial Justice	
Endorsement of UUA Statement of Conscience for GA Agenda	
Appreciation of Staff and Outgoing Leaders	Board of Trustees
Closing Words and Extinguishing the Chalice	Rev. Steven Protzman

Ballot Item: Minutes from FY2020 Annual Meeting

Note: A simple majority 51% affirmative vote of the Active Members in attendance and by absentee ballot is required for this ballot item to be adopted.



Unitarian Universalist Church of Kent
FY2020 Annual Congregational Meeting Minutes
May 31, 2020 11:34 AM Virtual meeting via Zoom

DRAFT

Jennifer May called the meeting to order at 11:34 am. Mary Leeson confirmed that a quorum was achieved. Rev. Steven opened with a reading and chalice lighting. Jen briefly summarized the agenda and asked if there were any additions. She then shared the process for how to vote virtually. Jen shared the highlights of the year with a slideshow set to music by Hal Walker. Minutes from last year's annual meeting were presented. David Smeltzer moved to accept minutes, seconded by Elaine Bowen. Vote deferred to later online ballot.

Bylaws Revisions - Summary

- Moved policy items OUT of bylaws into appropriate team policy
- Changed criterion for Affiliated Community Minister to broaden accreditation wider than UUA Fellowship
- Changed "Committee on Ministry" to "Committee on Shared Ministry"
- Changed exiting board member appointment from LDC Chair to LDC member (LDC will elect their own chair)
- CHANGES AFTER ANNUAL MEETING PACKET PUBLICATION (Need to approve next year)
 - 2 instances of "Committee on Ministry"

Elaine Bowen made the motion to accept the changes made including the wording changes as published and Dan Flippo seconded. Motion will be voted on later.

Treasurer

Lois Weir: Bylaws require a balanced budget. We have proposed revenues and expenses of FY 2021 of \$356,832. Numbers are higher this year than last year. We have given staff salary increases. We have pledge levels that were the same as last year. We have some savings from last year that are being carried over to next year. Also, the moderator and business manager acted quickly to get the salary protection forgivable loan from the CARES act. We were granted a forgivable loan in the amount of \$36,900. This will help us offset any decreases that we may have to income this year due to the pandemic. Lois feels very confident that we will not see a significant decrease in revenue based on the contributions in both March and April, 2020 and hopes that the realized savings will be carried over to FY 2021. She thanked everyone who was involved with fundraising this year. Every little bit helps. Heather Waltz moved to approve the annual budget as presented, and Val Henry?? seconded the motion. Discussion: The service auction team has plans for having a virtual auction this year. The motion will be voted on the online ballot later.

Slate of Candidates

The LDC submitted the election slate:

Board

1. Donna Craver-Dean through June 30, 2023
2. Donald Gregg through June 30, 2023
3. Diane Kloss through June 30, 2023

Finance Secretary

1. Marion Yeagler through June 30, 2022
2. Eric van Baars through June 30, 2023
3. Sandy Eaglen (Alt) through June 30, 2021

Endowment

1. Jennifer Gregg through June 30, 2023

LDC

1. Dani Beale through June 30, 2021
2. Rhonda Richardson through June 30, 2023

Rev. Steven moved that the slate be approved. The slate will be voted on with online balloting.

The online ballot was opened for voting on all issues. Voters had to close the link and reopen to be able to vote.

Rev. Steven gave a Hobbs Hall update. First he thanked Jen for being our Moderator and helping us navigate the technological needs for having a virtual congregational meeting. He raised his hands in applause and the congregation joined in to thank Jen for her leadership. Drawings have been submitted to the city for a construction permit, and we are waiting to see if anything else needs to be done. METIS will be sending a construction contract for a special meeting of the Ministry Executive Team and the Governance Executive Team for approval. He also said that the construction team is looking at using green construction materials and construction practices as well as investigating solar panels.

Appreciation of Outgoing Leaders

Vivien Sandlund assistant moderator hosted the Appreciation of Outgoing Leaders.

Those being honored are:

Claudia Miller - She is stepping down after two terms (six years) on the Leadership Development Committee. Vivien also mentioned her work on the Membership Committee.

Dave Brown and Colleen Norris are acknowledged for their work on the Board of Trustees.

Jennifer May - Jen has been our moderator and leader during this challenging time of transition to online zoom services. We thank her for hard work.

Rev. Steven closed and extinguished the chalice.

David Brown moved that we adjourn the meeting, and Eric van Baars seconded the motion. Jen reminded everyone to vote, the ballot will stay open for another thirty minutes and then will be closed. The results will be posted.

Voting Summary:

87 members voted in the annual meeting via online voting. All four motions passed successfully

Respectfully submitted by David Smeltzer, Board Secretary.

Ballot Item: Rev. Christie Anderson, Affiliated Community Minister

Note: A super majority 85% affirmative vote of the Active Members in attendance and by absentee ballot is required for this ballot item to be adopted.

Rev. Christie Anderson, UUCK Affiliated Community Minister

At the recommendation of Rev. Steven and by virtue of her training, ordination and service to the greater community, the UUCK Board of Trustees has approved Rev. Christie Anderson as a qualified candidate to serve as the church's Affiliated Community Minister and requests the congregation vote to approve the Board's appointment.

For reference purposes only, an excerpt from the UU Church of Kent Bylaws that pertains to this voting matter:

(Page 10) ARTICLE IV. MINISTERS

B. AFFILIATED COMMUNITY MINISTER

An Affiliated Community Minister serves a ministry in the community and has been educated and ordained by a suitably credentialed and recognized denomination or credentialed ordaining body. At the recommendation of the minister, the Board shall determine if a candidate for Affiliated Community Minister has been suitably educated and ordained and has the capacity to serve the community in ministry.

- At an Annual or Special Meeting, an Affiliated Community Minister Is approved by a super majority eighty-five percent vote of the Active Members in attendance and by those who have submitted Absentee Ballots.*
- The tenure and specific duties of the Affiliated Community Minister shall be governed by agreement between the Settled Minister and the Board on behalf of the Congregation.*

Reverend Christie Anderson's Community Ministry

While living in government subsidized housing for three years as an adult, Christie developed a passion for empowering people marginalized by the American economic system. After she earned a MA in Urban Planning, Christie was able to pursue this interest throughout her 30 year career in Portage County in the field of social services. As the long-time Executive Director of the Portage Metropolitan Housing Authority, Christie collaborated with social service agencies and worked hard to create networks and partnerships in order to enhance economic self-sufficiency for members of the under-resourced population. She also served on a number of action teams examining critical and unmet needs in Portage County.

Through decades of relationships with local social service agencies, Christie has gained an extensive knowledge of the delivery system for support services in Portage County. She also gained valuable experience in navigating governmental bureaucracies, and has grown to better understand the issues that challenge the daily experiences of the economically marginalized.

Upon earning a UU Commissioned Lay Leader designation in 2008, Christie became a resource for the minister for congregants needing support from social service agencies.

Following retirement from full-time employment, Christie enrolled in the The New Seminary of Interfaith Studies community ministry program to enhance her skills in service to the low-income community. Christie was ordained as an interfaith community minister in 2012 at the Unitarian Church of All Souls in New York City.

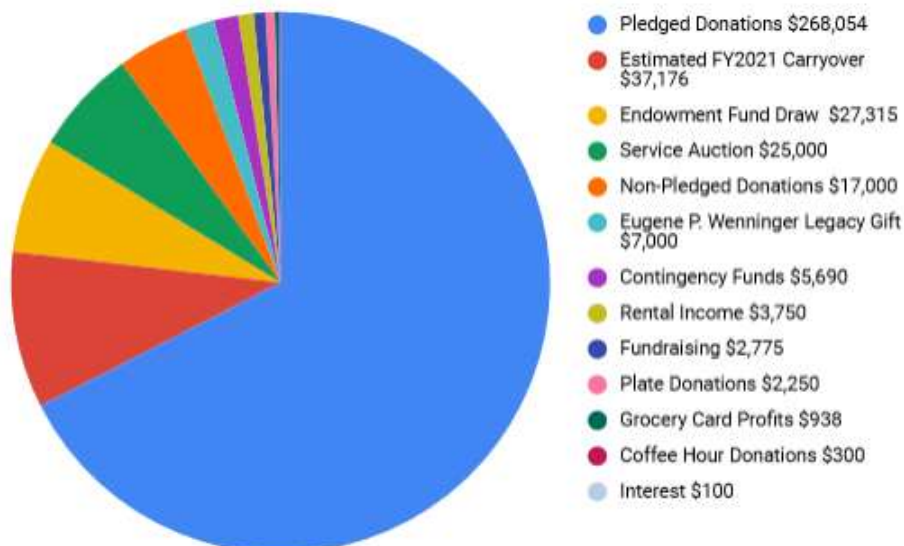
She continues her community ministry by being involved with the staff and patrons of Kent Social Services on a limited basis, and by actively participating with local justice groups including: the NAACP, League of Women Voters Diversity, Equity and Inclusion and the Education committees, UUCK's Race For Justice action group and the Kent InterFaith Alliance for Racial Reconciliation and Justice. Christie treasures the values of the UUCK church and is grateful for the opportunity to demonstrate them within the wider community.

Ballot Item: Fiscal Year 2022 Program Budget Proposal

Note: A simple majority 51% affirmative vote of the Active Members in attendance and by absentee ballot is required for this ballot item to be adopted.

FY2022 Proposed Revenues

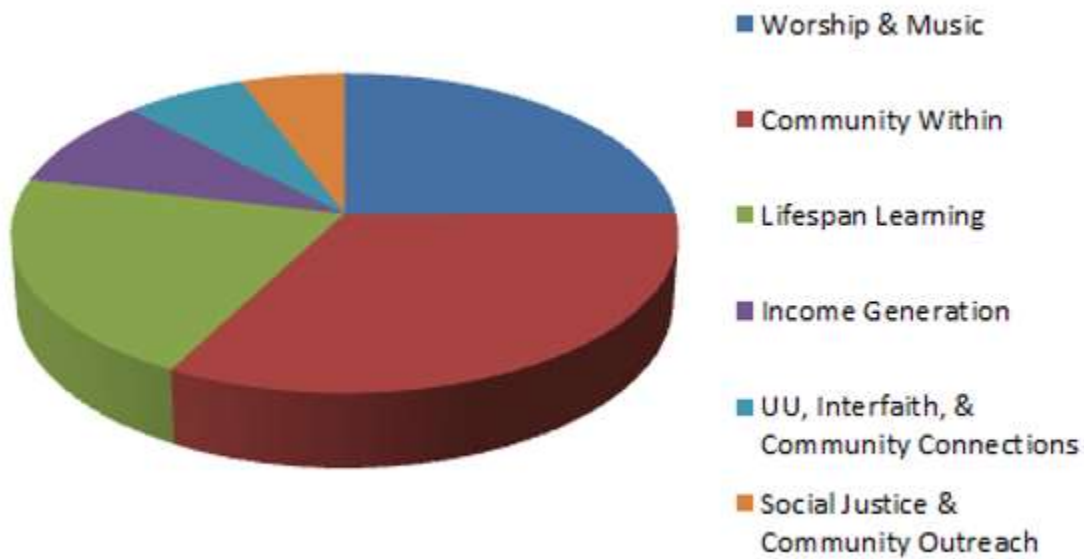
Pledged Donations	\$267,430
Estimated FY2021 Carryover	\$37,176
Endowment Fund Draw	\$27,921
Service Auction	\$25,000
Non-pledged Donations	\$17,000
Eugene P Wenninger Legacy Gift FY2022	\$7,000
Contingency Funds	\$5,690
Rental Income	\$3,750
Fundraising	\$2,775
Plate Donations	\$2,250
Grocery Card Profits	\$938
Coffee Hour Donations	\$300
Interest	\$100
Total	\$397,329



(Revenue graph update in report 4.25.2021)

FY2022 Proposed Program Expenses

Worship & Music	\$97,879
Community Within	\$131,789
Lifespan Learning	\$83,375
Income Generation	\$35,610
UU, Interfaith, & Community Connections	\$25,619
Social Justice & Community Outreach	\$23,057
Proposed Program Expenses	\$397,329



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

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.

Ballot Item: Slate of Candidates for FY2022

Note: A simple majority 51% affirmative vote of the Active Members in attendance and by absentee ballot is required for this ballot item to be adopted.

The Leadership Development Committee presents the following

Election Slate for Fiscal Year 2022

Board of Trustees

<u>Name</u>	<u>Term</u>
Heidi Shaffer Bish	3 years, through June 30, 2024
Rod Thompson	3 years, through June 30, 2024
Carol Weigand	3 years, through June 30, 2024

Financial Secretaries

<u>Name</u>	<u>Term</u>
Nancy Docherty	3 years, through June 30, 2024
Sandra Eaglen (Alternate)	1 year, through June 30, 2022

Endowment Committee

<u>Name</u>	<u>Term</u>
Bonnie Harper	3 years, through June 30, 2024

Leadership Development Committee

<u>Name</u>	<u>Term</u>
Kathie Slater	3 years, through June 30, 2024

The following individuals will be continuing in their elected terms

Board of Trustees

Liz Bright	1 year, through June 30, 2022
Vivien Sandlund	1 year, through June 30, 2022
Donald Gregg	2 years, through June 30, 2023
Diane Kloss	2 years, through June 30, 2023

Financial Secretaries

Marion Yeagler	1 year, through June 30, 2022
Eric van Baars	2 years, through June 30, 2023

Endowment Committee

Shirley Kiernan	1 year, through June 30, 2022
Jennifer Gregg	2 years, through June 30, 2023

Leadership Development Committee

Trish McLoughlin	1 years, through June 30, 2022
Rhonda Richardson	2 years, through June 30, 2023

Voting Matter: Bylaw Change

Note: A simple majority 51% affirmative vote of the Active Members in attendance and by absentee ballot is required for this ballot item to be adopted.

Proposed bylaw change

The Board of Trustees is requesting the congregation amend Pg. 6 of our Bylaws, under Article III. Governance-Mission Articulation, Section B, Article 1.-Composition of the Board, Bullet point 1, to amend to read:

- The Board shall comprise seven Active Members

Bylaws as they currently read:

ARTICLE III. GOVERNANCE - MISSION ARTICULATION, Pg. 6

B. BOARD OF TRUSTEES – COMPOSITION, AUTHORITY, AND RESPONSIBILITIES

The Board shall devote the majority of its attention to discernment, strategy, and oversight.

1. COMPOSITION OF THE BOARD

- The Board shall comprise nine Active Members.
- The Minister is an ex-officio, non-voting member.
- The Governance Executive Team (GET) shall be comprised of:
 - The Moderator
 - The Assistant Moderator
 - The Secretary
 - The Executive Team Trustee
 - The Minister as an ex-officio, non-voting member

Bylaws if proposed change is adopted:

ARTICLE III. GOVERNANCE - MISSION ARTICULATION, Pg. 6

B. BOARD OF TRUSTEES – COMPOSITION, AUTHORITY, AND RESPONSIBILITIES

The Board shall devote the majority of its attention to discernment, strategy, and oversight.

2. COMPOSITION OF THE BOARD

- The Board shall comprise seven Active Members.
- The Minister is an ex-officio, non-voting member.
- The Governance Executive Team (GET) shall be comprised of:
 - The Moderator
 - The Assistant Moderator
 - The Secretary
 - The Executive Team Trustee
 - The Minister as an ex-officio, non-voting member

Voting Matter: Covenant of Right Relations

Note: A super majority 75% affirmative vote of the Active Members in attendance and by absentee ballot is required for this ballot item to be adopted.

The Committee on Shared Ministry presents the following Covenant of Right Relations to be adopted by the UU Church of Kent.

Covenant of Right Relations*

In order to live out our UU principles and respect the inherent worth and dignity of all people, we covenant to:

1. **WELCOME DISCOMFORT**
Learn to welcome discomfort as a source of spiritual and personal growth and an opportunity to reflect, ask, connect, expand.
2. **MANAGE CONFLICT**
Identify and adhere to established mechanisms, and available procedures and resources by which we approach and handle conflict with others, as well as leadership.
3. **MAKE SPACE FOR DISAGREEMENT**
Hold space for dissenting opinions, and to design meetings and agendas to allow for conflict and disagreement.
4. **TAKE RESPONSIBILITY**
Speak for ourselves and take responsibility for our own actions.
5. **VALUE DIVERSITY**
Believe our community is strong enough for different perspectives. We will look with curiosity for truths in minority views. We promise to listen thoughtfully to ideas from others, and to be conscious of and fully acknowledge others' emotions and interests, especially if we don't agree.
6. **MOVE FORWARD TOGETHER**
Forgive the mistakes that others make and that we make ourselves as we learn to address conflict and disagreement.

*We recognize this as a living, breathing document that will change and adapt as we grow together in covenant.

Ballot Item: Statement of Commitment to Racial Justice

Note: A super majority 75% affirmative vote of the Active Members in attendance and by absentee ballot is required for this ballot item to be adopted.

The Race4Justice Task Force presents the following Unitarian Universalist Church of Kent Statement of Commitment to Racial Justice to be adopted.

Unitarian Universalist Church of Kent Statement of Commitment to Racial Justice

As people of conscience, we uphold our Unitarian Universalist values of justice, equity and compassion that call us to recognize the worth and dignity of all. We seek to become an inclusive congregation where everyone finds a sense of belonging. We pledge to do the uncomfortable work of confronting white supremacy and racial bias in ourselves and our institution.

In order to be a catalyst for change, we will follow the leadership of Black, Indigenous and People of Color and will build partnerships with BIPOC organizations. We commit ourselves to bold action in ending systemic racism through uniting in witness, speaking courageously, advocating for institutional change and participating in community action.

We believe that only by liberating our collective souls from racism can the beloved community become reality.

Abbreviated tagline:

Our Unitarian-Universalist Church of Kent commitment to racial justice:

- Uniting in witness
- Speaking courageously
- Collaborating for freedom

Voting Matter: Endorse UUA Statement of Conscience

Note: A super majority 75% affirmative vote of the Active Members in attendance and by absentee ballot is required for this ballot item to be adopted.

The UU Church of Kent Race4Justice Task Force presents the following Unitarian Universalist Association (UUA) draft Statement of Conscience (SOC) to be endorsed by our congregation in order to support that SOC be included on the UUA's 2021 General Assembly Agenda.

DRAFT UUA Statement of Conscience (SOC) Undoing Intersectional White Supremacy: A Call to Prophetic Action

Seeking universal justice and equity, we call upon the Unitarian Universalist Association and Unitarian Universalist individuals and congregations/groups to actively engage in undoing systemic white supremacy in all of its manifestations. Systemic white supremacy refers to the embedded, institutional, and pervasive nature of racism, white privilege, and racial bias and oppression in our society. We acknowledge the impact of systemic white supremacy is intersectional, meaning it impacts people differently across race, income/class, gender, age, ethnicity, immigration status, sexual orientation, religion, ability, and more. (1) As Unitarian Universalists, we decry the ways in which the intersectional impact of systemic white supremacy divides our human family by privileging some groups over others and thereby generating resistance to the common goal of universal equity and justice. Systemic white supremacy is a direct affront to every one of our principles. (2) Most egregious, we are losing lives of Black, Indigenous, and People of Color all across this nation—from long-standing ills of police violence, to hate crimes, to emerging crises of the pandemic—due to the evil of systemic white supremacy. Therefore, as Unitarian Universalists we must engage in urgent action to confront the moral crisis of our time:

- **Engage with the movement, in our communities and nation, to heal the evil of racism.** A vital and dynamic movement to overcome racism and dismantle systems of supremacy is rising across our nation, and as Unitarian Universalists we must contribute to this momentum. We can fortify this movement for justice by participating in and organizing social action to denounce injustices such as police brutality, theft of native lands, environmental racism, mass incarceration, cruel responses to immigration, restricted reproductive rights, transphobia, lack of health care and education, and more. We can join in action outlined in the GA 2020 Actions of Immediate Witness ([“Address 400 Years of White Supremacist Colonialism”](#) and [“Amen to Uprising: A Commitment and Call to Action”](#)). Acting for justice in these important movements, we must be vigilant to the manifestations of systemic white supremacy. We must not only observe and affirm this movement, but engage in bold action with and support of people on the front lines. Actions can include street protest; advocacy; resource sharing; local, regional, and national campaigns; letter-writing; community asset building; and more. The key is organizing with strategic accountability while building sustainable communities of resistance.
- **Carry forward the recommended healing actions conveyed in “Widening the Circle of Concern”:** As with other complex and embedded social problems, undoing systemic white supremacy requires multifaceted, long-term efforts for change. This includes not only engaging

in action beyond the denomination, but also internal work within the denomination to overcome the ways in which systemic white supremacy is woven into our group cultures, interpersonal relationships, and individual ingrained biases. This call affirms the wealth of knowledge and vital guidance detailed in the UUA Commission on Institutional Change report, "[Widening the Circle of Concern](#)". Unitarian Universalist organizations and individuals are called to implement the recommendations in this report as a means to release ourselves from the limits of systemic white supremacy, which are embedded in our structures and habits, so as to allow Unitarian Universalists to live our shared values more fully and freely.

- **Build relationships across boundaries of privilege and oppression.** Through the lens of intersectionality, we understand how systemic white supremacy breeds the lie of division. From unequal access to housing, to poverty, healthcare barriers, and environmental degradation, we all suffer. Yet when one group seeks help for a problem such as racism, another oppressed group that is a member of the dominant race may feel that the roots of their own suffering will not be addressed. We believe systemic white supremacy is embedded in all oppressions in the U.S. Unitarian Universalists must forge relationships beyond boundaries of privilege and power as we struggle for justice for all oppressed people while continually focusing on the vital work of undoing systemic white supremacy. There are myriad groups to partner with on anti-racism, including groups like Black Lives Matter, Black Lives of Unitarian Universalism (BLUU), Black Youth Project, Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM), the Mashpee Wampanoag Tribe, the Movement for Black Lives, the NDN Collective (an Indigenous-led organization), the Poor People's Campaign, and Standing Rock nation.

As Unitarian Universalists living in a time of racialized violence, environmental crisis, and a democracy on the precipice of disaster, we must urgently engage in relationship building, internal growth and transformation, and wider justice action to undo systemic white supremacy and promote universalist equity and justice in our world. May the inspiration and connections on this website serve as a catalyst for your ongoing journey in this vital work.

(1) Words of Kimberle' Crenshaw in "She Coined the Term 'Intersectionality' Over 30 Years Ago. Here's What It Means to Her Today," by Kathy Steinmetz, *Time*, 2020.

(2) The harms of racism and intersectional white supremacy defy the inherent worth and dignity of every person; deny justice, equity, and compassion; reject acceptance of one another with encouragement to spiritual growth; prevent free and responsible meaning-making; undermine democracy and rights of conscience; mock the goal of world community of peace and justice; and disrespect our interdependence. In short, they are a direct affront to every one of our principles.

(Statement Update in report 4.25.2021)

FY2021 Annual Program Area Reports: Board of Trustees

Report from the Board: Diana Watt, Moderator

It is both real and unreal, that this church year concludes with our congregation still unable to meet safely together in our Kent sanctuary. We have learned that you can forecast all you want, but neither a pandemic nor the human response to it are predictable. Even so, the new Hobbs Hall is near completion with many people working on start-up teams and in other capacities to get our new facility up and running, so we may grow our congregation's programs by living into our vision and mission as a community.



Our virtual services continue, and the energy, creativity, depth and breadth of their content has been a joy to behold. It has been an on-going evolution as we've learned how to make amazing use of the technology that while at times puzzling - has enabled us to stay connected with one another while enjoying a broad range of musical performances (Thank you Mr. Walker), virtual choirs, multiple "Hals", delightful "Time for All Ages" stories, many voices and reflections from all ages and stages of life, plus Rev. Steven's thoughtfully crafted themed services which serve to ground us to our UU principles - the whole of which enhances our spiritual well-being.

With the congregation's permission, circumstances allowed for the Board to "experiment" to function as a seven member group for the majority of this year. Per existing Bylaws, the number of members on the board is set-forth as nine people. The Board held a thorough, lengthy and robust discussion regarding our recommendation - based on our shared experience - on whether to amend our Bylaws to indicate the Board shall have seven members, or return for FY 22 to a nine member board. When eventually put to a vote, the Board decided unanimously, with the support of Rev. Steven, to ask the congregation to approve a change in our Bylaws to allow for a seven member Board going forward.

We learned that as the congregation has gained experience functioning under policy based governance with an emphasis on shared ministry - the MET (Ministry Executive Team) and various committees/teams/staff handle the church's operational details and working programs - a body of seven individuals dynamically interacts more equitably and can not only move with more effectiveness through very full agendas, but can respond quickly to any issues or areas of concern as they arise. Therefore, the Board is asking our congregation to approve the Bylaw change to call for a seven member Board of Trustees, beginning FY 22.

The new Board began its work by reformulating Congregational Goals for the coming year as a way to focus our energy as a congregation, move us towards common goals in pursuit of our mission and vision, and hold ourselves accountable.

Following are the **Congregational Goals** set for FY 21:

Goal 1: Grow as a Spiritual Community

Whether we are relating to one another in person or virtually, fostering open and frequent communication on the life and work of the church is vital for both our sustenance and growth. We have strived to expand our culture of welcoming and radical hospitality - which has included concerns for safety and understanding each other's needs. Highlights of these concepts include utilizing break out rooms in Zoom, deepening our compassion through the sharing of congregants' joys and concerns in the chat box during Sunday services while they are also read aloud. The Zoom closed captioning feature welcomes hearing impaired individuals to more fully participate. Further, great strides have been taken to include opportunities for all ages to take part in congregational life and work, as evidenced by our youth's enthusiastic participation in racial justice issues and bringing in many more internal and external voices to our worship on a regular basis.

Goal 2: Nurture our Religious Education Program

With guidance from the RE Committee, and the dedication of our Religious Education teachers led by the incomparable A+ Staff Team of Colleen Thoele and Michelle Bores - our RE program has blossomed in dynamic new ways through creative and fun uses of Zoom technology. One of many outstanding examples were the rollicking adventures of the Stuffies during their sleepover at the church - it was such a good time following along! The stories, songs, activities and poetry of our children, youth and their leaders, have greatly enhanced the messages of our services bringing a deeper level of meaning to us all. Also notable under the RE umbrella, the pandemic and Zoom has positively accelerated one of the church's goals in developing family ministry programs (comprehensive education for all ages). Additionally, we are creating a new Adult RE Team, who has a formal charge to direct its work in offering more RE opportunities for Adults with diverse curriculums.

Goal 3: Deepen our Capacity for Social Justice

Events of 2020 sharpened the focus on racial and social justice issues in our nation, and our congregation as a microcosm. These issues have always been central to Unitarian Universalist's principles and values, and are manifesting themselves concretely through a variety of thriving social justice initiatives among various UUCK teams, as well as actions by individuals. Moving into FY 22, with the possibility of a wider and broader scope of service through use of Hobbs Hall, three primary areas have been identified: Hunger, Racial Justice and the Welcoming Renewal Program- spotlighting advocacy for transgender people. Our leaders are beginning to strengthen ties by building relationships and forming partnerships with external organizations such as the Kent Interfaith Alliance and the NAACP. Engagement in these developing programs present rich opportunities for us to become involved in the work of social justice to create a better community, leading to a better world.

Goal 4: Promote a Culture of Shared Leadership

The leaders of our church at all levels have focused considerable attention to promoting a culture of shared leadership. Our annual shared leadership survey review indicated a mutually recognized need to identify, recruit, train and develop leadership within the church. Intentionality in this area has resulted in improvements that continue to trend upward. The Leadership Development Committee has mobilized with initiatives to grow leaders through education, mentorship and experiences that include promoting attendance with scholarship opportunities to this year's virtual General Assembly in June, enrolling in the UUA's Leadership Lab and then promoting the on-line classes to the entire

congregation coupled with discussion sessions. The sharing of responsibilities among the many teams of volunteers necessary to keep our church not only “going” but “growing and thriving” is impressive. We as a church can be proud of the way our congregants continue to become involved in the areas where their interests and passions lie.

GOAL 5: Expand and Enhance Our Infrastructure and Its Uses

Whether you have the opportunity to drive by the church or see construction unfold via photos on Facebook or the church’s website - Hobbs Hall is nearing completion of its construction! At the time of this writing, we anticipate completion by the end of this month, April 2021 - pending unknowns of required materials, supplies, etc. Our seemingly tireless Construction /AV- Electronics teams have dedicated untold hours meeting at least weekly via Zoom, on-site, emailing and in-person as needed, and each team member has our utmost gratitude. People-power infrastructure has also been built via two main chartered Hobbs Hall start-up teams, which actually are inter-connected sub-teams each dealing with specific aspects of the Hall’s anticipated usage, such as Kitchen, Landscaping, Rental Policies, Furnishings, Promotion, etc. Our long-range planning continues to include later phases to address renovations to the Annex, Fessenden Hall, and the Sanctuary. Gratitude is due to our entire congregation for your faith, support, patience, enthusiasm and generosity that has led us to this milestone of achievement for our beloved community. Neither a church nor it’s social hall are defined by their architectural aspects alone, and it will be the same congregational characteristics of faith, support, patience, enthusiasm and generosity that will define the life and work within these spaces going forward.

GOAL 6: Become More Visible in the Wider Community

The pandemic certainly added restrictions to some of the plans the congregation planned to put into practice to move us further along in this goal. Yet even so, social and racial justice protests by adults and youth in our congregation - following health and safety protocols - resulted in coverage by the local press showing UUCK congregants literally demonstrating their values. Our Zoom services on Sunday typically attract an average of approximately 125 people, which consistently exceeds weekly participation over the past two years. In the near future, we hope our plans for dual-platform virtual worship services, educational programs and meetings for other ministries when we are safe to again meet in person, will enable people to actively participate without regard for geography or distance and expand our overall visibility. In addition, there are desires and convictions within the congregation to utilize Hobbs Hall as a welcoming venue for outreach activities to community organizations in need of meeting and event space.

GOAL 7: Work towards Greater Financial Stability

It is true in almost every area of life, no one wants to talk about money. It too often falls under “Well, yes, there’s that”. Our Hobbs Hall is a testament to the fruition of work over years of seeking input, planning, strategizing, campaigning, fund-raising, communicating, meeting, organizing, monitoring, committing and doing. This work however, is on-going, and why we are culturally shifting in awareness to think in terms of “Generosity” as a spiritual practice. We have recently seen the incredible impact of a single bequest in overcoming the final hurdles to constructing Hobbs Hall. Some folks are motivated to contribute in any amount financially during their lifetimes to causes, items, programs or capital projects so they can see how their gifts manifest. Others prefer to honor institutions and/or organizations in specific ways through their trust, estate or will, also regardless of the donation’s size. Our newly populated Endowment Committee is putting concerted effort to fulfill their charge and put energy into Legacy giving programs which will guide us towards firmer financial footing and greater stability in the future. In the interim, during the past year the congregation’s

financial support in meeting their pledges, buoyed by several large donations from members and the CARES act, has enabled us to weather the pandemic storm without distress. The challenge before us lies in not only maintaining, but improving our financial strength to offer fair compensation and benefits to our dedicated and talented staff plus meet increased expenses now that our campus finally includes a beautiful new facility - so we may be able to thrive as we live into our mission and vision.

In closing this year's report, I'd like to offer some personal reflections. As an upside to a downside, the pandemic led to my early job loss in the hospitality industry, which still has a long way to go before recovery. As a result, I was able to say "yes" when asked to fill the role of Moderator for the Board of Trustees. To be clear, in this example the upside was saying yes!

One of the Board's first challenges was finding ourselves as a group of seven instead of the anticipated nine, when circumstances changed for two of the previously elected and highly valued BOT members. What we discovered was that the smaller number of people in and of itself, allowed for a different group dynamic that was livelier, more energized and with all voices heard from in freer-flowing conversations. It created a level of comfort with one another where each of us felt safe to ask for clarifications, extend or return to discussions, offer suggestions or express viewpoints that might be running counter to the prevailing majority at the time. We shared a genuine camaraderie with one another which made serving with this group a joy and a pleasure!

I am so appreciative of this Board's kind support and patience, and true dedication to service with their presence, willing attitude and generosity of time in both preparing for and attending regular meetings plus the "irregular" ones as well! To my experience, the Board and Rev. Steven truly demonstrated "shared leadership" at its finest, and I deeply appreciate the opportunity to have served on the Board of Trustees over the past three years.

Presenting Your Board of Trustees for 2020-2021

Donald "Don" Gregg, Assistant Moderator.

Gratitudes: Candid opinions - thoughtful, honest and forthright, highly conscientious, focused

David "Dave" Smeltzer, Co-Secretary

Gratitudes: Cheerfulness & positive can-do nature, sharing his amazing talent for video creation

Liz Bright, Co-Secretary/Governance Executive

Gratitudes: Careful evaluator, observant, sensitive, willing to go outside of comfort zone

Vivien Sandlund, Trustee

Gratitudes: Broad experience, passionate, respectful questioning, decisiveness, perspective

Blaine "Blaine" Vesely, Trustee

Gratitudes: Consistently goes extra mile, quirky sense of humor, thoroughness, positive energy

Diane Kloss, Trustee

Gratitudes: Giving, willingness to learn, unafraid to question, clarification seeker, gentle

Rev. Steven Protzman, Ex Officio Member, Minister

Gratitudes: Many! Unwavering support personally and as Moderator, deep listener, self-reflective, highly collaborative, strong administrative and organizing skills, clarity, patience

Finally, I feel called to commend the Ministry Executive Team (MET) for their supreme dedication and hard work. This powerhouse team of administrators meets twice a month for (at least!) two hour

sessions and the four of them:, Rev. Steven, Minister, Lois Weir, Treasurer, Jennifer May, past-Moderator and MaryBeth Hannan, Staff-Congregational Administrator, discuss and oversee all the operational details of the church, which are reported to the Board of Trustees monthly to review. As the expression goes, it is a heavy-lift, and their efforts are greatly appreciated.

Thanks to all of you for your work, service, support and friendship, and to the UUCK congregation who has responded with consistent care, love, energy, support and enthusiasm to the endeavors of our church in all its many facets regardless of particularly challenging times. We are indeed, Beloved Community.

In praise and gratitude,
Diana Watt
Moderator, UUCK Board of Trustees



FY2021 Reports from the Minister and Staff

Report from the Minister

The choices we make now, the way that we conduct ourselves, the paths we decide to follow: they will all be remembered. They will determine the future, perhaps for generations to come. Therefore, as long as we are in this great shift of reality let us make our mark together. Let us lean toward the just, the compassionate and the sacred. Let us walk in dignity with hope for a better world.

—from *We Will Be Witnesses to a Vast Time of Change* by Steven Charleston

As I wrote my previous annual report, we'd just gone virtual, using Zoom for our worship, religious education, meetings, and community. None of us were certain how the pandemic would affect our lives and our shared life as a congregation, how long we'd need to be a virtual community, or the changes and losses the pandemic would bring to us personally and as a community. There was so much we didn't know. Now a year later, as we look back, we can reflect on the choices we've made in the last year, the paths we chose to follow, the way we conducted ourselves. In a message to you about the pandemic, I wrote: "Our

Seventh Principle, which affirms the interconnected web of existence of which we are all a part, calls us to our responsibility as a religious community to care for one another." And we have cared for each other as well as the Kent community. When the pandemic started, you stepped up to our shared ministry even more, offering your gifts, resources (thank you for your incredible financial generosity to the Minister's Discretionary Fund- we've been able to help a lot of people this year), compassion, and skills to help us thrive through this time, live out our mission, and ensure that no one felt isolated or alone and that needs, whether practical or spiritual, were met. We have done a lot of excellent ministry together this past year and you have shown great resilience, commitment to being a community, and the capacity to adapt to change (some of which was rather sudden) so that we have continued to thrive. I am pleased to report to you that in spite of the pandemic, we are vibrant and healthy, we work and play together well, we are financially stable, and we are living out our mission to inspire love, seek justice, and grow in community.



Worship

One of the primary tasks of a spiritual community is worship. We gathered in worship each week to celebrate, to reflect on life's big questions, and to affirm our shared humanity. Soul Matters provided a monthly theme and structure for worship around which we wove in holidays and other important occasions. Our Religious Education Director Colleen Thoele worked closely with me, the Worship Arts Team, and many volunteers to create playful and inspiring services. We celebrated our usual holidays, including Water Communion/Ingathering, Hogwarts Sunday, Thanksgiving, our annual Holiday service, created and led by Sandy Eaglen and Colleen Thoele, Christmas, Easter, and the Flower Ceremony. Other special services included the Day of Remembrance (honoring our beloved dead), Blessing of the Animals, a themed service for the Service Auction and then the purchased service (thank you Eric van Baars), a Youth Racial Justice service, New Year's, a service to honor

Martin Luther King, Jr., Imbolc (a pagan festival welcoming spring), the annual Pledge Drive kick-off, the Transgender Day of Visibility, and many others. We also added a midweek Vespers service to allow us an additional opportunity each week to reflect on life in these times, share our struggles and our joys with each other, and find inspiration in the words of ministers, philosophers, and poets who captured the anxiety, uncertainty and fear of these times as well as the joy, the hope and the possibilities of life.



When we went to virtual services using Zoom in mid-March of 2020 (in response to the need for physical distancing because of the pandemic), every Sunday became worship for all ages, and services are crafted to be inclusive of our children and youth. To create a sense of connection during virtual worship, we included breakout rooms during the welcome so that people in small groups could check in and greet each other, and invited people to use the chat box during the service to share joys and concerns. Many times I've heard you say that you actually feel more connected during services even as we long to be together in person and miss the shared energy and intimacy of gathering in our building each week.

The Worship Arts Team and I met regularly to plan services, to learn from one another, and to reflect on worship related topics. We've had fun experimenting with worship formats and interactive services, and have enjoyed the opportunity for creativity and thinking more outside the "worship service box". Thank you to our Worship Arts Team for collaborating with me: Hal Walker, Colleen Thoele, Christie Anderson, Camille Pavlicek-Fauser, Heidi Emhoff Wood, Lori McGee, Kathy Kerns, and Elaine Bowen. Our WA team said farewell to Camille and welcomed three new worship associates: Randy Bish, Heidi Shaffer Bish, and Diana Van Winkle. We also brought together an expanded tech team to help with our Zoom services. Thank you to our tech and audio teams and our service slides team for your collaboration and leadership in our worship: Joe Kuemerle, Jennifer May, Ginny Horvath, Michelle Bores, Kara Kramer, Jill Forsman, Max Grubb, Katie Grigg-Miller, and MaryBeth Hannan.

Under the leadership of our Music Director, Hal Walker, all our very fine musicians and guest 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.

Life Passages

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

In Loving Memory:

Harry Noden

Mary Thompson

Weddings:

Wendy and Lori Mirkin-McGee

Randy and Heidi Shaffer Bish



Harry Noden & Mary Thompson

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, holding a listening post each month on the first Sunday, making decisions informed by our mission and vision, crafting thoughtful policies as we continue to move toward being a Program sized policy-based congregation, and adapting to meetings and governance work using Zoom.

When two resignations (for personal reasons) reduced the size of the Board from nine to seven, we did some self-education and discernment about the appropriate sized Board for policy based governance. The Board asked you to approve the experiment of a seven member Board (which you did) and after living with this experiment the past year and evaluating it, the Board will ask you to vote to amend our By-Laws for a seven person Board. During our annual retreat in August to deepen relationships and plan our year together, the Board and I worked together to create seven congregational goals to guide our ministry for the year. The Board and I then hosted a town hall in September 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. Each month I have reported to the Board how we are achieving our year's goals and we have done a lot of excellent work and ministry guided by these goals.

The Ministry Executive Team met each month (often twice a month) to make decisions about our day to day operations and ministry, including monitoring our finances, creating a draft budget for fiscal year 2022, crafting policy and procedure recommendations for the Board, meeting with the Ministry Coordinators, and working on a plan for how to return to in person congregational life and work. Thank you to our Ministry Executive Team: Jennifer May, Lois Weir, and MaryBeth Hannan for collaborating with me to keep our congregation and its ministries running smoothly.

Thank you to our Board of Trustees: Blaine Vesely, Diana Watt, Don Gregg, Liz Bright, Vivien Sandlund, David Smeltzer, and Diane Kloss for your steadfast presence and leadership and commitment to our mission and vision. It has been a pleasure to collaborate with you in the work of governance during these challenging and yet exciting times.



The Social Hall Project

This was an exciting year as construction of Hobbs Hall began and is being completed as I write this report. Last spring, when we received the money needed to build Hobbs Hall, the Board appointed a construction team to oversee the construction process and to work with the contractor Metis Construction, and the architect, DS Architects. The Hobbs Hall Construction Team has been meeting weekly (and sometimes twice a week to make decisions about materials and finishes and meet with the contractor and architect). The Team has also made regular progress reports to the Board and the Ministry Executive Team, as well as to the congregation during Town Hall meetings. Thank you to

our dedicated and hardworking Hobbs Hall Construction Team: Andrew Rome, Katie Grigg-Miller, Blaine Vesely, and Randy Leeson. In addition, thanks goes to Capital Campaign Treasurer, Kay Eckman for her diligent oversight of the project expenses and capital funds.

Recognizing that there is much work to do to make the building usable once construction is complete, the Board of Trustees, the Leadership Development Committee and the MET worked to create the Hobbs Hall Start Up Team, which is a series of sub teams that will work to furnish and equip the building, create policies for use and rental, finish the landscaping, promote and publicize the building, make choices for art, and manage technology. Thank you to everyone who has volunteered to serve on the Hobbs Hall Start Up Team. Special thanks to Jennifer May for leading the chartering process that got the Start Up Team's work underway.



Our Shared Ministry

I slept and dreamt that life was joy. I awoke and saw that life was service. I acted and behold, service was joy.
—Rabindranath Tagore

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 Board of Trustees and our Religious Education teachers during worship services in the fall, and we held a virtual shared ministries fair Sunday in September, complete with a worship service about shared ministry.

One of a congregation's important tasks is to provide support and care for one another as we face life's challenges, losses, and struggles. While the Pastoral Care Team did not meet this last year, we continued to offer pastoral care in a variety of ways, including sending cards of caring, support or sympathy, offering meals, transportation, financial help, and support to those who needed it, and offering one on one care to people who were struggling or experiencing a loss. When we could no longer be together in person due to the coronavirus, our congregation really stepped up in our shared ministry to ensure that no one is isolated or alone. We formed a Pastoral Care Emergency Response Team which created Circles of Connection, small online groups intended to provide another opportunity for people in our community to stay connected. Thank you to the Emergency Response

Team: Dani Beale, Vivien Sandlund, Diana Watt, Susan Poole-Wilke, and Patty Miller for all your work to help us stay connected.

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. Major projects of the CoSM were the Covenant of Right Relations and an annual evaluation of the congregation's 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. Thank you to our CoSM: Ginny Horvath, Chris Dum, Mary Ann Stephens, and Bonnie Harper.

We have an excellent, talented, dedicated staff that leads our shared ministry. It has been a pleasure to work with MaryBeth, Hal, Colleen, Brian, Michelle, and Vanessa, and I am grateful for the dedication and creative spirit each of them brings to our shared work, along with their ability to adapt to change and learn new technology. I hold weekly staff meetings with the three program staff 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 a retreat where we deepened our relationship with each other, renewed our covenant, and reflected on the year's congregational goals. In addition to our excellent staff, we are blessed by our Affiliated Community Minister, Rev. Renee Ruchotzke, our Commissioned Lay Leaders, Rev. Christie Anderson and Lori McGee, and Commissioned Lay Leader Candidate, Kathy Kerns, all of whom so generously share their gifts and time with us, as well as our many talented and generous lay leaders who help us thrive.

My Ministry

I wrote a series of goals for this third year to guide my ministry. My priorities this year were focused on areas of congregational life I identified as needing attention and my goals were closely tied to the year's congregational goals. My goals included:

- Continue to practice good self-care, which included Sundays out of the pulpit and vacation time.
- Collaborate with the Generosity Team and explore the concept of generosity as a year round practice, not just a pledge drive in the spring.
- Work on the congregation's financial stability and creating a culture of more awareness and generosity as a spiritual practice.
- In collaboration with the Religious Education Team, expand the role of children and youth in the congregation, including in worship. This is an initial goal toward a long-range vision of a vibrant family ministry approach to congregational life.
- With the Worship Arts Team, be intentional about making services accessible for all ages, including physical and technological accessibility. Even when we are able to meet in person again, our plan is to continue to offer a virtual option for attending service and to continue to have an all-ages service every Sunday, followed by religious education for all ages.

To continue my professional growth, I attended meetings of the Kent Interfaith Alliance (KIFA), events hosted by KIFA, took a personal retreat, took coursework in pastoral care, interim ministry, racial justice, researched Board size recommendations, participated in my annual review, and mentored a Commissioned Lay Ministry candidate. Thank you for the time and very generous professional development funds that allow me to serve the larger community and continue my professional growth.

With Gratitude

On July 31st I will finish my third year as your settled Minister. I feel so very blessed and fortunate to serve this faith community! It has been an energetic and good 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, religious education teachers, pastoral care providers, tech team members, musicians, worship associates, committee members, social and racial justice leaders, and all the many other 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



Faith Development



Note: The 2020-2021 religious education year was like no other year before. The way we “do church” drastically shifted as the world adapted to a different way of life during the coronavirus pandemic. All programming was 100% virtual. This created a challenge that, I am proud to say, our staff and volunteers rose to. If I could describe the experience in just a few words, I would say “constantly evolving, trial and error and connecting creatively”.

Summer 2020 started with the religious education program focusing on connection and community. Each Sunday was led by myself and Michelle Bores. It was important to put away the usual curriculum- based Summer program to focus on the emotional and spiritual needs of our children as they lived through this unprecedented time in their young lives. Middle and High School youth were encouraged to assist in these sessions – and they did!

Our High School youth group thrived this year as they adapted to online meetings extremely well. Our youth focused on building their own bonds as well as caring for the wider community. Their first act as a group was to paint and secretly deliver “kindness rocks” to people in our community living alone and families with young children. Throughout the year, under the amazing guidance of Ellen McWilliams-Woods and Ilona Urbin, they have planned protests, crafted an entire worship service, studied about home and food insecurity, initiated and performed a river clean-up and created plans to continue their justice work throughout the year and in to Summer. Several of our youth also officially joined the Race 4 Justice team, thereby making it a multigenerational committee!

In August, we held our second annual children’s meeting. During the children’s meeting, the children and youth voted on a justice focus for the year. They chose to lift their voices, learn about and act for anti-racism. See below for details.

As kiddos headed back to (virtual) school, Rev. Steven and I performed a Blessing of the Backpacks ceremony. Each child and youth returning to school received a charm in the shape of the ASL sign for “I love you” to remind them that they are loved and always connected to their church community, even when (especially when?) we cannot be together in person.

Fall RE launched in September with classes following our 10 AM Zoom service. This year was truly the year to collaborate. The physical barriers lifted by virtual learning gave us the opportunity to “open our doors” to those who otherwise would not be able to attend. It was this bright spot that saw the return of families to the RE program who had moved away in recent years. Additionally, we were able to open our program up to the UU Church of Youngstown as they did not have the staff to create an online program for children. Several families from Youngstown attend our programming today. We are so happy to have them join us.

We continued the use of Soul Matters RE curriculum. By using the Soul Matters themes for all ages it creates the opportunity for the children and youth to share in the same topics of the entire church community! The writers of the curriculum spent the Summer adjusting the sessions to adapt well to virtual classrooms. All in all, our RE morning programming included the talents and dedication of 16 adult volunteer teachers serving 81 children and youth! I am incredibly proud and impressed by our teachers this year, they were challenged to teach in a brand new way and they knocked it out of the park!

January, once again, brought our Justice Intersession. Regular RE programming is put on hold for January so that our children and youth can work exclusively on their justice mission for the year. This year the children and youth chose to support the Portage County N.A.A.C.P. Their justice work included youth-led protests in support of black lives, research on where their fundraising would have the most local impact and participation in a worship service to ask the whole congregation to help them in their efforts. Their advocacy moved the congregation to raise over \$1220 for the N.A.A.C.P. and they were very excited to learn that their donation would be exactly enough to publish the N.A.A.C.P.'s social justice coloring book for the children of Portage County!



In February, our Winter Hogwarts team of volunteers did a masterful job adapting our Hogwarts programming to a virtual space. Congratulations to Hufflepuff and Ravenclaw houses for tying and winning the house cup!

In response to these stressful times, it became a priority to engage with our families in new ways. To that end, a parent and caregivers meeting is also offered monthly via Zoom. These meetings focus on supporting our community's parents and caregivers. In addition to the parent meetings, we added Story time with Miss Michelle on the first Tuesday of each month and regular "pop-up" hangouts for the children to simply be together (think Lego builds, origami, drawing lessons, scavenger hunts etc.) These pop-ups create a wonderful opportunity for our kiddos to connect with each other in a simple and fun format. And finally, the crown jewel of our new programming came in the form of a stuffed animal sleepover! Children sent in their stuffed animals and their stuffed animals did all the things in the church building we look forward to doing when we can gather safely again.

In addition to the new programming, Michelle Bores and I create RE “take home kits” as needed. These kits include supplies for families to have at home so that all children have the supplies they need for their RE class and a chance to participate fully in crafting and learning together online.

Worship

The pandemic shifted our worship service to a weekly all-ages service. This shift is exciting as families now attend full services together. This also meant that my involvement with crafting the service every week increased. It has been a terrific learning experience and joy to participate more fully in worship.



Worship highlights this year included the youth-led service “Now is the Time to Raise Our Voice” (11/15) service wherein our youth educated our community on the proposed 8th principle. They did a remarkable job! Then on December 20th, we held our annual family holiday service which included the voices and talents of 5 families. Many thanks to Sandy Eaglen for crafting and leading with me!

My greatest joy about worship this year was the increased (by a lot) participation of children and youth in worship. Through music, readings, reflections and more, children and youth voices have been featured throughout the year.

Professional Development

Over the course of this year, I had the privilege of attending the first virtual General Assembly where I attended classes on crafting virtual religious education, anti-racism/anti-oppression work, engaging youth in virtual spaces and networking with colleagues.

A highlight for my professional development this year was the opportunity to serve on the Central East Region’s Summer Institute religious education team. This is a three-year term and I look forward to continuing to serve.

Other topics I have studied this year include online safety, virtual platforms/technology, forming hybrid religious education and pastoral care.

I have also been active in meeting with my LREDA cluster colleagues, attending monthly Soul Matter R.E. Labs, and numerous youth ministry check-ins.

Final Thoughts

This year has been both a challenge and a blessing for obvious reasons. The challenges of re-creating programming and engaging through screens was the reality. The blessings, however, were abundant. The support I have received from Rev Steven, MaryBeth,



Hal and all of you, fills me with gratitude. I would be remiss if I didn't share with you that Michelle Bores is an exceptional leader. Her dedication to the children of this community and her creative heart shined bright this year – I cannot say this loud enough, Michelle went above and beyond this year and I am grateful for her.

I want to thank our RE volunteers for 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.

And finally, in this new virtual world, our children are staying connected to each other. It is a beautiful thing to witness. The care and compassion they have for each other shines right through the computer screen. Throughout this year, they have taught me resilience, patience and to breathe. It is one of the greatest honors of my life to walk alongside them on their faith journey. I cannot wait to see what next year holds for all of us but I am most excited to hug (or high-five or fist bump or smile at from across the room) the amazing children and youth of the Unitarian Universalist Church of Kent. I am so very blessed to serve this congregation. Thank you.

With Gratitude,

Colleen Thoele,
Director of Religious Education

Reports from the Staff: Hal Walker, Music Director

For several years now, my annual report on the state of the UU Church of Kent music program has followed a familiar template. Annually, I report on the various music ensembles in the church and recall the highlights and challenges of each. This year's report breaks all templates. Who could have imagined the way the last year would unfold for music ensembles all around the world? In fact, this year, the use of the word "ensemble" must be called into question. In order to keep each other safe, the focus of our music program has gone "virtual."



When the pandemic hit in 2020, I dove quite readily into the technology of creating virtual ensembles. It's amazing to think that one year ago, I was just learning where to find the audio settings in Zoom. A year later, I continue to learn new processes and technologies and to discover new ways for musical expression within the confines of a global pandemic. Today, after much trial and error, I continue to enjoy refining the process of combining voices and instruments to create virtual music ensembles.

However, with our congregation's particular love for being together making music, there's no denying the loss that we have experienced in the last year. No amount of recording ourselves, singing from

lyrics on a Zoom screen or video editing can come close the shared experience of rehearsing around the piano together, singing harmony in a Sacred Song Circle or belting hymns together on Sunday morning.

After years of having regular rehearsals with the Peace Choir, the Fallow Time Folk Orchestra, the Tone Chimers and the Golden Tones, this year, our rehearsals have been on hiatus. Instead, I have been busy creating guide tracks for the singers and instrumentalists to play along with. I send .mp3 files to the singers and they rehearse it on their own and then use their phone to record their part. The individual videos that I receive are so tender and honest. I am honored to receive these intimate recordings and then to make a little technological magic happen to turn them into a virtual ensemble.

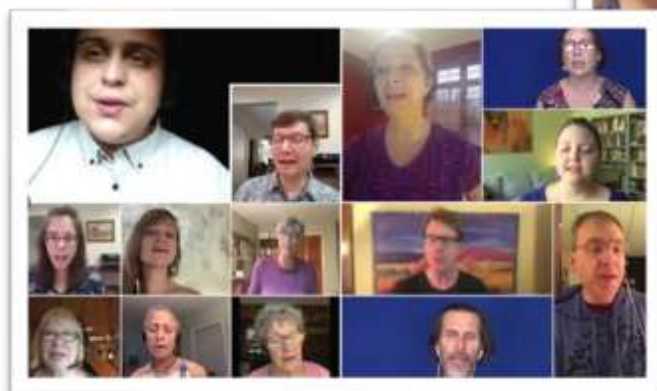
Because of rules around copyright and broadcasting, streaming the music in our services has brought about new challenges. Whereas, in a live setting, I felt free to perform most any song. When music is broadcast, we must gain permission from the composer. For that reason, we have purchased a membership with [OneLicense.net](https://www.onelicense.net). This membership grants us blanket permission to use the music of many composers. I have found seeking permissions and the complications of learning about copyright to be one of the most challenging parts of my job. Special thanks to Max Grubb for his help in this area. Also, thanks to the songwriters in our congregation who have so generously allowed us to use their music for our virtual services. Katie Grigg has been particularly prolific in providing original music for our services this year.



With the passing of Harry Noden, we lost one of the greatest supporters of the music in our congregation. For many years, I so appreciated Harry's musical presence and the kind feedback that he would regularly offer to me. Thanks to the generosity of the Noden family, Harry's support lives on in the Harry Noden Music Fund. We have been using this fund to hire outside musicians to join our virtual services. I'm certain that everyone agrees that musical guests such as Lea Morris, Emma's Revolution, Eric Noden, Tina Bergmann and Peter Mayer have enriched our services greatly. Using the Harry Noden Music Fund, I look forward to bringing in many more musical guests from across the globe. Who should I invite next?

I have a feeling that the walls of our sanctuary eagerly await the return of our voices gathered in song. I'm certain that Sacred Song Circles and the Geezers and the Celtic Clan and the Golden Tones will once again bless the halls of our church campus. For me, it's exciting to think of the possibilities for integrating the things we've learned this year into the ways we do church in the future. Thank you for your patience and your support and for the continued opportunity to do work that I love.





And what a year it's been . . .

In my almost 19 years of church administrator never would I have conceived of more than a year of virtual church. Last year at this time, we were six weeks into the COVID-19 pandemic and unsure where the end would be. Weeks? A few months? The summer? A year later the same question remains however, this church has adapted and learned that this spiritual/faith community is not defined by bricks and mortar but by the fellowship and love of community you have for each other and the common values that keep you in community.



Despite the sometime challenges of this time, I hold on to what I see as “a win” the pandemic has brought our way. We have learned to “do church” in a whole new way – this I see as our greatest success. For years we’ve aspired to become more accessible and to have a greater reach beyond our walls. Having been forced to learn to succeed in a virtual environment has “grown our edges” and now we welcome previous members back and welcome new friends to our services and community. Our church has literally left our campus and is meeting folks in their space. Going forward when we’re able to gather again in person, we have an opportunity to continue to “grow our edges” in providing a multi or dual platform for many of our ministries. This type of ministry will provide opportunities for continued reach, growth, and participation.

Along with Rev. Steven, we (your staff) have learned to navigate our ministries mostly from home. This has presented us with both challenges and a new understanding of what is possible in order to successfully fulfill our responsibilities. I have a colleague who shares that their church staff motto through this last year has been, *“Do less and build capacity for the long haul.”* I chuckle to myself when I hear her quote it because that is the opposite of what our staff has experienced -- UU Kent moved full-steam ahead through the year. There is no doubt that this last year has come with increased responsibilities and fatigue but no complaints here, I believe it's been the secret to such a successful year of virtual church for our congregation. You've kept us all busy and provided the staff an opportunity to grow in our ministries serving this congregation.

This past fiscal year, my responsibilities and activities have included:

- Support for all ministries and programs of the church
- Bookkeeping (accounts payables and receivables)
- Payroll administration
- Collaborated with our Church Treasurer, Lois Weir
- Working with Jim Scott on the financial review
- Human resources and benefits support for UUCK Staff
- Church database management (QuickBooks and Breeze)
- Supervision of the Church Sexton
- Continued to serve on the Ministry Executive Team
- Bookkeeping support for the Capital Campaign
- Regular weekly staff meetings and bi-annual staff retreats
- Facilitated the Sunday Slide Team

- Support for the Generosity Team during the annual pledge drive along with maintaining the pledge database
- Hobbs Hall Start-up Rentals Policy Team
- Weekly e-nUUs
- The Annual Report
- Board of Directors for the Association of Unitarian Universalist Administrators (3 years), including:
 - AUUA Treasurer, 2 years
 - Membership Co-Coordinator, 3 years
 - monthly AUUA Board meetings via Zoom
 - AUUA Good Offices - quarterly trainings and consulting with UU Administrators, 2 years
 - Annual AUUA Board retreat
 - AUUA Professional Days and annual meeting
 - Facilitated several Administrator Check-in meetings via Zoom
- UUA General Assembly (virtual GA – June 2020)
- Professional Development June 2020 – April 2021
 - Elevating the Role of the Administrator, a workshop led by Jan Garnter (UUA Office of Church Staff and Finances)
 - “I’ve Breathed and Taken a Bubble Bath Already!” – A deeper look at self-care for religious professionals
 - Characteristics of a White Supremacy Culture – utilizing the Jordan Peele film, “Get Out”
 - Anti-racism workshop: Let’s Get Real – Beginning Level
 - Anti-racism workshop: Conversations about Race and Racism – Intermediate Level
 - The Color of Law: Race, Racism, and Public Policy in America
 - The Thoughtful Workplace: Blame-free Feedback (introduction workshop)
 - Conflict Resolution: Working with Challenging Community Members with Skill and Compassion

This congregation has my deep appreciation for your commitment to being a just employer, always striving for fair compensation and for your encouragement and support for professional development.

Each year, I express my appreciation to the volunteers and leaders that I have the pleasure of working with, the list is long and those individuals have my gratitude for their generosity of time and dedication. However this year I believe the entire community should be praised for your incredible ability to successfully shift and embrace our virtual church environment. Through my involvement with the Assoc. of UU Administrators, I continuously hear how challenging the last year has been for several congregations -- their staff and programming struggles and financial challenges. However, this congregation has done a tremendous job of keeping our community vibrant and healthy from embracing virtual services, committee and team meetings, covenant groups, virtual RE, “new to UU” programming, town hall meetings, social gatherings, a super successful online auction, and even a virtual generosity campaign – I am so proud to be able to share our success story when asked by my peers. I have such deep appreciation for being able to serve with you and for you. And as we look forward to the coming year of new beginnings with the completion of Hobbs Hall, together we will continue to navigate new possibilities.

January 31, 2021 marked my 10th year anniversary from my first day of work here at UUCK. The time has gone by in what seems like a blink of an eye. As always, it is such a pleasure to work with a staff team that is dedicated to providing this congregation the best of their abilities. Through the last year,

despite working remotely from each other we have maintained a strong connection which has seen us through learning to navigate our roles and responsibilities in a virtual space. My appreciation goes to all of you, Rev. Steven, Colleen, Hal, Brian, Michelle, and Vanessa for the special gifts you each bring to our team and your dedication to each of your ministries in service of this community.

In peace and appreciation,
MaryBeth Hannan, Congregational Administrator



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

April 2021

My gratitude for our congregation this past year has been deep. We have cared for one another and still showed up for justice. Because of you all, I have been supported in my work at the UUA. I helped to create resources for congregations. I created a new program to develop agility and resilience, Retooling for New Realities, and our congregation is one of the participants! And I have been learning about Sociocracy and bringing its circle practices into Unitarian Universalism.

I have loved facilitating Sunday School classes with our middle school youth as part of a team with Kevyn Breeden, Liz Bright and Nicole Penny. We have awesome youth!



I have also become more active in local organizations. I serve as the President of the Kent Environmental Council. I serve on the boards of both the NAACP (National Association for the Advancement of Colored People) and the LWV (League of Women Voters), holding the environmental portfolio in both organizations. Because of your support (and that of the UUA) I am able to take public positions to speak truth to the power of White Supremacy.

Thank you all for helping to create a community that supports one another!

Rev. Renee Ruchotzke
Affiliated Community Minister

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. Under my agreement with the UUCK Board, I am responsible for leading up to four worship services per year for our church and serving as a referral source for weddings and memorial services. In addition, 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.



My activities this past year included: serving as co-facilitator of the Race for Justice action team, leading three worship services, serving as a Worship Associate three times, continuing as a member of the Worship Arts Team, speaking at New UU classes, participating in the Capital Campaign video, and serving as a facilitator for a Circle of Connection group. I have enjoyed collaborating with Rev. Steven and fellow UUCK committee members as we strive to embody the UUCK vision.

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, was appointed to serve as Treasurer of the Portage County NAACP, concluded my service as the representative of the religious community on the Portage County 2020 Census Committee, continued my participation with the Kent League of Women Voters subcommittee on Diversity, Equity and Inclusion and the Education subcommittee. I remain active in the social services realm of the community through my part-time employment at Kent Social Services.

As I look back at the past year, I realize that my activities have been surprisingly similar to previous years, despite the fact that church life during 2020 was drastically altered by the pandemic. Many church friends and members have dedicated considerable time to ensuring that our church life remains as vibrant as ever despite the lack of in-person presence. I feel proud and blessed to be a part of this resilient and caring church community.

In faith and service,

Rev. Christie Anderson
Commissioned Lay Minister



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

Dear Congregation,

This year I have continued my training toward becoming a CLM in our congregation. My efforts have been focused mostly in the areas of worship and social justice.

For worship, this past year I led or co-led 3 services and served as a Worship Associate for several services. I am also co-leading, with Rev. Steven, the Worship Arts Team that plans our services. I have also done some study on the topic of worship. The work of creating services is especially fulfilling for me. I have greatly enjoyed these activities, and would like to continue to contribute to this area of church life in the future.

For social justice, I have been reading in the areas of social action and racial justice, and I am a member of our Race for Justice Team. It is gratifying to work with this team of dedicated volunteers who bring their vision, passion, and energy to this work. I have also been working with community groups that are focused on criminal justice reform in Portage County.

At this point, I have been fulfilling my agreement with the congregation and have completed the diverse reading required of all CLM candidates. I am now at the stage of preparing for my final evaluation in the CLM program. After that is completed I could, with the support of the congregation, be commissioned in the Fall to serve as a CLM in our church. I am working with Rev. Steven to discern how I can best serve the congregation in the future.

Thank you for providing me this opportunity to receive training and serve the congregation in this role.

In faith,
Kathy Kerns
Commissioned Lay Minister (CLM) in Training



FY20201 Annual Program Area Reports: Income Generation

Report from the Treasurer: Lois Weir

It has been an honor and a pleasure to serve the congregation as treasurer of the Unitarian Universalist Church of Kent during a year of growth and of challenges posed by the COVID-19 pandemic. Our financial year has not turned out as we had expected when we created our FY2021 budget in early spring of 2020. A significant part of our non-pledge income has been affected by our inability to meet and worship face-to-face. Likewise, the distribution of our expenses (especially those not associated with employing our minister and staff) is different than we expected. Many of our program and facility expenses are down. Meanwhile, we have incurred several new one-time and recurring expenses associated with conducting remote worship and meetings. Thanks to the hard work of our administrator MaryBeth Hannan and last year's Board Moderator, Jennifer May, the Church was able to secure a forgivable \$36,900 loan through the CARES Act Paycheck Protection Program, which helped make up for some of our (non-pledge) income deficit. The Auction Team, capably led by Trudy Diehl, got creative this year and mounted a very popular and successful virtual auction event. Although it did not realize all the revenue that a live in-person event would have, the team will conduct a "Mind the Gap" online auction event in May to help make up the difference.



This year is also exciting in that it will see the completion of our long-awaited new fellowship building, Hobbs Hall. It has been exciting to see so many motivated people step in to oversee the project physically and financially. I am especially grateful to Kay Eckman for managing the finances of the project and to the Hobbs Hall Construction Team for making it go so smoothly. In the last few months, we are beginning to see increased expenses related to operating the hall, including higher utility bills and insurance. It will be a challenge in Fiscal Year 2022 to pay for these new expenses without (initially, anyway) the additional hall rental income. Like many new homebuyers, we are house-poor, but happy.

In February and March, congregation member Jim Scott performed an informal review of the Church's finances at the request of the Ministerial Executive Team and the Board of Trustees. He found our Church to be in good financial health and provided some suggestions as to how we might improve some of our procedures in the future. His full report is provided herein.

Our Fiscal Year 2021 budget allowed us to cover the customary expenses of our operation, provide modest minister and staff compensation increases, meet our obligations to provide health care benefits for eligible staff members, and continue to pay our fair share contributions to the UUA and CER. We continue to be grateful to the memories of Gene Wenninger and Cheryl Casper, whose generous bequests provided for the establishment of the Eugene P. Wenninger Ministerial Endowment Fund. These monies were designated by the Board of Trustees, in compliance with

Gene's wishes, to assist with ministerial compensation over the first few years of Reverend Steven's ministry with our Church. \$8,000 of this fund was designated for use in FY21.

Thus far in FY21, you, the congregation, have contributed to the fiscal health of the Church by fulfilling your pledges and financially supporting us according to plan. Despite global pandemic and economic hardship all around us, I anticipate that we will finish this fiscal year in June within our budget. Thank you all.

Our goals for the FY22 Annual Budget are to maintain current staff levels, and provide pay increases to the minister and staff consistent with the UUA's guidelines for fair compensation. We are also living into our values by providing dental, disability, and life insurance to our eligible staff. During this time, we also must allocate monies to cover maintenance and operation of Hobbs Hall. Our pledged income will be higher than last year, thanks to the generosity of the congregation and the hard work of the Generosity Team. However, we will, unfortunately, have to dip into Olive Hobbs' generous bequest to the Church that is currently held in our Endowment Fund to help make up the difference between our projected expenses and income during this unique year when our expenses are increasing, but we are not yet realizing much new rental income. It is not what we had wanted to do, and we are committed to withdrawing funds from the bequest last and only when and if we need them; but the MET and the Board felt that it was preferable to reducing hours and not properly caring for our minister and staff during a time when we need them most. I am pleased to say that our congregation will continue to operate with a budget that is in harmony with our shared values in the coming year.

Finally, I would like to make one last plea to those who have not yet pledged or have been considering increasing their pledge for FY22. It's never too late! Just contact our Congregational Administrator at churchoffice@kentuu.org at your convenience.

A few more words of gratitude are in order before I close. Thanks to all of you who helped raise funds, large and small, by organizing or supporting activities that help our congregation financially. I would also like to recognize and thank the folks who are key our ability to effectively monitor and administer our fiscal needs. They include our Financial Secretaries and their assistants, the Finance Committee, and the Endowment Committee.

Thanks to you all.

In Peace,
Lois Weir

	Fiscal Year to Date 7/1/20-3/31/21	Annual Fiscal Budget 7/1/20-6/30/21	Percent of Annual Budget
<u>Revenues</u>			
Income - Budgeted Income			
Offerings			
FY2021 Pledged Income	\$ 182,009.37	\$ 250,000.00	
Non-Pledged Donations	\$ 9,984.00	\$ 17,000.00	
Plate Offerings	\$ -	\$ 3,000.00	
Total Offerings	\$ 191,993.37	\$ 270,000.00	71%
Other Income			
Carryover from FY20	\$ 32,927.00	\$ 32,927.00	
Coffee Hour Donations	\$ -	\$ 400.00	
Bank interest	\$ 79.16	\$ 100.00	
Fundraising	\$ 601.39	\$ 3,700.00	
Grocery Card Profits	\$ -	\$ 700.00	
Rentals	\$ -	\$ 1,000.00	
Service Auction	\$ 16,646.41	\$ 25,000.00	
Total Other Income	\$ 50,253.96	\$ 63,827.00	79%
Reserved Income for Operations			
Reserved Gifts for Operations	\$ -	\$ 10,005.00	
Fellowship Hall Reserves	\$ -	\$ 5,000.00	
Eugene P Wenninger Legacy	\$ -	\$ 8,000.00	
Transfers from Contingency Fund	\$ -	\$ -	
Total Reserved Income for Operations	\$ -	\$ 23,005.00	0%
Total Budgeted Income	\$ 242,247.33	\$ 356,832.00	68%

Expenses

Program Budget Operating Expenses

Worship & Music			
Music Committee	\$ 1,103.59	\$ 2,000.00	
Accompanist	\$ 1,050.00	\$ 1,500.00	
Worship Arts Team	\$ 575.00	\$ 800.00	
Worship Supplies	\$ 489.38	\$ 900.00	
*Program Budget for Worship & Music	\$ 58,214.54	\$ 78,900.90	
Total Worship & Music	\$ 61,432.51	\$ 84,100.90	73%
Community Within			
CUUPs	\$ -	\$ 100.00	
Aesthetice Committee	\$ -	\$ -	
Board of Trustees	\$ 256.91	\$ 100.00	
Care Team	\$ -	\$ 200.00	
Childcare for Meetings	\$ -	\$ 300.00	
Committee on Ministry	\$ -	\$ 250.00	
Fellowship and Coffee Hour	\$ -	\$ 800.00	
Lay Leader Development	\$ 120.00	\$ 1,000.00	
Library Committee	\$ -	\$ -	
Membership & Directory	\$ 300.00	\$ 1,800.00	
Personnel Expenses	\$ -	\$ 100.00	
*Program Budget for Community Within	\$ 78,365.72	\$ 106,212.75	
Total Community Within	\$ 79,042.63	\$ 110,862.75	71%

	Fiscal Year to Date 7/1/20-3/31/21	Annual Fiscal Budget 7/1/20-6/30/21	Percent of Annual Budget
Lifespan Learning			
Adult RE	\$ -	\$ 250.00	
Children's RE Program	\$ 110.56	\$ 2,500.00	
*Program Budget for Lifespan Learning	\$ 49,258.46	\$ 66,762.30	
Total Lifespan Learning	\$ 49,369.02	\$ 69,512.30	71%
UU & Interfaith Ministries			
UUA Annual Program Fund	\$ 10,840.20	\$ 18,067.00	
Publicity	\$ 123.95	\$ 200.00	
*Program Budget for UU & Interfaith	\$ 4,478.04	\$ 6,069.30	
Total UU & Interfaith Ministries	\$ 15,442.19	\$ 24,336.30	63%
Income Generation			
Fundraising Expenses	\$ -	\$ 300.00	
PayPal Processing Fee	\$ 517.94	\$ 500.00	
EasyTithe Processing Fee	\$ 232.40	\$ -	
Service Auction Expenses	\$ -	\$ 2,500.00	
Stewardship Committee	\$ -	\$ 200.00	
*Program Budget for Income Generation	\$ 20,151.19	\$ 27,311.85	
Total Income Generation	\$ 20,901.53	\$ 30,811.85	68%
Outreach Ministries			
Racial Justice	\$ 635.00	\$ 500.00	
Social Justice	\$ -	\$ 500.00	
*Program Budget for Outreach	\$ 13,434.12	\$ 18,207.90	
Total Outreach Ministries	\$ 14,069.12	\$ 19,207.90	73%
New Fellowship Hall Operations	\$ -	\$ 10,500.00	
Anticipated Uncollected Pledges	\$ 1,700.00	\$ 7,500.00	
Total Program Budget Operating Expenses	\$ 241,957.00	\$ 356,832.00	68%

*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,

Account Balances, Assets, and Liabilities as of March 31, 2021

GENERAL CHECKING

General Funds for Operations	
Loan to Grocery Card Acct.	\$ (3,412.00)
General Funds for Operations - Other	\$ 6,652.30
Total General Funds for Operations	\$ 3,240.30
Capital Campaign monies	\$ (840.00)
Coffee Hour monies	\$ 1,648.05
Contingency Fund	\$ 4,344.00
Designated Monies	
Advertising	\$ 7.99
B&G funds	\$ 15,590.00
Care Team	\$ 100.00
Guest at Your Table	\$ 250.38
Total Hobbs Bequest	\$ 570.00
Operations - New Social Hall	\$ 5,000.00
Race 4 Justice Task Group	\$ 288.04
Sunday Flowers	\$ 10.00
Total Designated Monies	\$ 21,816.41
Green Sanctuary monies	\$ 16.00
Library monies	\$ 184.80
Memorial Fund monies	
Designated memorials	\$ 700.00
Harry Noden Memorial Music Fund	\$ 4,735.00
Memorials - undesignated	\$ 2,568.15
Total Memorial Fund monies	\$ 8,003.15
Total Music Fund	\$ 539.50
Total Prepaid Pledge Monies	\$ 2,000.00
Religious Education	
Children's RE Program	\$ 850.00
Coming of Age monies	\$ 212.74
OWL monies	\$ 219.80
Youth Group monies	\$ 391.91
Total Religious Education	\$ 1,674.45
Reserves for Operations	
Minister/Staff Sabbatical Fund	\$ 4,460.77
FY2021 Reserves for Operations	\$ 15,671.44
Total Reserves for Operations	\$ 20,132.21
Social Justice	
Fair Trade Sales	\$ 1,131.80
Total Social Justice Fund	\$ 963.71
Total Social Justice	\$ 2,095.51
GENERAL CHECKING - Other	\$ (284.41)
Total GENERAL CHECKING	\$ 64,569.97

Account Balances, Assets, and Liabilities as of March 31, 2021 continued

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>
Community Give Back Fund	\$ 5,000.00
Contingency Fund	\$ 1,346.40
Endowment Fund monies	
Heritage Program	\$ 1,250.00
Simple Gifts	\$ 469.76
Wenninger Ministerial Endowment	<u>\$ 8,000.00</u>
Total Endowment Fund monies	\$ 9,719.76
Grant Fund (UUCK)	\$ 10,000.00
Green Sanctuary savings	\$ 566.14
Library savings	\$ 174.56
Reserve Savings - GF Operations	
FY2020 Reserves for Gen Fund	<u>\$ 10,005.36</u>
Total Reserve Savings - GF Operations	\$ 10,005.36
HTB MM SAVINGS ACCT. - Other	\$ 790.50
Total HTB MM SAVINGS ACCT.	\$ 38,780.41

OTHER ACCOUNTS

HTB Capital Campaign Account	\$ 396,526.62
Stifel Nicolaus	<i>Closed</i>
Vanguard	\$ 377,715.21
Grocery Card Checking Account	\$ 3,773.25
Hogwarts Checking Account	\$ 2,889.82
Minister's Discretionary Fund	\$ 7,576.12
 Real Estate Assets	 \$ 430,000.00
 Major Liabilities	
Debt Service (mortgage)	\$ 13,233.68
 Credit Available	
HTB Commercial Loan	\$ 252,963.40

James D. Scott
2749 Ellsworth Hill Dr.
Hudson, OH 44236

Review Report – Fiscal Year Ended June 30, 2020

March 13, 2021

To the Ministry Executive Team and Board of Trustees
Unitarian Universalist Church of Kent

I was asked by the Ministry Executive Team, through the Treasurer, to perform an "informal review" of the financial statements for the fiscal year ending June 30, 2020. A review includes primarily applying analytical procedures to management's financial data and making inquiries of the Church's management. It is less in scope than an audit, the objective of which would be to express a legal opinion regarding the financial statements as a whole.

For the record, I will disclose that I am not a Certified Public Accountant. I have degrees in Finance and Cost Accounting, and worked my whole career as a corporate Controller and/or Chief Financial Officer for several mid-sized companies. As the head of the accounting departments and liaison to the company's CPA firms, I was involved with many annual audits or reviews. I am also a member of the Church, and have served on its Board in the past, and am familiar with its operations.

Management is responsible for the preparation and fair presentation of financial statements. My responsibility was to perform procedures to obtain limited assurance as a basis for reporting whether I became aware of any material modifications that should be made to the financial statements for them to fairly represent the financial condition of the Church. I believe the result of the procedures I used provide a reasonable basis for my conclusion.

My conclusion is that I am not aware of any modifications to the Profit and Loss statements provided to me by the Treasurer and Bookkeeper (which I will not duplicate here in my report). I can conclude that the Church is in sound financial condition, and found their finances to be transparent, sufficiently documented, and responsibly managed. I found no evidence of any theft or fraud, and all legal requirements for payroll tax reporting & etc. have been performed correctly and timely.

Under separate cover, I will detail the scope of work that I performed, and make a few observations and recommendations, none of which were considered material in nature.

Sincerely,



James D. Scott

Report from the Capital Campaign Treasurer: Kay Eckman

We did it!

Thanks to a generous gift from the estate of Olive and Clinton Hobbs, we were able to begin construction on Hobbs Hall in the fall of 2020. After many years of planning, fundraising and plain old hard work, we are anticipating the completion of Hobbs Hall by this summer.

Metis Construction was contracted to build the hall for \$1,193,767.00

Construction costs will be paid by a combination of cash on hand and a building loan

Starting Balance 1/1/2020	\$782,189.68
Plus Donations, Interest Received	\$397,623.78
Less Expenses	\$468,672.19
Ending Balance 12/31/2020	\$711,141.27

Expenses for 2020 consisted of mainly of fees paid to Metis Construction Company and DS Architecture. Fees were also paid to install an EV Charging Station, City of Kent inspection fees, and attorney fees (retained to review our construction contract and file documents pertaining to our construction). A line item income and expense report can be obtained by contacting Kay Eckman at eckmankay@gmail.com.

Supplemental Report 1/1/21-3/31/21

Starting Balance 1/1/2021	\$711,141.27
Plus Donations, Interest Received	\$ 4,983.92
Less Expenses	\$320,996.33
Ending Balance 3/31/2021	\$395,128.86

At this writing, the building is almost 90% complete. We will pay for it with a combination of cash and a small building loan. We will hold \$75,000 of the ending balance toward furnishings and landscaping. In addition, there are additional funds are held in a separate account for future capital projects.

This is such an exciting time for our congregation! So many people have helped, but I would especially like to thank MaryBeth Hannan for her untiring and accurate support of this project during these past six years.

Respectfully submitted,

Kay Eckman
Treasurer, Capital Campaign

Report from the Generosity Team: Kay Eckman

Our FY 2022 Generosity Campaign ran under the theme of “Imagine the Places We’ll Go”. Our theme was selected to emphasize this historic year in our church’s 155 year history. We are about to open up Hobbs Hall and vastly expand opportunities to spread our message to the wider community. Our goal was set for \$300,000 (the same as last year). This budget would have allowed for a small cost of living increase for our staff and funding to help seed the startup operational costs of Hobbs Hall.

In this year of online church, we were a bit challenged to reach out to our congregation. We ran articles in both the e-UUs and on Facebook. To generate extra interest, we also ran an online talent show. Thank you to Hal Walker, Eric van Baars, Jen May and all of our performers for a really fun event.

We did not reach our goal, but after a second call, we did climb to 112 pledges and 6 one-time gifts totaling \$274,654, or 91% of our goal. This amount is up from last year’s \$250,000 collected from 116 pledges.

While we fell a bit short, I am still amazed at the generosity that the members and friends of this church have shown. A huge thank you to each and every one of you for all of your pledges. During this past year of pandemic and isolation, we took good care of each other and our church. Now as we look forward to the opening of Hobbs Hall, together we will look to the future and imagine the places we’ll go.

I also need to give a very well deserved shout out to our Generosity Team and all those who helped, especially Marion Yeagler, Claudia Miller, Kitty Endres, Rev Steven and MaryBeth Hannan.

Respectfully submitted on behalf of the Generosity Team,

Kay Eckman



Report from the Endowment Committee

Committee Members: Elaine Bowen (current chair), Shirley Kiernan, Jennifer Gregg

Current Endowment Funds as of 3/2021 (figures rounded)

Heritage Fund	\$ 1,250
Simple Gifts	\$ 470

Endowment funds invested in Vanguard

Hobbs Bequest	\$225,000
Undesignated monies	\$ 9,900
Wenninger Bequest	\$ 23,000
Total Endowment:	\$259,620

Current business of the committee:

1. Drafting an Endowment Policy for submission to the Board by 5/2021 and
2. Publicizing / encouraging donations to the Simple Gifts Program as seed funds for investment.

Report from the Thanks-4-Giving Auction Team

The service auction team was given a task this year to have our annual auction amidst a pandemic and many uncertainties. The UUA guidance given in spring of 2020 (which the UUCK quickly adopted) was that no church events should be held in person until such time as the COVID pandemic is under control, however long that may take. It became clear as we approached fall that the auction for 2020 would have to be online. Thankfully, the UUCK community came together to move church life to a virtual format, and we had already been using some of the online functionality of the auction website (www.togetherauction.com/kentuu). However, much of the functionality had never been used by the committee or the congregants, or had only been used by the more tech savvy congregants.

COVID changed our donation process. Congregants would enter their donations online, with committee help if needed. Special direction was given that any events would have to be COVID - friendly, so we saw new events like an online game night where refreshments were porch dropped and games were played via zoom. Business donations were lower as many businesses either were not in a financial place to contribute, were not COVID safe, or were not even open. Business donations received were different, such as the ability to stream an online concert/dance performance. For physical items, donation descriptions had to include information on how buyers would get the items they purchased, either porch drops or the church drop day. The committee held a day after the auction where sellers could bring their items to the church in the morning, and buyers could pick them up.

The committee wanted to preserve as much of the feel of the auction, so we still wanted both live and silent auction components. The theme for the Fall 2020 auction was "We can dUU it!," inspired by Rosie the Riveter. The live auction was held via zoom on November 20 and 21, 2020, with Amanda Rome as emcee and Jennifer May as auctioneer. During this auction, the winning bids were manually entered into the website. Silent auction items could be bid on November 15-23, 2020 through the auction website only. At its conclusion, the winning bids were converted to sales and statements were sent out. The auction raised over \$17,684 with the only expense being the \$75 for the use of the website.

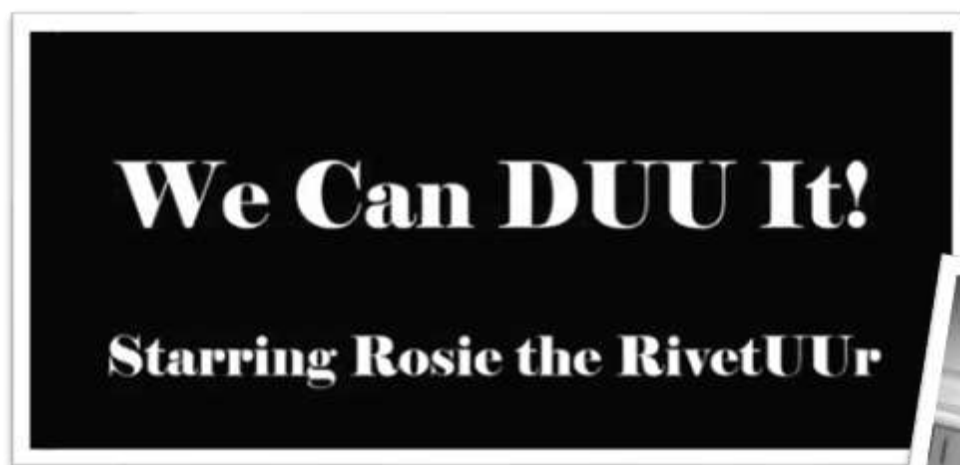


During 2020 the service auction committee was co-led by Trudy Diehl and Lois Weir. At the conclusion of this auction after many years of hard work providing leadership to the committee, Lois has stepped down, but remains a faithful committee member. Trudy will continue in a leadership role for the committee for the year 2021.

As we enter 2021, we are still in a pandemic, and there is hope with the vaccine, but still so many questions about what church life will look like. On a positive note, we have an opportunity to make changes now for the future. To this end, the committee is going to split the silent and live auctions and hold two events each year instead of one. We will have a silent auction to raise the last \$5000 from the current year operating budget with bidding taking place online May 16-23, 2021, the Mind the Gap Bid-o-rama. Then going

forward for FY 21/22, hold a silent auction in the fall 2021 along the lines of a holiday share with homemade crafts, art, holiday items, and deliverable food and drink. We are hopeful that in spring 2022 we can have a live auction for the first time in Hobbs Hall with catered meals for higher value items.

Trudy Diehl and Lois Weir
2020 Auction Team Chairs



Report from the Grocery Card Fundraising Team

OVERVIEW OF FY21 GROCERY CARD OPERATIONS:

In the fourth Quarter of FY20, our sales averaged \$666 per week, \$8600 in the quarter. This was the first quarter wholly without coffee hour sales.

In FY21, it looks like we will be able to maintain sales at this same level, possibly a bit higher.

A handful of very loyal customers buy all or most of their groceries using the church's grocery cards. MaryBeth continues to coordinate and arrange individual sales with each buyer, sometimes involving delivery to their house. Because of the pandemic, without these people, grocery card sales would be \$0. Please thank them for keeping this income stream alive.

Because minimum order quantities do not scale with our sales, as sales decrease, we need more cash on hand as a proportion of sales to buy grocery cards. In spite of this, by fiscal year-end we plan to contribute the budgeted \$700 toward the "loan" for original \$4,000 purchase of Meijer cards. This would reduce the amount to be paid back to \$2,712, which we should be able to payback within 18 months of returning to coffee hour sales. The original estimate, made before the pandemic, was a 2-year payback. We started selling Meijer cards on Sept. 1, 2019. Just over 5 months later in-person church services shut down due to the pandemic.

The Clerks and Coordinators of the grocery card team look forward to seeing everyone at coffee hour once that begins, next fiscal year.

Bob Erdman
Grocery Card Program Coordinator



FY2021 Annual Program Area Reports: Community Within

Report from the Committee on Shared Ministry

The Committee on Shared Ministry (COSM) consists of:

Christopher Dum (through 2021)
Bonnie Harper (through 2021)
Mary Ann Stephens (through 2022)
Ginny Horvath (through 2023)

Our charge is to be attentive to the entire ministry of the UUCK, and to cultivate open and appropriate communications with the congregation, the staff, and the Board of Trustees. Due to COVID, we switched virtual meetings for 2020-2021, which have worked very well over Zoom. Each meeting consisted of checking in with each other, attending to any concerns of Rev. Steven, and pursuing other items on our agenda. Here is a summary of our activity in 2020-2021 in the service of our charge.

We organized a Zoom workshop in October 2020 that was open to all members of the congregation to help create a draft of our Covenant of Right Relations. We had a dozen people attend and they provided great feedback, but this was fewer participants than we wanted since our intention is to have this covenant drafted with input from the entire congregation. In order to address that, we sent around a survey to members through e-nUUs asking for more input, but did not receive any.

We then moved forward to create a draft covenant and shared this with the congregation through the e-nUUs. We did not receive any feedback on it, so in order to address that, we are prepared to have a discussion of this during the April Town Hall meeting.

We conducted a check-in with all UUCK ministries that we are aware of in spring 2021. While some ministries have obviously suffered due to the COVID pandemic, others are thriving, and there is good reason to believe that all have the potential to resume brightly when restrictions lift. The report can be viewed online at this Google Sheet link. To view columns that have overflow text, double-click on that cell. <https://drive.google.com/file/d/19mab2OWYt1JM7-lv4ii-Wki0HdN0HmUa/view?usp=sharing>

One important item to note is that myself and Bonnie Harper will be stepping down from COSM June 2021. We do not have any replacements lined up, but it is imperative that two more members (at least) are added to the COSM because it cannot function without less than 4 members.

If you have any questions about the activities of COSM, you may contact me or any other member of the committee.

Prepared by Christopher Dum, Elected Chair, CoSM
April 8, 2021

Report from the Hobbs Hall Construction Team

The Hobbs Hall Construction Team (HHCT) started work in August of 2020 with the charge to “oversee construction of the new Social Hall and collaborate on the necessary work to furnish and use the new building.” The team is comprised of Rev. Steven Protzman, Katie Grigg-Miller, Blaine Vesely, and Andrew Rome. This team has been meeting remotely and in person 1-2 times per week, with even more frequent visits to the site during construction. Our work has been exciting and frustrating, sometimes fun and sometimes boring, with laughter and with productive disagreement. Throughout our work, we have cared deeply about minute details so the sum of our completed building will be of best possible service to our community.

The HHCT has been collaborating with the Ministry Executive Team and the Board of Trustees to determine planned use and appropriate funding for Hobbs Hall. The work of Construction Treasurer Kay Eckman to track and manage the finances has been invaluable. The HHCT continues the work of the Building Expansion Team and Building Task Force, and would not be possible without the ongoing involvement and consultation of Randy Leeson. We have sought input and help from many church members and committees, including the audio expertise of Brad Bolton, the tech genius of Cal Frye and Dan Flippo, the kitchen experience of Elaine and Bill Bowen, Georgia Quinn’s landscaping leadership, RE children’s painting preferences, and many, many more. *Thank you to everyone for making this building construction possible.*

The HHCT has worked closely with Metis Construction and DS Architecture in an unusually dynamic process. Our extended construction planning phase led to ambiguity and opportunities for cost savings and quality changes in our plans. We consistently considered each element of construction to ensure that it was the best choice for our church, making changes when necessary. We made changes for quality, longevity, aesthetics, and cost-savings. However, this was not always a smooth process! Sometimes a change would cause unexpected consequences, rippling to new changes months later. We monitored each step of construction to ensure it met an appropriate standard, requesting work be corrected as necessary. We are grateful to Bob, Steve, and Frank at Metis Construction for working through all the changes with us.

Here are some of the decisions we made throughout the year:

- Removing the soffit in the main hall (cost savings)
- Enclosing the HVAC ductwork in the ceiling (aesthetics)
- Choosing a color scheme, including bricks, siding, painting, carpet, flooring, light fixtures, trim, tile, and grout color
- Upgrading the water fountain to include bottle filler
- Choosing & installing EV Charging station
- Adding storage capability in truss space
- Revising sidewalk layout, stairs, railing, and patio (accessibility)
- Planning for “solar ready” construction
- Coordinating with Kent Health Dept. for furnishing a certified commercial kitchen

The total cost of the building is \$1.21 million and, according to the builder, we are now 82.17% complete. Project costs are paid through a combination of cash on hand (paid pledges) and a Hometown Bank construction loan. Additional costs after construction will include landscaping, signage, fencing, and furnishing. The contingency budget, built into the contract for cost overruns,

has covered the majority of the changes. Even with construction changes, unexpected expenses, and uncertainties in which work still needs to be billed, it is our expectation that *we will complete construction close to our budgeted amount*, with any overage covered by additional draw on the construction loan.

We expect the building to be completed in May 2021. After completion, the building will be inspected by the City of Kent and the Fire Department to receive our certificate of occupancy. The HHCT will continue to work with the Furnishing Committee, the Landscaping Team, and the Social Hall Start Up Team to complete the final steps necessary for our congregation to begin using the building. We can't wait to see you there!

Hobbs Hall Construction Team,

Andrew Rome, Katie Grigg-Miller, Blaine Vesely, and Rev. Steven Protzman













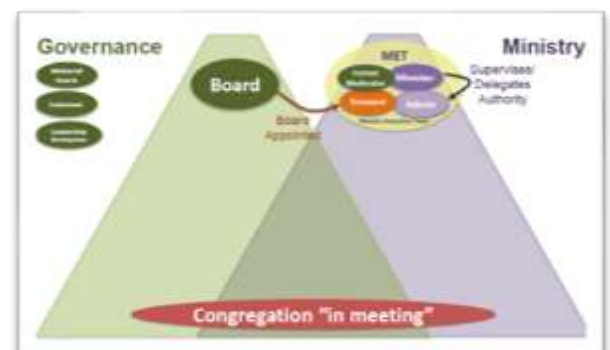
Report from the Ministry Executive Team

As in past years, the Ministry Executive Team (MET) continues to devote 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 drafting the annual budget for Board endorsement and Congregational approval, and review unbudgeted finances.
- The MET reports monthly to the Board of Trustees

Our 2020-2021 MET is comprised of:

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



Report from the Leadership Development Committee

As stated in our church by-laws, the Leadership Development Committee is charged with providing opportunities and/or information for leadership development to the congregation as well as implementing a process to identify, equip and connect active members with congregational leadership roles. This includes providing a slate of Board-endorsed candidates for all Congregation-elected positions and committees. Members of the Leadership Development Committee this year were David Brown, Trish McLoughlin, Rhonda Richardson, and Kathie Slater.

This year we worked in concert with the Ministerial Executive Team and the Board of Trustees to recommend individuals to serve on the Hobbs Hall Start-Up Team and Landscaping Team. We were once again reminded of the breadth and depth of expertise that is present within our congregation and were gratified by the willingness with which individuals responded to the invitation to serve. In addition to these start-up teams, we also identified leaders from within the congregation to accept nomination to elected positions for the annual meeting.

We laid the foundation for offering leadership development to interested members of the congregation in the upcoming church year. In preparation, we participated in an online course offered through the Unitarian-Universalist Association (UUA). We are making plans to promote this opportunity to members of the congregation starting in the fall along with facilitating a monthly discussion group for those who enroll in the course. We hope that some of you will attend the virtual General Assembly of the UUA in June. Please apply for lay leader development funding through our church if you need financial assistance.

We look forward to discovering and growing new leaders and strengthening and renewing the capacity of existing leaders during the upcoming year.

Report from the Membership Team:

Current members of this committee are Ginny Horvath, Diane Kloss, Mary Leeson and Claudia Miller. We miss Barb Brovarone's strong voice and eye for detail, since she stepped off the committee due to technical difficulties surrounding the use of Zoom at her home. Rev. Steven attends most meetings, and we appreciate his experience and wisdom. In this challenging year of meeting virtually, we are proud to share what we have accomplished.

Our primary accomplishment of the year is the development of a recommended Path to Membership. The Path has progressive steps of engagement and includes "The Journey of Belonging," a series of classes that are intended for people contemplating church membership. The changes brought about by the pandemic caused us to think differently about delivering these classes. The flexibility of scheduling, the ability to record each program, and the ease of attending and reaching more people were some of the benefits.

Below is the outline of the Journey of Belonging classes which were offered in 2020-2021.

	Date	Speaker	Topic
Session 1	Aug. 30, 2020	Rev. Steven Protzman	Sharing our journeys to UU
Session 2	October 4, 2020	Rev. Steven Protzman	Worship and Theology
Session 3		Rev. Christie Anderson	Church Life
Session 4	November, 2020	Vivien Sandlund	Social Justice and History
Session 5	February 6, 2021	Colleen Thoele & Amanda Rome	Children's Religious Education
Session 6	February 4, 2021	Rev. Steven Protzman	Governance and Wider UU
Session 7	March 31, 2021	Kay Eckman & the Membership Team	Stewardship and Membership

We hope future classes can be held in-person as this creates an instant community for individuals new to the church. Future classes will allow participants to join in virtually as well. Ginny recorded each session, and with help from Dave Smeltzer, the entire series will be available at kentuu.org.

Thanks to Rev. Steven for helping us create a Membership Committee folder in "Google Docs." A special thanks to Ginny for teaching us how to use it.

"Meet and Greet" continued on the second Sunday of each month. The awkwardness of having a separate Zoom link following Sunday service was resolved by designating Meet and Greet as a choice among social hour break-out rooms.

A link in the Sunday Service chat provides a convenient way to share contact or other information with the church staff, taking the place of the "green" card found in the pew racks.

As part of the Shared Ministry Fair last fall, an on-line "Opportunities Brochure" was created to highlight all the ways to participate in our community while we are meeting virtually.

We revised the membership section of the bylaws, and submitted our revisions to the Board for congregational approval at the annual meeting in May. We also wrote new policies on membership definitions. A major change is that a "Friend" of the church is a step along the Path to Membership, and offers visitors a way to move along the path.

We contacted people whose membership was in doubt and certified the church membership at 183. The "Visitor" and "Friend" lists were reviewed and updated.

In our continued effort to introduce and encourage use of the online Breeze directory by more Friends and Members, we met with MaryBeth about how to offer a virtual Breeze tutorial.

We want to give a shout out to everyone for all the welcoming and friendliness we have witnessed on Zoom these many months.

In the next fiscal year our goals include:

- Turning the work we do into written policies and procedures
- To hold a long awaited New Member Recognition Ceremony
- Helping members and friends become more familiar with Breeze, our on-line directory
- Creating a procedure to keep our “Visitor,” “Friend,” and “Member” church status categories up to date
- Educating our community about the benefits and obligations related to church status

Respectfully submitted,
Membership Committee (Welcome Team)



In order of appearance (left to right): Diane Kloss, Mary Leeson, Ginny Horvath, and Claudia Miller.

FY2021 Annual Program Area Reports: Lifespan Learning

Report from the Covenant Group Program

Our church sponsors several covenant groups. These are groups of 6 - 10 people who meet monthly for deep conversation and fellowship. They are led by a facilitator, discuss a specific topic (e.g., beloved community, stillness), and this church year are meeting via zoom.

This year we have had over 30 people participate in the program, which could not happen without our facilitators: Bobbi Beale, Rebecca Cline, Kay Eckman, Trish McLouglin, and Rhonda Richardson. Our session writing team provides materials for the groups: Randy Bish, Kathy Kerns, Kara Kramer, and Rev. Steven. A big thank you to these folks for making the program happen!

If you would like to be part of the leader team for next year's covenant groups, please feel free to contact Kathy Kerns to volunteer (uukathy@gmail.com).

Kathy Kerns, on behalf of the covenant group leadership team

Report from the Religious Education Committee

The current members of the REC are: Amanda Rome, Dana Wakefield, and Wendy Mann. Cheryl Spoehr remains on leave.

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

Highlights of our year include:

- Assisting with the 2019 summer programming – “Fantastic Adventures”
- Assisting with monthly parent meetups
- Covering for Colleen on her Sundays off
- Organizing the church Halloween drive through event
- Supporting Youth Led Racial Justice Service
- Assisting with the August RE Teacher Startup
- Assisting with the Christmas Service
- Assisting with a stuffed animal sleepover in March
- Sending notes and Starbucks gift cards to 28 young adults
- Assisting DRE with Zoom meetings for children and parents during quarantine
- Coordinating the RE led Sunday Services on May 9
- Working on the Hobbs Hall Furnishings Team to select classroom furnishings
- Providing gifts to our High School Seniors

Despite the pandemic, we have been able to maintain our connections with the children and family. Our youth group has formed and thrived under the leadership of Ellen McWilliams-Woods and Ilona Urban. Our dedicated group of teachers has been able to connect with children and youth through zoom. We look forward to new programming in the coming year that will allow us to reconnect slowly in a controlled way.

Respectfully submitted
Amanda Rome - Chair





FY2021 Annual Program Area Reports: Social Justice & Community Outreach

Report from the Race for Justice (R4J) Action Team

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. Rev. Christie Anderson, Mary Ann Stephens and Rev. Steven serve as co-coordinators.

Throughout the summer of 2020, R4J met monthly to discuss possible actions and activities that church members could engage in to promote racial justice. The fall programming year for R4J began with recruitment for covenant groups to reflect upon race-related issues. Three groups were formed which included about 16 members of the congregation in addition to R4J members. Covenant group leaders include Mary Ann Stephens, Rhonda Richardson and Dina Braccio.

Next, R4J members planned the strategy to develop a statement for adoption by the congregation affirming the UUCK's commitment to racial justice. The multiple-month process included congregational meetings and surveys. A statement was endorsed by the Board and will be put to a vote for acceptance at the Annual Meeting. The statement is elsewhere in this report. In addition, R4J and the UUCK Board studied a racial statement of commitment proposed by the UUA and have recommended that it be placed on the agenda for the UUA General Assembly. Information on this statement is also found elsewhere in the Annual Report.

The Intercultural Development Inventory (IDI) survey continued under the guidance of Jennifer May. Additional groups in the church completed the survey and the combined profiles were shared by Jen with R4J members. This information will provide guidance as R4J creates future programs to offer to the congregation. The congregational profile will be shared with the church community in the early fall before kicking off the year's new racial justice programs.

In March and April, R4J organized a 6-part film series from PBS shown virtually to church friends and members: *The African Americans: Many Rivers To Cross*, narrated by Prof. Henry Louis Gates Jr. The series focused on the history of African Americans. Discussion led by Rev. Steven followed each showing. A common read opportunity is taking place in April. The book "Breathe" will be discussed in a group facilitated by Kathy Kerns.

One of the most exciting developments of the year was the broadening of R4J into a multi-generational group. As UUCK youth group members were undertaking their own racial justice initiatives, the adult members of R4J felt that both groups would benefit from interactions with one another. R4J adults showed up in support of the youth-led racial justice demonstrations held in the fall in front of the church. Youth leaders have participated in R4J meetings and activities. We look forward to the continuation of this mutual learning opportunity between the youth and adults.

UUCK members are becoming more visible in the community in support of dismantling racism. Following the May 2020 police killing of George Floyd, members of R4J and the UUCK congregation, participated in many local rallies, bearing witness against police brutality. R4J members are also members of community groups with similar anti-racism goals, such as the NAACP, Kent Interfaith

Alliance, the Diversity, Equity and Inclusion committee of the Kent League of Women Voters and the ACLU's bail reform committee.

R4J members are thrilled that UUCK members are demonstrating our UU values in a variety of ways, both inside the church and within the community. We look forward to partnering with the congregation as we continue to move forward in this important justice work.

In service to justice,

Rev. Christie Anderson

Mary Ann Stephens

Rev. Steven Protzman



Report from the Social Justice and Community Outreach Coordinator

Through the pandemic, members and friends of the congregation did ongoing social justice work in the church and in the community. The extensive work for racial justice is described in the separate Race4Justice team report.

Church members launched a year of Welcoming Congregation renewal with a focus on welcoming and supporting people who are transgender. We pledge to educate ourselves about the lives and struggles of people who are transgender and to work for justice and equity for people who are transgender. The Welcoming Congregation renewal task force planned and led a service titled "We See You," about transgender lives. The special offering for April was for Margie's Closet, a clothing store in Lakewood to serve people who are transgender. The task force will offer an educational workshop series in October on transgender lives and the struggle for justice. Thanks to Kevyn Breedon, Kat Holtz, and Erin Craver-Dean for planning and leading these workshops. Our congregation became an official Welcoming Congregation in 2003, with a commitment to support people who are lgbtq.

Church members and friends worked in the past year to donate food and supplies to people in need and to local organizations that serve them. Elaine Bowen organized a Have a Heart donation drive-through on Valentine's Day to gather supplies for Miller Community House, the local homeless shelter. Elaine organized a drive-through food drop off in October to benefit Kent Social Services. Church members and friends prepared and served meals for the Lord's Lunches at Trinity Lutheran Church on several Saturdays. Thanks to Camille Pavlicek-Fauser for coordinating the Lord's Lunch team. Mary Ann Kasper continued to lead a team of volunteers, many from our church, in the work of the Socially Responsible Sweatshop. They sew beautiful and useful items from repurposed textiles to sell at reasonable prices at the Kent Farmer's Market. The group donates the proceeds to assist food insecure families. The work of this group was recently featured in an article in the Record-Courier. Saunis Parsons continued to offer Equal Exchange fair trade products for sale to church members and friends. Proceeds benefit the social justice work of the church.

In response to the January 6th insurrection and attack on our nation's Capitol, church members and friends staged a demonstration in downtown Kent for democracy and against domestic terrorism. The event received coverage in the Portager and in the Record-Courier. Church members participated in UU the Vote phone banking and voter registration activities before the November election.

In May of 2020 the church board voted to put "Black Lives Matter" on the church sign as a statement of our commitment.

Members and friends made generous special offerings in the past year to the following organizations:

Date	Organization/Cause	Donation
June 2020	Lovelight, Inc.	\$862.29
July 2020	Freedom House of Kent	\$517.34
August 2020	Miller House of Kent	\$533.23
September 2020	UU the Vote	\$229.15
October 2020	Kent Social Services	\$850.00

November 2020	UUA Disaster Relief Fund	\$515.00
December 2020	Community Action Council of Portage County – Home Weatherization Assistance Program	\$840.00
January 2021	Portage County NAACP (RE Justice January recipient)	\$1220
February 2021	UU Service Committee Emergency Response to the Texas Crisis	\$568.00
April 2021	Margie's Closet	TBA
	Total	\$6,135.01

We look forward to putting Hobbs Hall to use for social justice meetings and activities. We invite everyone to participate in our work for social justice.

In faith,
Vivien Sandlund
Coordinator of Social Justice







Photos by Brad Bolton