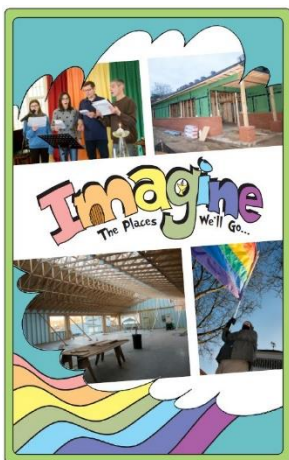


FY2022 Annual Report Unitarian Universalist Church of Kent

Information and Discussion: May 5, 2022 7:00 PM
Voting: May 22, 2022 11:00 AM



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



Cover Art: "Imagine the Places We'll Go. . ."
FY2022 stewardship logo designed by Saul Flanner.

Annual Report for Fiscal Year 2022

Information and Discussion Meeting: May 5, 2022 7:00 PM
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Director of Religious Education: Colleen Thoele
Congregational Administrator: MaryBeth Hannan
Affiliated Community Minister: Rev. Renée Ruchotzke
Commissioned Lay Minister Candidate: Kathy Kerns

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Income Generation

Treasurer, Lois Weir
Generosity Team
Thanks-4-Giving Auction

Community Within

Hobbs Hall Construction Team

Ministry Executive Team

Leadership Development Committee

Membership Team

Lifespan Learning & Spiritual Development

Religious Education Committee

Social Justice & Community Outreach

Social Justice and Community Outreach Coordinator

Race 4 Justice Team



Welcome to Hobbs Hall!

March 20 Congregational Open House
11 am - 1 pm

April 24 Community Open House
with Ribbon Cutting
2 - 4 pm

May 8 - 14 UUCK Service Auction
"Buds in BIUUm"
Silent Auction begins May 8, 12 pm
Live Auction begins May 14, 7 pm

May 29 Hobbs Hall Dedication
10 - 11 am
with special guest, Rev. Melissa Carvill-Ziemer

See you there!



Hobbs Hall promotional materials and
logo designed by Saul Flanner.

Information and Discussion: May5, 2022 7:00 PM

Voting Meeting: May 22, 2022 11:00 AM



Agenda

Welcome, Opening Words and Chalice Lighting	Rev. Steven Protzman
Quorum Determination	Membership Team
Annual Meeting Minutes from May 23, 2021	Dave Smeltzer
Highlights of the Year	Don Gregg
The FY2023 Budget	Lois Weir
Presentation of the Slate	Rhonda Richardson
The Eighth Principle Endorsement	
Election	
Annual Meeting Minutes, May 23, 2021	
FY2023 Operating Budget	
Slate of Leadership Candidates	
Congregational Statements: The Eighth Principle Endorsement	
Appreciation of Staff and Outgoing Leaders	Don Gregg and Rev. Steven Protzman
Closing Words and Extinguishing the Chalice	Rev. Steven Protzman

Ballot Item: Minutes from FY2021 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
FY2021 Annual Congregational Meeting Minutes
May 23, 2021 Virtual meeting via Zoom 11:00 AM

Rev. Steven opened with a reading and chalice lighting. Mary Leeson from Membership reported that a quorum was present with 76 in attendance. Assistant Moderator Donald Gregg called the meeting to order and presented the minutes from fiscal year 2019-2020's annual meeting. Eric van Baars moved to approve the minutes, Amanda and Andrew Rome seconded. NOTE: All voting will be done at the end of the meeting. Donald Gregg then summarized highlights of the last fiscal year:

- Soon we will be moving into Hobbs Hall
- Experimented with a seven member Board of Trustees
- Virtual services have been fantastic
- We've especially enjoyed Hal's embracing of the new technology
- We've been able to reach outside our local community
- A time for all ages has been fun as well
- Rev. Steven and others have given us meaningful messages this year from the virtual pulpit

Donald Gregg then presented the By-Laws change for Congregational Approval. The change is to officially move to a seven member board. This year with congregational approval we experimented with a seven member board (instead of nine as is listed in our current bylaws). We found that attendance and participation was greater. Also, UUA recommends a seven member board for a church our size that is using policy based governance. Rebecca Cline moved to approve the By-Laws change from a nine member to seven member Board of Trustees. Kara Kramer seconded. Voting will take place at the end of the meeting.

Treasurer Lois Weir then summarized the Financial Review conducted by Jim Scott. Fiscal year ending June 30, 2021 is ending well and some funds will be carried forward to Fiscal Year 2022. The additional virtual auction will end on May 23 (the day of the annual meeting.) She said, "Please donate to the "Mind the Gap" auction ending today.... All that revenue is going to help us end this year in good shape." Jim's full report is in the meeting packet. He found that our church's finances are transparent, properly documented and responsibly managed. He offered some suggestions for the monthly reports that are being implemented now. Lois thanked him for all his hard work and MaryBeth who prepared all of the information that he needed. Lois then talked about the fiscal 2022 budget. Our By-Laws require us to present a balanced budget every year that has to be approved by the congregation at the Spring annual meeting. Lois presented the estimated budget revenues and expenses. The total budget is \$397,329. Most of the increase is due to the expense of having a new building to run and also the increase in health care for staff. One item of note is the estimated draw of \$17,646 from the endowment fund. (Audio unclear: the motion to approve the budget was likely by Vivien Sandlund and Kara Kramer seconded.) Voting will take place at the end of the meeting.

Rhonda Richardson presented the slate of candidates for UUCK.

Board

1. Heidi Shaffer Bish through June 30, 2024
2. Rod Thompson through June 30, 2024
3. Carol Wigand through June 30, 2024

Finance Secretary

1. Saunis Parsons through June 30, 2024
2. Nancy Docherty (alt) through June 30, 2022

Endowment

1. Bonnie Harper through June 30, 2024

LDC

1. Kathie Slater through June 30, 2024

(Not audible who moved or seconded the slate of candidates). The slate will be voted on with online balloting.

Mary Ann Stephens summarized the two statements of racial justice that need congregational approval. One is a statement for UUCK and one is to support a motion at the UUA General Assembly. She also presented the CoSM Covenant of Right Relations. Motion to accept Covenant of Right Relations by Chris Dunn, second by Diane Kloss. No discussion ensued. Motion to accept the UUCK statement for commitment to racial justice was made by Amanda Rome and Eric van Baars seconded. No discussion ensued. Motion to endorse UUA statement of Conscience on Undoing Systemic White Supremacy was made by Christie Anderson and seconded.

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

The meeting was adjourned and Rev. Steven offered some closing words and extinguished the chalice.

Respectfully submitted by David Smeltzer, Board Co-Secretary (2020-2021)

Voting Summary

Certification:

Membership committee confirmed a quorum was present in the meeting. 67 unique ballots were submitted and membership confirmed, 65 were from members in good standing eligible to vote.

Results:

Motion: Approve Meeting Minutes, May 31, 2020

PASS 97% 63 Yes 0 No 2 Abstain

Motion: Accept the bylaws revisions as presented in the annual report.

PASS 98% 64 Yes 1 No 0 Abstain

Motion: Approve the UUCK Operating Budget for Fiscal Year 2021-2022 as presented in the annual report.

PASS 97% 63 Yes 1 No 1 Abstain

Motion: Elect the slate of candidates for the terms specified as presented in the annual report.

PASS 100% 65 Yes 0 No 0 Abstain

Motion: Approve Christie Anderson as Affiliated Community Minister.

PASS 100% 65 Yes 0 No 0 Abstain

Motion: Approve the Covenant of Right Relations as presented in the annual report.

PASS 95% 62 Yes 0 No 3 Abstain

Motion: Approve the UU Church of Kent Commitment to Racial Justice statement as presented in the annual report.

PASS 88% 57 Yes 6 No 2 Abstain

Motion: Endorse the UUA Statement of Conscience on Undoing Systemic White Supremacy: A Call to Prophetic Action

PASS 86% 56 Yes 7 No 2 Abstain

Respectfully submitted by Jennifer May, Ministry Executive Team

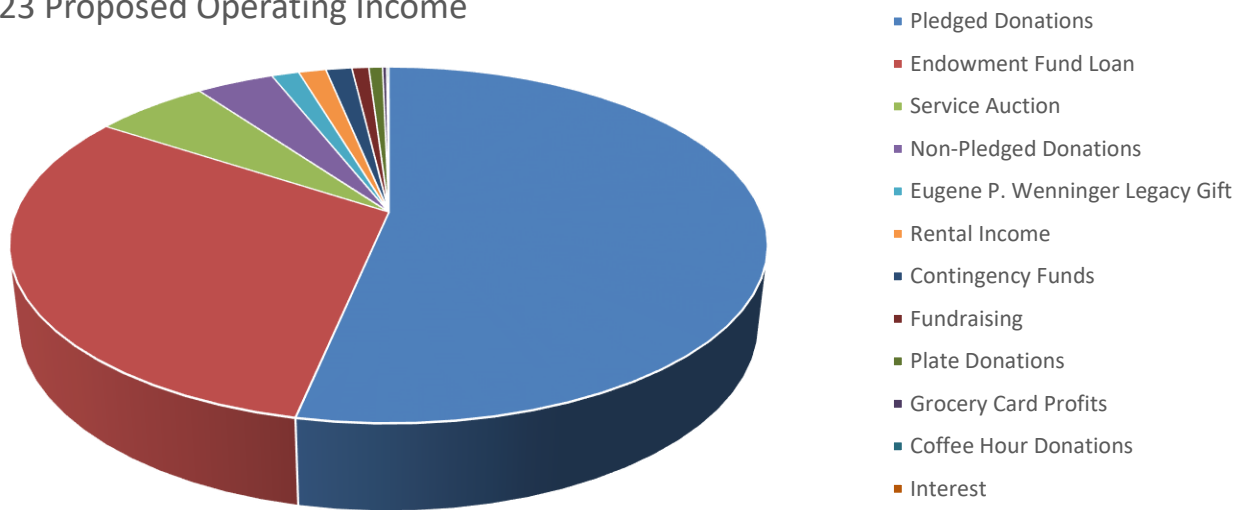
Ballot Item: FY2022 Operating Budget

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.

FY2023 Proposed Revenues

Pledged Donations	\$229,282
Endowment Fund Loan	\$133,226
Service Auction	\$25,000
Non-Pledged Donations	\$17,000
Eugene P. Wenninger Legacy Gift	\$6,000
Rental Income	\$6,000
Contingency Funds	\$5,690
Fundraising	\$3,700
Plate Donations	\$3,000
Grocery Card Profits	\$900
Coffee Hour Donations	\$400
Interest	\$100
Total	\$430,298

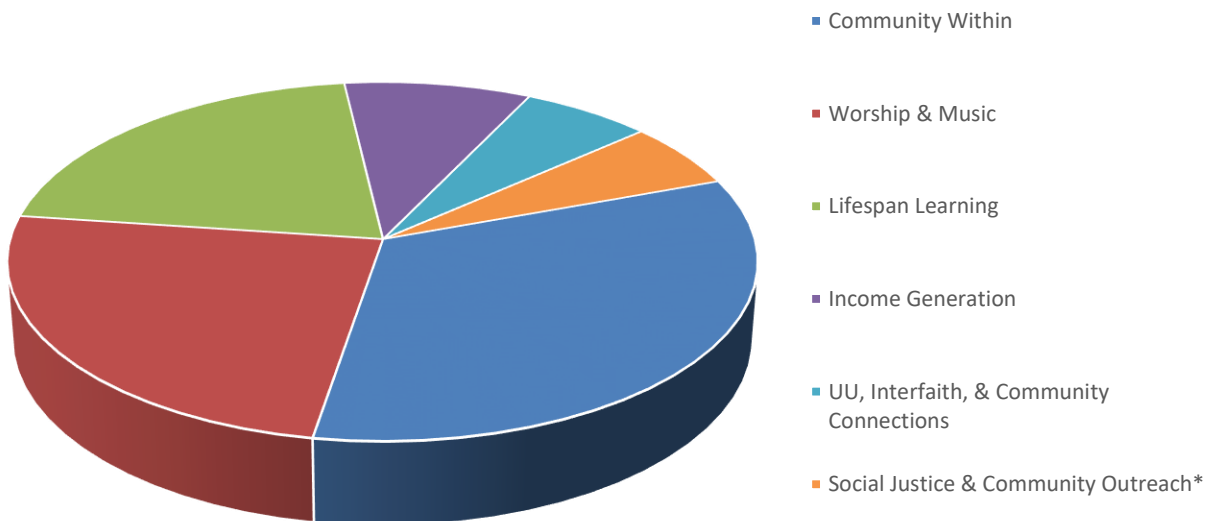
FY2023 Proposed Operating Income



FY2023 Proposed Program Expenses

Community Within	\$142,866
Worship & Music	\$105,344
Lifespan Learning	\$90,391
Income Generation	\$38,969
UU, Interfaith, & Community Connections	\$27,199
Social Justice & Community Outreach*	\$25,529
FY2023 Proposed Program Expenses	\$430,298

FY2023 Proposed Program Expenses



**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 FY2023

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 2023

Board of Trustees

<u>Name</u>	<u>Term</u>
Liz Bright	1 year, through June 30, 2023 *
Kara Kramer	3 years, through June 30, 2025
Susanna Smart	3 years, through June 30, 2025

Financial Secretaries (revised 4.25.2021)

<u>Name</u>	<u>Term</u>
John Brannan	1 year, through June 30, 2023 **
Dave Watt	3 years, through June 30, 2025
Nancy Docherty (Alternate)	1 year, through June 30, 2023

Endowment Committee

<u>Name</u>	<u>Term</u>
Diana Watt	3 years, through June 30, 2025

Leadership Development Committee

<u>Name</u>	<u>Term</u>
Kathy Kerns	3 years, through June 30, 2025

The following individuals will be continuing in their elected terms

Board of Trustees

Donald Gregg	1 year, through June 30, 2023
Diane Kloss	1 year, through June 30, 2023
Heidi Shaffer Bish	2 years, through June 30, 2024
Carol Weigand	2 years, through June 30, 2024

Financial Secretaries

Saunis Parsons	2 years, through June 30, 2024
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Endowment Committee

Jennifer Gregg	1 year, through June 30, 2023
Bonnie Harper	2 years, through June 30, 2024

Leadership Development Committee

Rhonda Richardson	1 years, through June 30, 2023
Kathie Slater	2 years, through June 30, 2024

**filling the first of two years of a vacant term that ends June 30, 2024 (replaces Rod Thompson)*

***filling one year of vacant term that ends June 30, 2023 (replaces Eric van Baars)*

Ballot Item: Eighth Principle Endorsement

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 endorsed.

The Unitarian Universalist 8th Principle:

We, the member congregations of the Unitarian Universalist Association covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.



*Image: created by Peg Green for the 8th Principle Project.
Used with permission.*

FY2022 Annual Program Area Reports: Board of Trustees

Report from the Board: Don Gregg, Moderator

Hobbs Hall is open! This is a goal that has been many years in the making. The Board thanks all of the many people who have worked diligently to make this possible. Many of our congregation members gave numerous hours of their time in service to our church to make this happen. It is our sincere hope that Hobbs Hall will help our congregation grow and prosper.

Staff

First, Reverend Steven Protzman continues to serve as our minister and non-voting member of the Board, as well as attending nearly all committee meetings and events that occur within our congregation.

The pandemic has brought us many new challenges that we have turned into opportunities. We now have impressive virtual skills that make our Sunday services accessible to anyone with an internet connectable device. We were blessed with volunteers from our congregation that either had or were willing to learn the skills to make this happen. Although we are now able to hold in person services we plan to continue this platform to better serve our congregation and community.

Hybrid services require much behind the scenes work. To meet this need we have added a Technology Manager position and are pleased to have hired Julie Swango to fill that position. Julie will be handling all the technology needs on our campus.

The opening of Hobbs Hall provides us an opportunity for rental income. This requires a person to market, schedule and supervise when rental activities occur on our campus. We have added the position of Campus Use Manager and hired Katie Kuras for that position. Vanessa Vesely continues to serve as our Interim Music Manager. We increased the Congregational Administrator's hours from 35 hours to 40 hours. That position continues to be held by MaryBeth Hannan. Brian Mulloy continues as our Sexton with an increase in hours from 12 to 18 hours per week. Michelle Bores continues to care for our little ones in the Nursery. Colleen Thoele continues to serve as our Director of Religious Education.

Our Music Director Hal Walker went on medical leave last fall due to chronic illness. We continue to search for a Pro Tempore Music Director.

New Board Members

This year we welcomed Heidi Shaffer-Bish, Rod Thompson and Carol Weigand to the church board of trustees. Rod Thompson has recently stepped down and Susanna Smart has been appointed to fill the remainder of that trustee term. Each of these new members has been a valuable addition to the board.

7 Member Board

Last year at our annual meeting, we amended the by-laws to change the size of the board from nine members to seven. We have found that with the smaller board, attendance at meetings has improved, there is more time for thoughtful discussion and we are able to come together quickly to address any urgent matters. The seven member board has been a positive change.

Outgoing Leaders

We would like to thank Vivien Sandlund and Rod Thompson for their service on the Board.

Hobbs Hall Holiday Wish Fund Drive

This year a special collection was held to acquire donations for needs for Hobbs hall that we did not have funds to purchase. The "Hobbs Hall Holiday Wish" drive was a success. The congregation raised \$7,492.45 for the purchase of additional items. Thank you to all who contributed.

Service Auction

This year's Auction is multi-platform! The week-long silent auction will allow everyone to participate. The live auction on May 14 will be held for the first time in Hobbs Hall, but will also be simul-cast on Zoom. Trudy Diehl is our auction coordinator.

In-Person Health and Safety Plan

The board continues to adjust and adapt the In Person Health and Safety Plan as needed. The board has spent many hours discussing and revising this plan, to the best of our ability, to protect and serve our members and friends. We will continue to monitor pandemic conditions and consider recommendations from both UUA and health officials in making any further adjustments to this plan.

Commissioned Lay Ministers

On April 10th of this year the UUCK held a ceremony commissioning Kathy Kerns as a Commissioned Lay Minister. We celebrate having our long term friend and congregation member Kathy as one of our CLMs. In addition to Kathy, Lori Mirkin-McGee continues to serve as a Commissioned Lay Minister.

Affiliated Community Ministers

Both Reverend Renee Ruchotzke (UUA Congregational Life Staff) and Rev. Christie Anderson (Interfaith Community Minister) continue to serve as our Affiliated Community Ministers. Additionally, Rev. Christie is also a Commission Lay Minister.

Social Justice

Our congregation continued our work on social justice this year. Church members and friends worked for racial justice and human rights, to address hunger and to raise awareness about the environment. The congregation renewed our Welcoming Congregation status with a year devoted to addressing transgender lives and transgender struggles for equity and justice. The church took monthly special collections for organizations and programs dedicated to social justice.

Environmental Justice

We are pleased to have Andrew Rome serving as our Environmental Justice Coordinator. Andrew brings a wealth of knowledge and real life experience to this Embodiment of our 7th principle.

Volunteers

We would like to thank all of our volunteers. It takes many hands to hold a church congregation together. We are fortunate to have so many amazing members and friends that give their time and talent to UUCK.

Georgia Quinn who served as our Buildings and Grounds Coordinator transitioned to the Landscape Team Chair last fall. Our appreciation goes to Georgia for the many years of care she gave to our facilities and now continues to give to our outdoor campus.

MET

I would like to thank the Ministry Executive Team (MET) for their dedication, service and time in the service of our congregation. The MET meets bimonthly with additional meetings as needed, where they handle the day-to-day management decisions. Thank you Rev. Steven, MaryBeth Hannan, Lois Weir (Treasurer) and Jennifer May.

UUCK Congregational Goals 2021- 2022

Based on our mission statement to "inspire love, seek justice, and grow in community."

Goal 1

- Enhance our sense of community and connection to each other and to all life.
- Deepen and expand our culture of welcoming and radical hospitality, including concerns for safety and understanding the needs of others.
- Offer a variety of opportunities for spiritual growth
- Make space for diversity through intentional practices of inclusivity (racial, demographic, ideological, political, religious, worship, etc.)

Goal 2

- Transform our world by doing the work of social justice.
- Encourage increased communication, education, and participation in social justice work, including social and environmental challenges, inequality, oppression, the democratic process, and movements for change
- Help people discover and live their passion for social justice
- Continue to create opportunities for intergenerational social justice work
- Develop external connections and relationships (including interfaith and other social justice networks)

Goal 3

- Nurture the life and work of our congregation so that our community continues to thrive.
- Create a culture of open and frequent communication in the life and work of the church
- Promote a culture of shared leadership by identifying, encouraging, nurturing, and developing leaders, including youth and adults.
- Invite, welcome, engage and retain members and friends
- Generate excitement and energy and invite participation on our church campus
- Live into the use of Hobbs Hall, and care for and honor our entire campus. Create opportunities for all ages to participate in congregational life and work Continue to develop RE opportunities
- Offer diverse RE programming for adults
- Develop family ministry (comprehensive education for all ages) Sustain enthusiasm and support of quality RE programs for children and youth
- Become more visible in the wider community
- Continue to work toward greater financial stability



FY2022 Reports from the Minister and Staff

Report from the Minister

Community is the spirit, the guiding light of the tribe, whereby people come together in order to fulfill a specific purpose, to help others fulfill their purpose, and to take care of one another.

—Sobonfu Somé

In "The Lord of the Rings", Gandalf asks: "Who knew we would live through such times?" Who could have predicted in March of 2020 that two years later, we would be such a different church, offering services both in person and on Zoom, needing to still practice physical distancing, wearing masks to meetings and services, and continuing to live in the uncertainty and change that the pandemic has brought? But we have adapted well. This congregation continues to show great resilience, patience, flexibility, and the willingness to continue adapting to change. We have learned to use technology and managed to continue our shared life and work, to care for each other and the greater Kent community, to do the work of social justice, and offer a variety of opportunities to grow in mind and spirit. As your spiritual leader, I am so grateful for how you have each collaborated and shared your gifts, continued your generous financial support, and cared for one another so that UUCK continues to be a thriving, dynamic community. As Sobonfu Somé writes, we came together in order to fulfill a specific purpose (our mission), to help others fulfill their purpose (our shared ministry), and to take care of one another.

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, Christmas, Spring, Easter, and the Flower Ceremony. Other special services included the Day of Remembrance (honoring our beloved dead), Blessing of the Animals, a Youth Racial Justice service, New Year's, a service to honor Martin Luther King, Jr., a midwinter celebration (Imbolc, Groundhog Day, and Brigid), the annual Pledge Drive kick-off, Earth Day, Religious Education Sunday, and many others.

Every Sunday continued to be worship for all ages, and services were 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 sorrows. Breakout rooms were also used for sermon discussion groups, adult education, (including the Eighth Principle), and visitor and guest welcome sessions.

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: Colleen Thoele, Vanessa Vesely, Christie



Anderson, Heidi Emhoff Wood, Lori McGee, Kathy Kerns, Elaine Bowen, Randy Bish, and Heidi Shaffer Bish,. Thank you to everyone who enhanced our worship services by sharing your gifts of music with the congregation or assisting with or leading a service through the year. 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, and MaryBeth Hannan.

It was a difficult moment when our Music Director Hal Walker was given extended medical leave due to a health decline. We were fortunate that our Staff Accompanist Vanessa Vesely was willing to step into the role of Interim Music Manager to lead our music program while we figured out how to keep our music programs thriving. We identified the need to hire a Music Director Pro Tem (a one year position) and a search team has been interviewing candidates for the position, with the hopes of filling the role this spring. Thank you to our search team: Vanessa Vesely, David Watt, Mike Hovancsek, and Heather Waltz, for collaborating with me on this search process. Our music program has continued to thrive in the interim, although with the pandemic and Vanessa's limited time, some of our music ensembles and teams have not been meeting.

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:
Bill Eldredge

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 session each month on the first Sunday, making decisions informed by our mission and vision, and crafting thoughtful policies as we continue to move toward being a Program sized policy-based congregation. During our annual retreat in August to deepen relationships and plan our year together, the Board and I worked together to create three congregational goals to guide our ministry for the year. These goals were based on our mission statement to "inspire love, seek justice, and grow in community." Thank you to our Board of Trustees: Don Gregg, Liz Bright, Vivien Sandlund, Diane Kloss, Heidi Shaffer Bish, Carol Weigand, and Rod Thompson 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 and visioning during this year of learning, of change, and of adapting to a constantly changing world.

The Ministry Executive Team met twice each month to make decisions about our day to day operations and ministry, including monitoring our finances, creating a draft budget for fiscal year 2023, crafting policy and procedure recommendations for the Board, 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.

Our Church Campus

One of our biggest achievements this year was the completion of Hobbs Hall. After many delays, moments of frustration, and decisions to make, we took occupancy of the building in February of this year. Thank you to our dedicated and hard working Hobbs Hall Construction Team: Andrew Rome, Katie Grigg-Miller, and Blaine Vesely and to Capital Campaign Treasurer Kay Eckman for her diligent oversight of the project expenses and capital funds. Thank you also to our many volunteers who have served on various teams to furnish, equip, landscape, decorate, and promote Hobbs Hall:

Furnishings Team: Claudia Miller, Marion Yeagler, Katie Grigg-Miller, Amanda Rome, Sandy Eaglen, Blaine Vesely

Kitchen Team: Randy Leeson, Elaine Bowen, Bill Bowen, Georgia Quinn
 Audio/Visual Team: Cal Frye, Brad Bolton, Dave Smeltzer, Joe Kuemerle
 Promotions Team: Heidi Shaffer Bish, Kathy Walker, Saul Flanner, Kara Kramer
 Aesthetics Team: Ann VerWiebe, Jan Noden, Kevyn Breedon, Jane Krimmer
 Landscaping Team: Georgia Quinn, Claudia Miller, Jennifer Gregg, Renee Ruchotzke, Diane Kloss, Dave Krantz, Kim Rivers, Heidi Emhoff Wood, Wendy Mann, Colemann Packer-Mann.
 Rentals Team: Kathie Slater, MaryBeth Hannan, and Diana Watt

We began using the building for worship services on March 20th after finishing the tech set up of Hobbs Hall and two Sundays of service test runs. It was a joy to be together again in person for worship. As I write this report, the celebrations have begun. We've had a congregation open house and there will be a community open house with a ribbon cutting ceremony and then a dedication service this spring.

Another building challenge we are still managing was the discovery that our sewer line in the church building was not working. After investigating it, we made some unusual discoveries about our plumbing. The church building actually has two sewer lines running out of it, one on the south side of the building for the kitchen, and the other on the north for the restrooms. We also discovered in the process of running a camera through the north line and the city running cameras through the city line that both of our sewer lines are damaged (why is still to be determined) and not usable. We are working with Metis Construction, the contractor who built Hobbs Hall, and with the city of Kent to repair the sewer lines, but as of this report, we do not have a plan for how to best repair the lines or target date for completion of this work. Rest assured that it will be fixed and we will be using our sanctuary again.



Our Shared Ministry

*we are each other's harvest:
 we are each other's business:
 we are each other's magnitude and bond.*

—from the poem *Paul Robeson* by Gwendolyn Brooks

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.

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. Although we do not currently have a formal Pastoral Care Team, 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.

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. 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, Mary Ann Stephens, and Becky Cline.

We have an excellent, talented, dedicated staff that leads our shared ministry. It has been a pleasure to work with MaryBeth, 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. Recognizing increasing staff needs to adequately serve you, we increased our Administrator's hours to a full 40 and also created two new staff positions. We hired Julie Swango as our Tech Manager in response to our increased use of technology. We also hired Katie Kuras as our Campus Use Manager to help us rent out and manage the use of our church campus.

Renee Ruchotzke and Rev. Christie Anderson, and our Commissioned Lay Leaders, Rev. Christie Anderson, Lori McGee, and 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 fourth 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. This includes regular spiritual practices, exercise, good eating and rest habits, honoring a Sabbath day each week, and using all my vacation and study time.
- Continue to invite lay leaders to step into shared ministry and to nurture their passions and call to shared ministry.
- Work with the congregation's leadership to develop a plan for broader and more inclusive communication.
- Provide steady, patient leadership, presence, and kindness as we live into Hobbs Hall, the use of technology, and face the challenges and opportunities in a new chapter of the congregation's history.



To continue my professional growth, I attended meetings and events of the Kent Interfaith Alliance (KIFA), took a month of study leave that included learning about topics of interest, 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 fourth year as your settled Minister. I feel so very blessed and fortunate to continue to serve this faith community. Although the pandemic has taken its toll on our individual lives and our spiritual community, and there is work to be done to revitalize our shared life and work, I have faith in our future. We have a wonderful opportunity awaiting us as UUCK begins a new chapter of its history with the completion of a long held dream for expanded space to live out its mission and vision more fully. There is the potential to grow in many ways- spiritually, numerically, missionally, and organizationally. The only real limits to what we can do together in the times to come are our imaginations, our commitment to Unitarian Universalism and sharing its message of hope and possibility, and our willingness to offer ourselves and our gifts in service to one another and the world.

Thank you again for the many ways you bless this community and the wider world with your time, passion, and energy. May our dreams and hopes for this diverse spiritual community and Unitarian Universalism continue to guide and inspire us as we inspire love, seek justice and grow in community.

With deep joy and gratitude,
Rev. Steven



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

Faith Development

Note: The 2021-2022 religious education year found us in the second year of the COVID 19 pandemic. Programming was approx. 65% virtual and 35% in person. This created a challenge that, I am proud to say, our staff and volunteers rose to.

The 2021 -2022 religious education program continued to focus on connection and community. Summer RE classes remained virtual and were led by myself and Michelle Bores. In August, we gathered in person at Plum Creek Park for our first RE family picnic. Following the picnic, our RE leaders facilitated our 3rd 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 LGBTQIA+ youth and families. See below for details. As kiddos headed back to in person school, Rev. Steven and I performed a virtual Blessing of the Backpacks ceremony via Zoom. All those returning to school were invited to come to the church for a drive-thru event where they received school supplies, a warm hat, a social justice coloring book and, of course, their backpack charm.



Fall RE launched in September with classes following our 10 AM Zoom service. 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 mild September weather allowed for us to safely gather to finish the grades 4-6 OWL class that was abruptly ended in March 2020 due to the pandemic. Thanks to the dedication of our OWL leaders Jen May and Susan Poole-Wilke, this class was able to complete their sessions before middle school. October brought with it the opportunity to bring the whole community together for our first ever "Trunk or Treat!" and also our first Haunted Forrest and bonfire hosted by the middle school youth and Katie Grigg-Miller. Both of these new events were a resounding success!

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 Trevor Project and to learn about issues that are important to LGBTQIA+ young people and families. Their justice work included a letter writing campaign to the Governors and legislators of the 11 states that still allow the harmful practice of "conversion therapy" in their state. They are working on a project to create a community PRIDE quilt and are also looking forward to participating in PRIDE events this Summer representing the UUCK. They will finish their year of learning by leading a PRIDE worship service this June.



Throughout the fall, we were able to meet in small groups on the church campus. This made it possible for RE classes to meet in person for a short while before the Omicron surge and the unfortunate sewer main issue that ultimately closed the church building this winter. We have become quite good at changing direction quickly and so this time, the shift back to virtual RE seemed easy.

With the opening of Hobbs Hall this spring, we were once again able to meet in person (Hooray!) Religious education classes resumed in person and we were also able to re-open our nursery during worship.

Spring also ushered in a new grades 4-6 Our Whole Lives class. The OWL class launched on March 27th and class will wrap up in June. As we head into May, we are delighted to be able to bring back our Soulful Home family dinner after two long years away. May will also celebrate the return of a live RE Sunday service that is sure to be meaningful.

Worship

Like last year, the pandemic shifted our worship service to a weekly all-ages service. My participation in helping to craft and participate in worship increased and it was a joy to co-lead several services with Rev. Steven and others throughout the year. A worship highlight this year would be the middle school youth-led service "Opening up to Joy" (12/12) In their service they focused on the healing power of laughter. They nailed it! Once again, the participation of children and youth in worship services increased! That made my heart smile this year.



Professional Development

A highlight for my professional development this year was the opportunity to serve, once again, on the Central East Region's Summer Institute religious education team. Though Summer Institute remained virtual, we were able to connect with young UU's in our region and create a warm and inviting RE experience. I am currently planning with the team for in-person SI this summer.

Topics I have studied this year include: Trans rights, creating safe and intentional religious education experiences for LGBTQIA+ children/youth, anti-racism and cultural appropriation.

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

Final Thoughts

Wow! What a ride this last year has been.

When I look back at this year I am filled with gratitude. Gratitude for this community of all ages and for my place in it. I would be remiss if I did not lift up the unwavering support that I have received from Rev Steven, MaryBeth Hannon and Michelle Bores. They have been a lifeline, a listening ear, a cheerleader and a great support to me this year.

I am grateful for our RE volunteer teachers and the creativity and love they bring with them every single Sunday. The RE committee continues to support not only my work but the faith formation of our children and youth. This year in particular, Amanda Rome- RE Chair, has knocked it out of the park. Amanda cares deeply for our children and youth - and it shows.

And finally, I am grateful for our children. Last year I said, "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." That dream came true this year and it was even better than I thought could be.

I love how they teach ME while I am teaching them. Throughout this year, they have taught me to pause, breathe, speak up and laugh. It is one of the greatest honors of my life to walk alongside them on their faith journey. They are all, every single one of them, ROCK STARS.

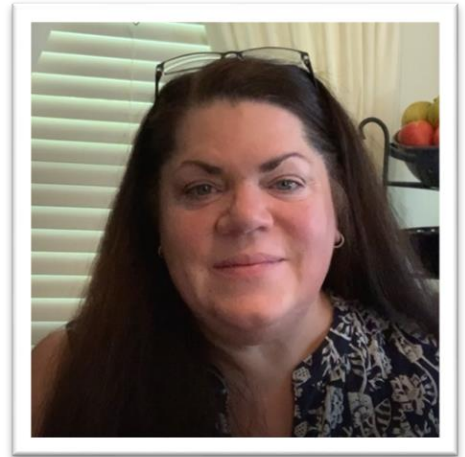
I am so very blessed to serve this congregation. Thank you.

With Gratitude,

Colleen Thoele
Director of Religious Education

Reports from the Staff: MaryBeth Hannan, Congregational Administrator

In reviewing last year's report, I lifted up how well our church learned to successfully navigate virtual ministry during the pandemic. I also mentioned the uncertainty we all were experiencing - the unknown of when COVID would end or when we'd return to "normal" church again. Now, here we are more than two years from our initial shut down on March 15, 2020 and we find ourselves somewhere beyond what we used to define as "normal church." At this point I believe what we previously considered a "normal" way of doing church is something we can look over our shoulder at...it's in the past, behind us and we need to let some of it go. This in part due to COVID and how our ministry adapted and evolved throughout these past two years but also because we are not the same church we were two years ago. Hobbs Hall is now a reality; our church campus has expanded into this wonderful space that has so much potential. Despite wanting to hold tight to what is familiar during uncertain times...Hobbs Hall represents change. Looking forward, I see an opportunity for this church family to redefine our ministry to each other and to the greater community. I'm looking forward to see how our congregation leans into that potential.



It is such a pleasure to see the excitement for Hobbs Hall in all of you. The fellowship hall is a vision come true. Much appreciation goes to our UUCK Construction Team for seeing the building of Hobbs Hall through and to all the volunteers (too many to name!) who helped move into the building and who continue to work towards equipping it. Additionally, the Celebrations and Promotion Teams did a wonderful job with our UUCK Open House. From the creation of postcards, banners and logos to organizing volunteers – the Church Open House was the first of celebrations. These folks continue to work and plan the upcoming Community Open House on April 24 and the celebration following the service of dedication on May 29. Thank you Claudia Miller, Kay Eckman, Kitty Endres, Saul Flanner, Kathy Walker, Heidi Shaffer, and Kara Kramer.

Hobbs Hall is not the only significant change this congregation experienced. Our staff team has underwent many changes in the last year. Our Music Director position has sat idle from more than six months and our Accompanist role expanded to fill some of the void. With the opening of Hobbs we've hired a part-time Campus Use Manager to help generate and facilitate rentals. Another new part-time position, Technology Manager, was created and hired to help vision, set up, and oversee the technology throughout all our spaces. In response to additional responsibilities the Sexton hours were increased and the hours for my position were increased in response to added responsibilities and fair compensation.

Working with Brian Mulloy, our Church Sexton has always been a pleasure. He has remained flexible and a good steward to our buildings. As previously mentioned, Brian hours have been increased with the additional space that comes with occupying Hobbs Hall. He recently assisted the team of volunteers on Hobbs Hall move in day. He worked with Marion Yeagler and Claudia Miller to shop and purchase custodial supplies for the building and is happily leaning into caring for our new space. Brian also has returned to working on Sunday mornings in order to open our building(s) prior to services. As we continue to live more fully into our new space, Brian will provide the needed support in response to rentals.

In addition to supervising the Church Sexton position, my expanded responsibilities include supervising the Campus Use and Technology Manager positions. I'm also happy to work with both Katie Kuras, our Campus Use Manager and Julie Swango, our Technology Manager. They both hit the ground running on February 16, 2022 and have exceeded expectations for the short time they have been on staff. Katie has spent much of her time helping to revise rental policies and use agreements for both the hall and the commercial kitchen. She has researched state liquor laws for non-profits and learned how having a commercially licensed kitchen may impact our congregational use of the space. Additionally, she has designed a preliminary rental brochure and webpage. Katie brings an open, friendly, and collaborative personality to our team. She will be a wonderful representative of the Church when working with the public to facilitate space use.

I've determined that Julie is a technology force all of her own. One of her first tasks was to understand what tech capacity we currently had and set up Hobbs Hall up for multi-platform services. We needed to quickly pivot from services held in the historic church building to because of the damaged sewer main and the COVID numbers receding allowing for in-person services again. She hit the ground running and assisted Cal Frye with pulling cables in Hobbs Hall so the WiFi networks could be set up, moved equipment from the Sanctuary to Hobbs Hall, worked with Brad Bolton to interface with the audio equipment and completed the set up with some personally loaned equipment. Julie began work on February 16 and along with the support from a few of our Tech Team volunteers had Hobbs Hall ready on Sunday, March 6 for our first ever service broadcasted from our new building. Julie continues to thoughtfully work with and improve our current tech capacity but in concert with a vision that will move us towards our tech goals for the future.

Much of my responsibilities remain the same year to year: overseeing the "business" side of the church through office administration, bookkeeping, payroll, and HR responsibilities for benefits administration, staff supervision, program and ministry support, and serving on the Ministry Executive Team. I'm blessed by the ability to serve this community and be employed doing what I love and enjoy. Additionally, I deeply appreciate the ability to engage in professional development and serve Unitarian Universalism in a larger capacity. In the last year, some of those activities include:

- Completing my 5th year on the Board of Directors for the Association of Unitarian Universalist Administrators, including:
 - AUUA Treasurer, (3rd year)
 - AUUA Membership Co-Coordinator (5th year)
 - AUUA Good Officer - quarterly trainings and consulting with UU Administrators (3rd year)
 - monthly AUUA Board meetings via Zoom and annual Board retreat
 - the AUUA annual business meeting with a financial presentation to the membership
 - Facilitated Administrator Check-in meetings via Zoom
 - attended AUUA Professional Days (professional development)
 - Maintaining Professional Boundaries, led by Mark Berstein, Feel Good Consulting
 - Dismantling White Supremacy, led by Alex Kapitan and Rev. Mykal Slack, Transforming Hearts Collective
 - Communication Strategies for the Long Haul, a workshop led by Peter Bowden
- UUA General Assembly - virtual GA – June 2021 (professional development)
 - Facing Down Classism to Liberate Our Faith Community
 - Trauma and the Spirit: Resources for Communities Today
 - Using Discernment Circles for Teams and Committees
 - Ware Lecture: Stacey Abrams & Desmond Meade
 - Building Resilience through Staffing Innovations
 - Skills for Resilience in Times of Trauma
- Other Professional Development June 2021 – April 2022
 - Self-care workshop
 - Burnout: The Secret to Unlocking the Stress Cycle – Book Study Group

It's such a gift to work with wonderful volunteers – my appreciation goes to you all for your continued support of this beloved church community; your shared ministry is a vital key to our church's success. And to our Board of Trustees, thank you for your commitment to our church governance and for being a just employer. Additionally, my appreciation goes to you for the generous gift of leave time for some much needed rest and renewal. To my fellow members of the Ministry Executive Team – I leave our meetings each month always the richer for the knowledge and leadership skills you bring to the table.

It's truly a blessing to work with Rev. Steven, and our amazing staff team – Colleen, Brian, Katie, Julie, Vanessa, and Michelle. Together we share a common goal in service to this community and each of you have amazing talents that serve this congregation well. It's both a pleasure and privilege to work with you. I'm looking forward to the coming year of where we all will further lean into continued change and growth as serve with this community of faith.

In peace, MaryBeth

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

My work at the UUA this past year has entered a new phase of recognition and appreciation! One of my projects, [LeaderLab](#), has been held up by lay leaders all over the country as one of the most important resources that the UUA provides! Another, the [UU Institute](#) online learning platform, has been redesigned so that it will include faith development and professional credentialing and continuing education trainings. I was recently awarded a UUA Staff Above and Beyond award for my work on these two projects. I am also helping to pilot an online training for Right Relationship Teams on the UU Institute.



I have spent the past couple of years exploring Sociocracy as a governance alternative in service of dismantling structural racism in UU congregations. I'm enrolled in the year-long Sociocracy Academy at [Sociocracy for All](#). I am also partnering with their founder Ted Rau on a workshop for the UUA General Assembly.

I continue to serve locally on the boards of the Kent Environmental Council, the Portage County NAACP, the Kent League of Women Voters, and the Kent Sustainability Commission. This has positioned me to help create opportunities for relationship and collaboration at the intersection of race and environmental concerns. The [Thomas-Anderson Memorial Garden](#) in the historic South End of Kent, and the panel discussion "[From Food Desert to Agrihood](#)" in February are two examples.

Being able to be a member of the UUCK gives me the grounding and nurturing that enables me to do such important work in the wider world!

Rev. Renee Ruchotzke
April 2022



Reports from the Staff: Kathy Kerns, Commissioned Lay Minister

This was a year of transition for me. I completed the formal training activities for the CLM program last summer. With the support of the board, I applied to become a CLM in our congregation and was approved by the council. It is an honor for me to serve our congregation in this role. My commissioning ceremony was held in April so now it is official!

During my training I focused primarily in the areas of worship and social justice. I will continue to serve in these areas during my 3 year CLM term. For worship, I will continue to give 2-3 services a year, serve as a worship associate, and co-chair the worship arts team with Rev. Steven. For social justice, I will provide support for our programs in racial justice and fighting hunger. I am also continuing my work on criminal justice reform with local groups (ACLU Portage County Action Team, chairing Portage NAACP Criminal justice committee). If this topic interests you let me know and I can connect you with these groups. Right now the focus has been primarily on bail reform and improving communications with local law enforcement. I have also started working with the church leadership development committee to support their activities.

Thank you congregation for supporting me in my work. Now that we are returning to in person church I look forward to reconnecting with everyone!

In faith,

Kathy Kerns
Commissioned Lay Minister



FY2022 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 another year of challenge and change. The COVID-19 pandemic continued to prevent us from meeting and worshipping face-to-face for nearly half of the year. It's been exhausting, but it has also provided opportunities for growth. We've seen Hobbs Hall finally become a reality – a beautiful new space where we can join together for worship and gathering. Our campus is becoming equipped with modern audio/video/digital technologies that will allow us to connect with members and friends who cannot be with us in person due to limitations of ability, health, or location. We are becoming a truly inclusive and accessible Church.

All this positive growth has resulted in additional financial obligations. We have increased our part-time staff to include a Technology Manager and Campus Use Manager – critical roles that we could not fill with volunteers. We've increased the weekly hours of the Sexton for maintenance of the new hall and of our Administrator, whose duties have increased significantly with the growth of the campus and staff. After two years of being able to carry over funds from one fiscal year to the next, we have found in FY22 that we need every bit of the reserved funds that we designated for use this year. The timing of our annual Service Auction moved from winter to spring in FY22. Those funds will arrive just in the nick of time this year to keep us operating to the end of June. If the auction is as successful as previous ones have been, we will wrap up the fiscal year pretty close to the budget we approved a year ago. There will be no carrying-over of funds this year.

Which brings me to the difficult topic of the FY2023 budget. This year challenges us with the perfect storm of negative financial news. We no longer have reserved funds or carryover to draw on to provide us with a large amount of non-pledged income. Next year, we will rely on fundraising, rentals, non-pledged donations and the annual auction as our primary sources of income beyond what our members have pledged for FY23. I wish to acknowledge the heroic work of the Generosity Team this year. They did their best to encourage giving from a congregation that is weary from two years of pandemic-related trauma and physical separation from their church community. We have lost some members due to death or relocation. Some members have recently retired or have seen changes in their personal circumstances that necessitated a reduction in their pledges. At the same time, many members increased their pledges to help pick up the slack. Thanks to all of you for your generous pledges. The pledges we have received as of this writing (\$228,907) are down from FY22, at the same time that our expenses have significantly increased with our new campus. So to make the budget work in FY23 we will have to borrow \$133,600 from our Endowment to meet our financial obligations in the coming year. This was a difficult decision to come to, but there is very little we can cut in the way of expenses. In accordance with our values, we want to continue to provide dental, disability, and life insurance to our eligible staff. We have not budgeted for pay increases to the minister and staff (with the exception of the sexton) in this year of national inflation. We need all of our



employees to help us grow into the future. We need technology to make church services and activities inclusive and accessible to our friends and members everywhere, regardless of location or ability. We need to increase our visibility in the community in order to generate rental income and grow our congregation. It's important that we continue to pay our fair share contributions to the UUA and CER. We draw on the support of those organizations during times of crisis, and during ordinary times, to help our ministries grow and thrive. And, of course, our beautiful new building needs care and feeding. I am truly grateful for the generosity of Clinton and Olive Hobbs, Cheryl Casper and Gene Wenninger, and others who bequeathed us with legacy gifts that we can borrow from to keep the church healthy until we grow.

The way we make this sustainable going forward is for all of us to put all of our energy into revitalizing church life. We are exhausted and traumatized by the pandemic and need to find more joy in our Church. We each have the potential to foster growth in ourselves and our church community by re-engaging in all the activities that make up the life and work of this Church. I challenge each of us to identify a project that needs attention and apply our leadership, energy, and talents to breathe life into it. Joyful participation in our many ministries will bring back members who may have drifted away and attract new folks who need what our flavor of Unitarian Universalism has to offer. I truly believe that as we revitalize our congregational life the pledges, donations, rentals, and fundraising will happen as a matter of course.

Finally, I would like to make one last plea to those who have not yet pledged or have been considering increasing their pledge for FY23. 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. Thanks to the Auction team, ably led by Trudy Diehl, for flexing with the format of the event in challenging times. 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. I would also like to recognize the invaluable leadership of Kay Eckman, who not only serves as treasurer for our capital campaign, but has also led the Generosity Team for the past few years.

Thanks to you all.

In Peace,
Lois Weir



	Fiscal Year to Date 7/1/21-3/31/22	Annual Fiscal 7/1/21-3/31/22	Percent of Annual Budget
Budgeted Income			
Offerings			
FY2022 Pledged Income	\$ 209,268.00	\$ 277,704.00	
Non-Pledged Donations	\$ 7,425.64	\$ 17,000.00	
Plate Offerings	\$ 344.00	\$ 2,250.00	
Total Offerings	\$ 217,037.64	\$ 296,954.00	73%
Other Income			
Carryover from FY21	\$ 11,901.03	\$ 11,901.03	
Coffee Hour Donations	\$ -	\$ 300.00	
Bank interest	\$ 59.77	\$ 100.00	
Fundraising	\$ 454.86	\$ 2,775.00	
Grocery Card Profits	\$ 350.00	\$ 937.50	
Rentals	\$ -	\$ 3,750.00	
Service Auction	\$ 473.00	\$ 25,000.00	
Total Other Income	\$ 13,238.66	\$ 44,763.53	30%
Reserved Income for Operations			
Reserved Gifts for Operations	\$ -		
Fellowship Hall Reserves	\$ 10,005.36	\$ 10,005.00	
Eugene P Wenninger Legacy	\$ 15,000.00	\$ 15,000.00	
Transfers from Contingency Fund	\$ -	\$ 5,690.00	
Total Reserved Income for Operations	\$ 25,005.36	\$ 30,695.00	81%
Total Budgeted Income	\$ 255,281.66	\$ 372,412.53	69%
Program Budget Operating Expenses			
Worship & Music			
Music Committee	\$ 69.80	\$ 1,000.00	
Worship Arts Team	\$ 665.00	\$ 800.00	
Worship Supplies	\$ 696.26	\$ 500.00	
*Program Budget for Worship & Music	\$ 62,435.03	\$ 87,875.05	
Total Worship & Music	\$ 63,866.09	\$ 90,175.05	71%
Community Within			
CUUPs	\$ -	\$ -	
Aesthetics Committee	\$ -	\$ -	
Board of Trustees	\$ -	\$ 100.00	
Care Team	\$ -	\$ 200.00	
Childcare for Meetings	\$ -	\$ 225.00	
Committee on Ministry	\$ -	\$ 250.00	
Fellowship and Coffee Hour	\$ 3.56	\$ 600.00	
Lay Leader Development	\$ -	\$ 500.00	
Library Committee	\$ -	\$ -	
Membership & Directory	\$ 371.24	\$ 1,200.00	
Personnel Expenses	\$ -	\$ 50.00	
*Program Budget for Community Within	\$ 84,047.16	\$ 118,293.33	
Total Community Within	\$ 84,421.96	\$ 121,418.33	70%
Lifespan Learning			
Adult RE	\$ 120.76	\$ 500.00	
Children's RE Program	\$ 1,498.70	\$ 2,000.00	
*Program Budget for Lifespan Learning	\$ 52,829.64	\$ 74,355.81	
Total Lifespan Learning	\$ 54,449.10	\$ 76,855.81	71%

Program Budget Operating Expenses Continued

UU & Interfaith Ministries			
UUA Annual Program Fund	\$ 13,300.00	\$ 19,000.00	
Publicity	\$ 337.62	\$ 200.00	
*Program Budget for UU & Interfaith	\$ 4,802.69	\$ 6,759.62	
Total UU & Interfaith Ministries	\$ 18,440.31	\$ 25,959.62	71%
Income Generation			
Fundraising Expenses	\$ -	\$ 225.00	
PayPal Processing Fee	\$ 515.25	\$ 700.00	
EasyTithe Processing Fee	\$ 173.62	\$ 280.00	
Service Auction Expenses	\$ -	\$ 1,500.00	
Stewardship Committee	\$ -	\$ 100.00	
*Program Budget for Income Generation	\$ 21,612.13	\$ 30,418.29	
Total Income Generation	\$ 22,301.00	\$ 33,223.29	67%
Outreach Ministries			
Racial Justice	\$ -	\$ 500.00	
Social Justice	\$ -	\$ 500.00	
*Program Budget for Outreach	\$ 14,408.08	\$ 20,278.86	
Total Outreach Ministries	\$ 14,408.08	\$ 21,278.86	68%
New Fellowship Hall Operations	\$ -	\$ 18,000.00	
Anticipated Uncollected Pledges	\$ 765.00	\$ 8,331.12	
Total Program Budget Operating Expenses	\$ 258,651.55	\$ 395,242.07	65%

***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,

Other Income

Capital Campaign	
Cap Campaign donations received	\$ 10,906.24
Trans from Cap Acct for expense	\$ 2,229.92
Total Capital Campaign	\$ 13,136.16
Designated Monies	\$ 3,444.00
Total Endowment donations	\$ 25.00
Total Grocery Card sales	\$ 13,076.98
Hogwarts	\$ 450.00
Income Received in Prior Year	\$ (23,085.00)
MDF donations and transfers	\$ 163.80
Memorial donations	\$ 50.00
Total RE Program donations	\$ (35.03)
Social Justice	
Fair Trade Sales	\$ 1,097.90
Special Collection donations	\$ 6,427.01
Total Social Justice	\$ 7,524.91
Non-Budgeted Monies - Other	\$ 190.00
Total Non-Budgeted Income	\$ 14,940.82

Program Budget Operating Expenses Continued

Other Expense

Capital Campaign Expenses	\$ 81,917.53
Total Grocery Cards transfers & exp.	\$ 12,328.98
Hogwarts transfers	\$ 450.00
Major Improvements expenses	\$ -
MDF transfers	\$ 441.80
Misc. Non-GF expense	\$ 1,000.00
Music non-budgeted	\$ 300.00
Outreach expenses	\$ 5,025.00
Prior-year Monies carried over	\$ 29,906.39
Religious Education Other	\$ 480.00
Social Justice expenses	
Fair Trade expenses	\$ 877.02
Race for Justice Team expenses	\$ 250.00
Social Justice Committee Exp	\$ 651.34
Special Collection expenses	\$ 5,158.01
Social Justice expenses - Other	\$ 243.50
Total Social Justice expenses	<u>\$ 7,179.87</u>
Total Non-Budgeted Expenses	\$ 136,794.96



Account Balances, Assets, and Liabilities as of March 31, 2022

GENERAL CHECKING

General Funds for Operations	
Loan to Grocery Card Acct.	\$ (2,362.00)
General Funds for Operations - Other	\$ (3,848.77)
Total General Funds for Operations	\$ (6,210.77)
Capital Campaign monies	
Hobbs Hall Gift	\$ 7,492.45
Furnishings Budget	
A/V	\$ 323.05
Kitchen	\$ 5,090.00
Other Furnishings	\$ 4,221.77
Total Furnishings Budget	\$ 9,634.82
Kitchen appliances and cabinets	\$ 215.31
Undesignated Capital Campaign	\$ 1,219.15
Capital Campaign monies - Other	\$ 0.31
Total Capital Campaign monies	\$ 18,562.04
Coffee Hour monies	\$ 1,648.05
Contingency Fund	\$ 4,344.00
Designated Monies	
Advertising	\$ 7.99
B&G funds	\$ 15,084.54
Care Team	\$ 100.00
Computer fund	\$ 1,000.00
Guest at Your Table	\$ 250.38
Hobbs Bequest	\$ 570.00
Race 4 Justice Task Group	\$ 288.04
Sunday Flowers	\$ 10.00
Total Designated Monies	\$ 17,310.95
Green Sanctuary monies	\$ 16.00
Library monies	\$ 184.80
Memorial Fund monies	
Designated memorials	\$ 700.00
Harry Noden Memorial Music Fund	\$ 4,135.00
Memorials - undesignated	\$ 2,168.15
Total Memorial Fund monies	\$ 7,003.15
Music Fund	\$ 539.50
FY23 Prepaid Pledge Monies	\$ 8,447.00
Religious Education	
Children's RE Program	\$ 761.91
Coming of Age monies	\$ 212.74
OWL monies	\$ 219.80
Youth Group monies	\$ 1,832.00
Total Religious Education	\$ 3,026.45
Reserves for Operations	
Minister/Staff Sabbatical Fund	\$ 4,650.77
Total Reserves for Operations	\$ 4,650.77
Social Justice	
Fair Trade Sales	\$ 1,133.34
Social Justice Fund	\$ 588.87
Special Collection monies	\$ 1,501.00
Total Social Justice	\$ 3,223.21
GENERAL CHECKING - Other	\$ (201.00)
Total GENERAL CHECKING	\$ 62,544.15

HOMETOWN BANK MM SAVINGS

Aesthetics - savings	
Art in the Sanctuary	\$ 655.00
Chancel Decorations fund	\$ 522.69
Total Aesthetics - savings	\$ 1,177.69
Contingency Fund	\$ 1,346.40
Endowment Fund monies	
Heritage Program	\$ 1,250.00
Simple Gifts	\$ 494.76
Total Endowment Fund monies	\$ 1,744.76
Grant Fund (UUCK)	\$ 10,000.00
Green Sanctuary savings	\$ 566.14
Library savings	\$ 174.56
HTB MM SAVINGS ACCT. - Other	\$ 862.76
Total HTB MM SAVINGS ACCT.	\$ 15,872.31

OTHER ACCOUNTS

HTB Capital Campaign Account	\$ 9.67
Vanguard	\$ 370,772.35
Grocery Card Checking Account	\$ 1,624.65
Hogwarts Checking Account	\$ 3,369.82
Minister's Discretionary Fund	\$ 5,221.35
Real Estate Assets	\$ 430,000.00
Grocery Card Inventory	\$ 6,955.00
Major Liabilities	
Debt Service (mortgage)	\$ 39,183.68
Credit Available	
HTB Commercial Loan	\$ 218,326.53

Report from the Generosity Team: Kay Eckman

Our FY 2023 Generosity Campaign ran under the theme of “Roots and Wings”. Our theme was selected to emphasize the grounding force that our church has played in our lives during these past two years of pandemic, and to envision our church’s future about to take wing with our new Hobbs Hall.

Our goal was a challenging one, \$355,640, a 32% increase over the amount pledged last year of \$267,430. The increase was due to the start-up operational costs of Hobbs Hall.

We ran our campaign over three Sundays, with the first Sunday being our Hobbs Hall Open House and the first service held in the hall. We encouraged members to bring in their pledge cards on that day to mark the occasion, and on that day we collected a third of our expected pledges.

Unfortunately, our campaign did ultimately miss the goal. As of 4/19, our campaign has received \$228,907 in pledges, leaving us short by more than \$130,000. We received 96 out of an expected 112 pledges. We had some members increase their pledges, but a number did find it necessary to decrease their pledges. I believe that current economic conditions of high inflation played a role, especially with those on fixed incomes. We have also lost about 5 longtime pledges.

We are continuing to actively call our outstanding pledgers who have not yet made a commitment and are brainstorming additional fundraisers for the upcoming year.

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

Respectfully submitted on behalf of the Generosity Team,

Kay Eckman



Report from the Endowment Committee

The Endowment Committee is a collaborative board of three church members.

Jennifer Gregg-2 years, through June 30, 2023
Shirley Kiernan-1 year, through June 30, 2022
Bonnie Harper- 3 years, through June 30, 2024

Elaine Bowen's 3 year term ended in May of 2021
Thank You for serving with us Elaine.

The committee met 6 times in 2021

Accomplishments Include-

Development of a new proposed policy and enabling document for the endowment committee.

Developing a loan to the church from the endowment policy provision.

Plans for an event to help congregation members complete living will and power of attorney for healthcare documents and discuss how to complete a simple will.

Plans for Publicizing / encouraging donations to the Simple Gifts Program as seed funds for investment.

Endowment monies-

Current Endowment Funds as of 3/2022 (figures rounded)

Hobbs Bequest-\$225,000
Undesignated monies-\$9800
Wenninger Bequest-\$16,600
Total Endowment:\$251,400

Report from the Thanks-4-Giving Auction Team

For the fiscal year ending June 2022, the service auction committee is currently working on the Buds in BIUUM auction to be held in May 2022. The auction will feature silent and live auctions. The live auction will be held both in person and via zoom as a multiplatform event. The event will utilize Hobbs Hall. This will be a pared down event compared to previous live, in person auctions due to restrictions in space and manpower. Childcare will be provided for children in kindergarten or younger. The committee currently does not plan to serve food at this event, but might add some minimal refreshments as covid numbers change. The costs associated with the auction will be minimal, consisting of auction fee, decorations, and about 200 copies.

The auction committee has not yet developed a plan for the fiscal year ending June 2023.

Respectfully submitted,

Trudy Diehl
Auction Chair



FY2022 Annual Program Area Reports: Community Within

Report from the Hobbs Hall Construction Team

Hobbs Hall Construction Team - 2022 Annual Report

The Hobbs Hall Construction Team (Katie Grigg Miller, Blaine Vesely, Andrew Rome, & Rev. Steven *ex officio*) has been thrilled this past year to witness the completion of Hobbs Hall! The construction period of Hobbs Hall was significantly longer than anticipated. However, despite extensive delays, due to COVID supply chain disruptions and contractor issues, Hobbs Hall achieved several milestones of completion throughout the year. In October 2021, the City of Kent issued our "Occupancy Permit" indicating that it is safe for us to use the building. In March of 2022, DS Architecture issued our "Certificate of Substantial Completion" which officially changed the site ownership from Metis to UUCK. In April 2022, we passed our final Kent Health Department kitchen inspection, clearing the way for us to begin building rentals and events. While some minor issues remain for Metis Construction to complete, we now have our new Fellowship Hall!



Ministry Executive Team

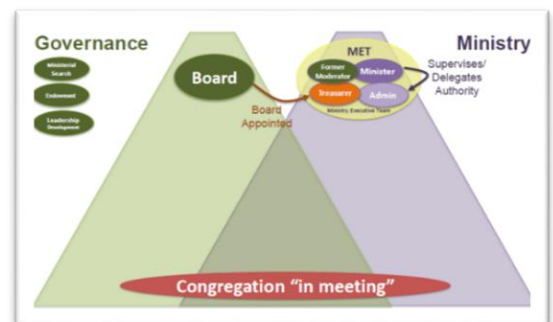
Comprised of the Treasurer, a Past-Moderator of the Board, the Congregational Administrator and Minister, the Ministry Executive Team (MET) continues to devote its attention to the day-to-day management and administration of the Church. Our governance structure charges the MET to oversee the day-to-day business of the Church operating within the policies approved by the Board of Trustees. MET responsibilities include:

- 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

Currently, the MET meets twice each month in order to meet the demands of our workload. Most of the program coordinator position are vacant laying responsibilities normally handled by coordinators on the MET agenda. We are exploring the idea of requesting an additional member be added to our team to assist with managing the workload.

Our 2021-2022 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 Trish McLoughlin, Rhonda Richardson (chairperson), Kathie Slater, and Diana Watt.

In response to the reality that Covid has resulted in many members of the congregation feeling some degree of disconnection from the church, we decided to offer a Fall leadership development program centered on helping members identify their passions and potential for leading while also reconnecting with fellow UUCK congregants.

As part of her CLM portfolio, Kathy Kerns assisted with planning and implementation of the event. Held on the morning of Saturday, November 20 in the church sanctuary, the event was called "Reconnect and Find Your Passion at UUCK." The first hour was spent in a "speed dating" activity during which participants randomly paired off, rotating to a different partner every four minutes. Each pair spent four minutes (two minutes per person) responding to a question intended to identify passions. Sample questions include: "What's one moment or accomplishment that made you feel really confident? What were you doing, and what part of it brought you the most joy?" During the second hour, nine individuals who serve in various domains of church life each gave a testimonial (approximately 3 minutes each) about how their involvement in that aspect of church life brings them joy.

The LDC wishes to thank the following individuals for sharing their testimonials: Christie Anderson, Jennifer May, Lori McGee, Claudia Miller, Saunis Parsons, Rev. Steven Protzman, Vivian Sandlund, Colleen Thoele, Lois Weir. Their messages were truly inspiring. The session concluded with asking participants to complete a survey (either online or hard copy) identifying areas of church life with which they might be interested in getting involved. The LDC was pleased with the content and format of the event and we hope to offer something similar again next year.

In the spring we turned our attention to identifying individuals who would be a good fit for elected positions of leadership in the church. We appreciate those congregants who took our phone calls and spent time in discernment before offering either a “sacred yes” or a “sacred no” to the invitation to serve. We were once again reminded of the breadth of interests and talents present among members of the congregation.

As we look to the upcoming year and anticipate more opportunities for in-person events, we look forward to discovering untapped sparks of leadership among members of UUCK. The UUA offers numerous on-line seminars for leadership growth and renewal. Some funding is available to support UUCK members interested in those opportunities. Please contact the current LDC chairperson, Rhonda Richardson, if you would like more information.

Report from the Membership Team:

The members of this committee are Ginny Horvath, Diane Kloss, Mary Leeson, Claudia Miller, and Marion Yeagler. Rev. Steven attended most of our meetings this year. In order to accomplish all our goals, we need more helping hands. If you might be able to help, please contact us at: membership@kentuu.org

The year began very productively working with MaryBeth to update the “Journey of Belonging” and the “Path to Membership” verbiage for the church website.

We also received the list of people not meeting the financial requirement of membership. As a reminder, here are all the membership requirements as stated in our church’s by-laws.

An Active Member is a person who:

- Is at least fourteen years of age
- Has signed a declaration to become a member in the presence of the Minister, a member of the Board of Trustees, or a member of the Membership Committee. The date of the declaration is the official date of beginning Active Membership
- Has made an identifiable financial contribution in support of the most recently completed fiscal year. New members must have made an identifiable financial contribution in the current fiscal year. (Please note there is no mention of the amount of this contribution.)
- Is actively involved in the Church

The Membership Committee is tasked each year with contacting individuals not meeting requirements of membership. We primarily contact people not meeting the financial requirement because this requirement is easily verifiable whereas the requirement for Church involvement is subject to interpretation. This is challenging work which we take quite seriously. We spend a lot of time deciding how and when to contact these members. Is it better to have this conversation on the phone, by email, through the USPS? What words should we use so as not to offend? Some Members provide a great deal of volunteer time and are not able to provide much in the way of money. We need to always be mindful of this when approaching our members. This year we furthered the conversation by including our young adults. In previous years, we considered the young adult financial requirement to be met through their family contribution. After years of discussion, we decided it was a disservice to our young adult members to treat them differently than any other member. We

want our young adults to take responsibility for their membership so their connection to our congregation remains strong.

We updated the Breeze on-line church directory with membership status changes throughout the year so we had accurate member numbers to report to the UUA. We are responsible for maintaining an accurate membership list so we can determine when quorum has been met for all meetings and certify voting eligibility for all participants.

We set up a “breakout room” following a service to meet with people interested in our “Journey of Belonging” classes. Following that conversation we set a date in November for the first class. Only two non-committee members attended this class, so we decided to put the series on hold.

Even though interest in the “Journey of Belonging” classes seemed low, we recognized a need for other programming for adults. In the absence of an Adult RE Committee, we tried to think of other programming to offer. We purchased Bill Moyers series, “Joseph Campbell and the Power of Myth”, and recruited two facilitators, Judy Brannan and Lori Mirkin-McGee, to lead this series. No dates are currently set for this activity.

We are currently working to secure Greeters for each service. Members and friends are encouraged to sign up by using the link in each week’s e-nUUs. We are also in need of a volunteer Greeter Coordinator. You can indicate your interest in this position by contacting us at: membership@kentuu.org

We anticipate formally recognizing our New Members, Jubilee Members and Lifetime Members during future in-person Sunday Services.

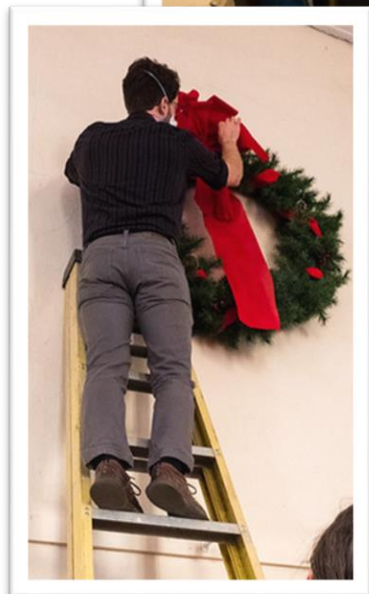
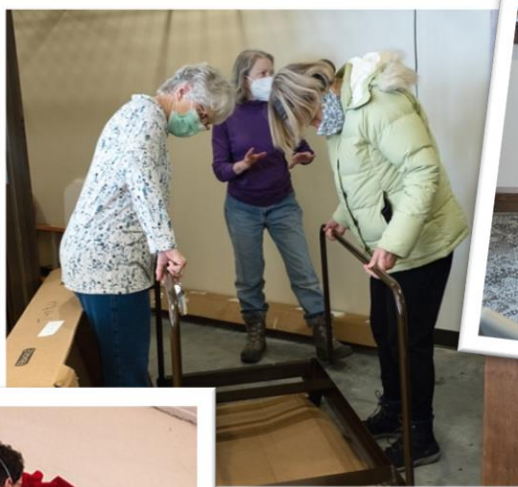
We developed a list of activities, committees and opportunities for those who want to get more involved in the life and work of the church. It is printed on yellow paper and can be handed out by the Greeters.

Reflecting back over the past two years it seems our committee accomplished much more in the first year of the pandemic than in the past year. We all felt like we were working hard all year, but didn’t complete much. Can anyone else relate?

As we return to in-person services and dedicate Hobbs Hall, we look forward to meeting all the new visitors who pass through our doors. With your help, we hope to welcome each and every one and help them find their place in our beloved community.

Respectfully submitted,
The Membership Committee





FY2022 Annual Program Area Reports: Lifespan Learning

Report from the Religious Education Committee

The current members of the REC are: Amanda Rome, Dana Wakefield, Stefanie Workman 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 2020 summer programming

- Covering for Colleen on her Sundays off

- Organizing the church Halloween Haunted Forest at the property of Katie Grigg-Miller

- Supporting Youth Led Service on Racial Justice

- Organizing the Easter Sunday Easter Egg Hunt

- Assisting DRE with Zoom meetings for children and parents

- Coordinating the RE Sunday Services on May 15

- Working on the Hobbs Hall Furnishings Team to purchase and arrange classroom furnishing for Hobbs

Hall

- Supporting the OWL class for grades 4-6

- Providing a teacher retreat for the teachers that have continued through the pandemic

- Providing gifts to our graduating High School Senior

- Supported DRE in organizing our first Soulful Home meetup since the pandemic

- Support of the youth group service trip to Appalachia



We continue to find ways to thrive despite the limitations of the pandemic. As we slowly begin planning normal programming again, we are heartened by the happy response of our children and youth. Our youth group has continued to thrive under the leadership of Ellen McWilliams-Woods and Ilona Urban. Our dedicated group of teachers has continued connecting with children and youth through zoom. We look forward to the coming year and the chance to reconnect with our children and families in a variety of ways.

Respectfully submitted
Amanda Rome - Chair



FY2022 Annual Program Area Reports: Social Justice & Community Outreach

Report from the Social Justice & Community Outreach Coordinator

Our congregation continued our tradition of social justice activism throughout the past year. We focused our efforts in three broad areas: human rights, economic justice, and environmental justice.

Human Rights

The work of the Race4Justice team is described in a separate report.

The Welcoming Congregation Renewal Team organized a year of education and activism to support transgender people and to raise awareness about transgender lives and the transgender struggle for equity and justice. The year's activities included three Sunday church services and one vespers service. The team organized an educational program titled "Understanding Trans Kids: Learning to be an Ally to Children and Adolescents Across the Gender Spectrum." The program was well attended and well received. The team plans to offer more educational programs in the future.

For Justice January our children and youth chose as their focus learning about and supporting LGBTQIA+ children and families. Our older children and youth did a letter writing campaign urging states to pass legislation banning "conversion therapy." The children and youth raised money for the Trevor Project and designated the Trevor Project as the church special collection recipient for January. The Trevor Project provides crisis service, advocacy, public education, research and an international safe space for young LGBTQIA+ people to be together and support each other.

Economic Justice

Church members and friends were active in our hunger ministries. Our volunteers served four Saturday lunches to go as part of the Lord's Lunch program. Camille Pavlicek-Fauser coordinates this program. We collected food donations for Thanksgiving baskets to be provided by Kent Social Services. We collected school supplies for children to be provided by Kent Social Services. Elaine Bowen coordinates our hunger ministries.

Environmental Justice

Our congregation participated in the Trex recycling program sponsored by the Trex Lumber Company. Church members and friends including Girl Scout Troop 91527 collected more than 1800 lbs. of plastic bags for recycling. For this effort participants earned two benches for the church and one bench for the Girl Scout troop. Jennifer Gregg and the Girl Scout troop coordinated this work.

Andrew Rome started as the coordinator of environmental justice work at UUCK in January of 2022. He plans to organize quarterly group environmental justice activities focused on 1. advocacy, 2. direct action, 3. education, and 4. fundraising. The goal of this work will be to engage beyond our internal church community. Andrew is available to individuals who would like to organize additional environmental activities. Trish McLoughlin is coordinating with the Kent United Church of Christ on a book discussion group reading "Cathedral on Fire". Contact Andrew at jandrew.rome@gmail.com for more information.

Special Collections

Our congregation took special collections in the past year for the following organizations: Lord's Lunch program at Trinity Lutheran Church, Lovelight, National Alliance of Mental Illness of Portage County Skeels-Mathews Community Center, UUSC Emergency Response Fund for Haiti, Planned Parenthood of Greater Ohio, Freedom House, Portage Community Action Council Emergency Energy Conservation Fund, Trevor Project, Anti-Defamation League of Cleveland, United Help Ukraine, International Institute of Akron.

We solicited nominations for special collection recipients for the coming year, and the congregation voted on their preferred recipients. The organizations receiving the most votes were Kent Social Services, Planned Parenthood of Greater Ohio, Happy Trails Farm Animal Sanctuary, Camp Lilac, Akron-Canton Regional Food Bank, International Institute of Akron, Freedom House, Miller Community House, Portage County NAACP, Southern Poverty Law Center, Socially Responsible Sweatshop. These organizations will receive our special collections in the coming months. Thanks to everyone who nominated organizations and who voted for the recipients.

We encourage everyone to get involved in our social justice work in the year ahead.

Respectfully submitted by Vivien Sandlund, Coordinator of Social Justice



Report from the Race for Justice (R4J) Action Team

A year ago, UUCK members overwhelmingly adopted a racial justice commitment statement. The work of R4J this past year has focused on living into the aspirations cited in the commitment. Much of this year's work involved two components - a significant action step and a self-evaluation component. The action step entailed educating the congregation on the meaning and importance of the proposed 8th Principle, which calls us to work actively to dismantle racism. The other step focused on internal reflection upon our effectiveness as an anti-racism change agent. Activities included the following:

Congregational work

Book group - Convened monthly by R4J ally Marion Yeagler to read and discuss books written by Black writers.

Upcoming workshop - Executed contract with UU Church of Richmond, VA to purchase virtual curriculum for a workshop on Living the Pledge to Dismantle Racism. This would be an updated version of the Kent Pledge workshop offered by R4J in 2017. For fall 2022.

Education on proposed 8th Principle

R4J members were trained by Jennifer May and Dina Braccio for virtual escape room, a fun and educational way for congregants to learn about UU principles. No one attended.

Undertook efforts to have ministers from other UU churches speak virtually during worship about their congregation's experience with endorsing and implementing 8th principle. No ministers accepted invitation but Rev. Steven led well-received worship service on topic.

Took initial steps to plan a scavenger hunt for congregation to explore the 8th principle.

Growing need to take Covid precautions in the fall of 2021 precluded this activity.

Education on 8th principle occurred throughout the year with R4J members facilitating several congregational conversations. Rev. Steven highlighted 8th Principle in several worship services resulting in UUCK Board and MET endorsement of 8th Principle.

External work

Tee shirts - Pursued idea of matching tee shirts to wear in public for greater visibility as a church supporting justice. Offered congregants an opportunity to create a design for tee shirts but no one submitted a design. Contacted an outside graphic designer and have designs under consideration.

Web site – Due to very outdated racial justice web page with minimal information, Mary Ann Stephens, Rhonda Richardson and Dina Braccio, with considerable help from MaryBeth Hannan, created informational, multi-page, visually interesting web presence.

Local partnerships - Met with member of the social justice committee from the Kent United Church of Christ. Jointly offered a public program on Critical Race Theory. UCC church invited UUCK to participate in their 3-month book group studying The 1619 Project.

Portage County NAACP - honored the youth of UUCK for their work to raise \$1,200 to pay for initial printing of racial justice coloring books. In gratitude, NAACP later donated \$200 to UUCK to support the youth's effort for a permanent Black Lives Matter sign at UUCK.

R4J Team Internal work

Intercultural Development Inventory (IDI) survey - conducted with R4J members and church leaders to assess perception of people different than themselves. Jennifer May, professional IDI consultant, analyzed and reported IDI results which indicated congregation is accepting of differences and desires harmony. Also revealed room for growth of congregation in appreciating and respecting cultural differences. Results are being used by R4J as a guide in planning programs for congregation.

Community Justice Organizing School - Thanks to a grant application written by Jennifer May, R4J was accepted into a UUA course on social change related to race. Mary Ann Stephens and Christie Anderson attended the 9 classes and shared knowledge with R4J.

Retreat - Members held a productive half-day retreat to review the team's impact, purpose, goals and outreach to the congregation. Many ideas were generated for further discussion, with agreement to discuss one of the topics at each monthly meeting.

Mission Statement and Goals of R4J – revised. New commitment is:

“Our mission is to foster an ethic of antiracism that inspires congregants to work in large and small ways to build a racially just world.

We will build a just world by:

- engaging in education of ourselves and others.
- collaborating with other groups working for racial justice.
- bearing witness to injustice and speaking out.
- advocating for institutional change.
- participating in community action.
- seeking to be allies by following the lead of Black, Indigenous, and People of Color.”

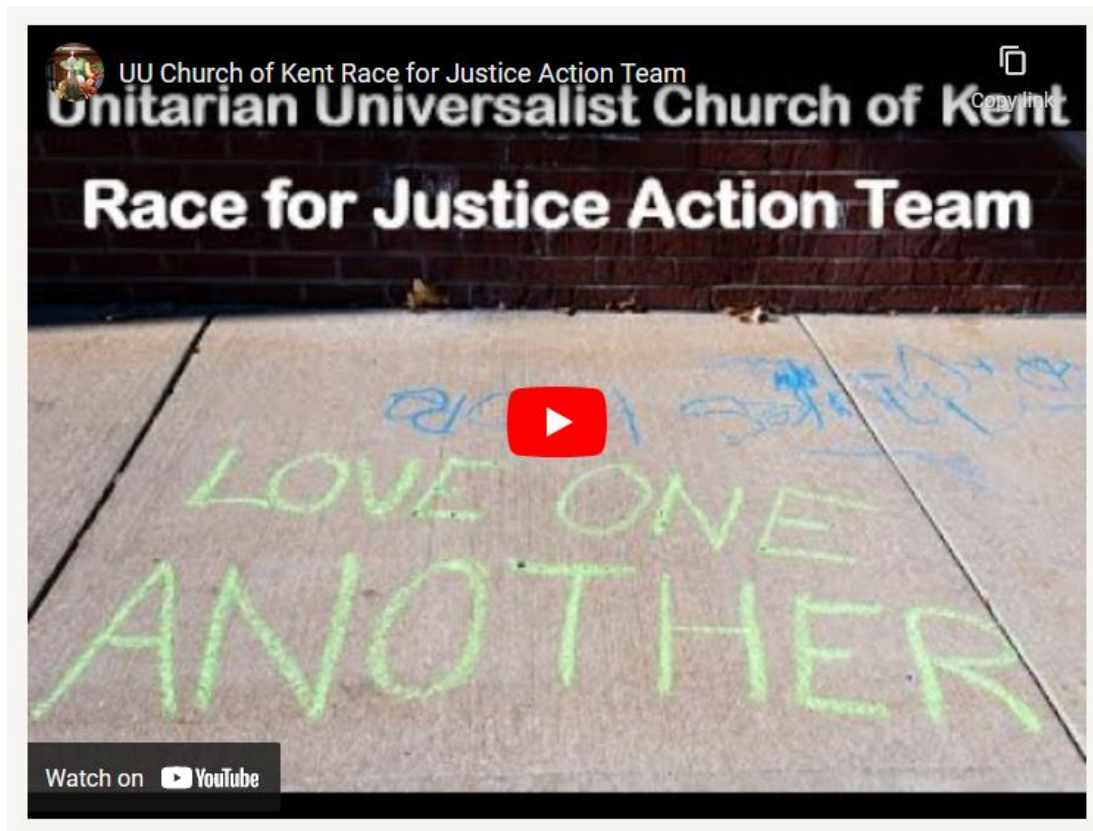
R4J members look forward to partnering with the congregation as we continue to move forward in this important justice work.

Submitted by Co-facilitators

Rev. Steven Protzman

Rev. Christie Anderson

Mary Ann Stephens



<https://www.youtube.com/watch?v=BVfJupZRwSw&t=1s>

