

# REVIEWING 2022

**KENT**   
UNITED CHURCH OF CHRIST

YOU ARE WELCOME HERE

## ANNUAL REPORT



## PLANNING FOR 2023

Annual Congregational Meeting:  
Sunday, January 22, 2023

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*"No matter who you are, or where you are on  
life's journey...you are welcome here!"*

## Our Mission

*Enlivened by the grace of Jesus Christ and empowered by the Holy Spirit, Kent United Church of Christ does justice, embraces faithful love, and walks humbly with our God to serve and transform lives, our community and the world. (Micah 6:8)*

## Our Vision

*We are a beloved community where everyone is celebrated as God made them and where all of creation flourishes in the compassion, healing, justice and love of Christ.*



# 2023 Annual Congregational Business Meeting

## Contents and Agenda

<b>I.</b>	<b>Call to Order</b>	
	Opening Prayer	The Rev. Amy Gopp, senior minister
		<u>Page(s)</u>
<b>II.</b>	<b>Minutes of Previous Meetings</b>	
	Minutes of the Annual Congregational Business Meeting January 23, 2022 .....	04-07
	Motion to affirm Cabinet actions to approve the minutes	
	Minutes of the Special Congregational Meeting December 11, 2022 .....	08-10
<b>III.</b>	<b>Staff and Officer Reports</b>	
	Senior Minister .....	11-14
	Director of Music .....	15
	J-Walkers and United Youth Force (UYF) .....	16-17
	Moderator .....	18
	Report of the Clerk .....	19
<b>IV.</b>	<b>Ministry Reports</b>	
	Budget Ministry .....	20
	Diaconate .....	21-22
	Education .....	23
	Endowment .....	24
	Fellowship .....	25
	Finance .....	26
	Green Team .....	27
	Hospitality and Membership .....	28
	W.I.S.E (Welcoming ~ Inclusive ~ Supportive ~ Engaged) .....	29-30
	Outreach .....	31
	Personnel .....	32
	Property .....	33
	Social Justice and Advocacy .....	34
	Stewardship .....	35
	Worship and the Arts .....	36-37
<b>V.</b>	<b>Reports of Church Related Groups</b>	
	Community Meal .....	38
	Rummage Sale Planning Committee .....	39-40
	Stephen Ministry .....	41
	Women's Fellowship .....	42
<b>VI.</b>	<b>Financial Reports</b>	
	Report from the Treasurer's Office .....	43-47
	Balance Sheet .....	48-49
	Endowment Year Financials .....	50-51
	United Youth Fellowship .....	52
	Women's Fellowship .....	53
	Outreach .....	54
<b>VII.</b>	<b>Presentation of Proposed 2023 Budget</b>	
	Proposed 2023 Budget .....	55-58
	Motion to accept the Proposed 2023 Budget	
<b>VIII.</b>	<b>Recognition of Service</b>	
<b>IX.</b>	<b>Election of Officers and Ministry Chairs</b>	
	Nominating Committee Recommendations for 2023 Council Officers and Ministry Chairs .....	59-62
	Motion to elect officers and ministry chairs	
<b>X.</b>	<b>Closing Prayer</b>	The Rev. Amy Gopp, senior minister

## Annual Congregational Meeting – January 23, 2022

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### 2022 Annual Congregational Meeting January 23, 2022 via ZOOM Minutes

#### CALL TO ORDER

Moderator Jeff Roeger called the meeting to order at 11:15am, quorum affirmed by visual count, over the required fifty.

#### OPENING PRAYER

Pastor Amy offered prayer.

#### MINUTES OF PREVIOUS ANNUAL MEETING

Jeff noted some housekeeping measures to aid clarity related to operating via Zoom, then asked for acceptance of minutes of 2021 annual meeting. Jackie Peck moved and Bill Hoover seconded. There was no discussion, and the motion to accept January 24, 2021, Annual Meeting minutes passed.

#### REPORTS

**Staff and Officer** reports have been received (printed in Annual Report packet). Jeff shared that Pastor Amy will be taking September through November as three-month sabbatical. Also, Pastor Kim has transitioned to part-time at 25 hours per week; he noted at this time we are not planning to add staff to “replace” those hours Pastor Kim has given up.

No questions presented from congregation. Staff and Officer reports were accepted as presented.

**Ministry and other church-related group reports** have also been received (printed in Annual Report packet). There were no comments or question, and reports were accepted as presented.

#### PRESENTATION OF WISE COVENANT

On behalf of the WISE Team, Jackie Peck presented the WISE Covenant (printed in the Annual Meeting packet) and an overview of the journey at KUCC to develop the covenant. Our mental health ministry began years ago, with many activities and initiatives along the way. In her presentation she shared slides as well as talking through the elements of the mission of this mental health ministry, especially highlighting information from the United Church of Christ Mental Health Network.

A few members of our WISE Team (Linda Morris, Tracey Lohman, Barb Werstler, Mary Homer and Jeff Roeger) offered comments in support of the covenant.

Jackie led us in reading the covenant and then presented the following motion on behalf of the WISE Team: *The WISE Team moves that the members of Kent UCC adopt the WISE Covenant and personally and communally strive to live it.*

Jeff opened meeting for discussion. Kathy Robinson asked for clarification of the bullet point regarding support for members who become incarcerated or hospitalized due to episodes of mental illness and behaviors due to addiction. Kim Sebaly responded asking if we could change the “and” to “and/or.” Kim continued by asking if the team had discussed what strategic partnerships mentioned in the covenant

would look like. Jackie addressed this, affirming there has been deep engagement in this area, emphasizing through the promotion of partnerships in the community people will see KUCC as a safe space. Al Barber noted there is much work in trying to make sure people needing help do not fall through the cracks, and he sees the WISE ministry as helping very much with this. Crystal Shanley asked if there have been or will be discussions about what members and especially church committees can do to further this mission. Jackie affirmed there is, including through Stephen Ministry, Outreach, and Diaconate, and there will be more.

Clerk Barb Hanniford read the motion: ***The WISE Team moves that the members of Kent UCC adopt the WISE Covenant and personally and communally strive to live it.*** Jeff called for a show of hands vote, declaring the motion passed unanimously.

Pastor Amy thanked so many people at KUCC who have worked over the years to support mental health ministry. Jeff noted that we are the only church in the Heartland Conference and one of only a small number in the country to become a WISE congregation. We are just beginning, he said.

### **PRESENTATION OF PROPOSED 2022 BUDGET**

Vice Moderator Sue Otterson presented the proposed 2022 budget, as printed in the Annual Meeting packet. She highlighted various items, one of which is \$9,800 in interest income (line 4.203.10). This is a one-time income source representing accumulated interest from our money market account. Sue also mentioned a 3% raise for all staff positions, which is lower than the cost-of-living last year, and increased utility expenses. She also noted the projected \$11,777 deficit for 2022. One correction was noted in the proposed budget. Treasurer Sally Saltzman explained that actual expenses for 2021 (p.54) should include \$20,000 for the payment to Our Church's Wider Mission, as shown in the end-of-year financial report (p. 45). This payment increased the 2021 year end deficit, but will not affect the 2022 operating budget. Sally reminded us that the 2021 year end financial statement will still have adjustments made when all figures for 2021 income and expenses are received and recorded.

*Sue moved on behalf of the Budget Committee to accept the proposed 2022 budget.*

Discussion included a brief clarification by Bill Hoover that the budget is really a framework, there will be adjustments when real bills come in, and we make our best estimate. Debbie Schinker asked where the money to cover 2021 deficit would come from, Sally responded that money comes from the general fund; we have had surpluses in the past two years which more than cover this deficit. Kay Hansford asked a couple questions about designated special funds, specifically suggesting more information related to the funds should be included in the annual report. Sally said if that is something that should have been included, she can put that report together very soon and share it.

Barb Hanniford pointed out the \$9,800 interest item Sue highlighted was a one-time income source, not to be expected next year. She encouraged us to increase our pledges and gifts, as did Donna Hess. Karen Carmany also commented that some people giving via Engage did not realize they should submit a pledge card; this will somewhat increase our budgeted pledges.

Crystal Shanley asked if KUCC has any CDs or other investment accounts. Sally responded that there are various investments including a CD and a Money Market account, and the interest from these accounts is now used toward our ongoing operating expenses. Our Endowment Fund also provides annual income toward operating expenses.

Jeff called for a vote, having Barb re-read the motion. The motion passed. Jeff individually thanked everyone on the Budget Committee, stating it was a lot of work during difficult times.

### **RECOGNITION OF SERVICE**

Jeff began with recognizing, thanking Pastor Amy, who as he said *is the best!* Pastor Kim, Leah, Don, and Corey were also recognized and thanked.

He went on to celebrate the work of members whose Council terms are ending– Jaime Baughman (Personnel), Karen Carmany (Stewardship), Barb Hanniford (clerk), Becky Dunlap (Education), and Dick Symons (Finance). Vice Moderator Sue added her thanks. Jeff went on to thank Jen Case for her service as chair of the Nominating Committee. Special recognition was given to Jaime Baughman for her outstanding contributions, most recently as past moderator and chair of Personnel Ministry.

Pastor Amy thanked the COVID Advisory Team. She also asked everyone to be sure to thank Felicia Lumpkin and Julie Swango for the incredible work they've done video recording, editing, and live streaming our services.

### **ELECTION OF OFFICERS AND MINISTRY CHAIRS**

Jen Case on behalf of the Nominating Committee recommended electing Moderator Jeff Roeger and Vice-Moderator Sue Otterson to an additional term, as allowed in our constitution and due to so many ongoing transitions and challenges in the past year.

Jen went on to read the remainder of the slate as follows:

Clerk – Brenda Schneider \*  
Treasurer – Sally Saltzman  
At-Large Member– Karen Carmany \*  
UYF representative– Grace Polcha \*  
Diaconate – Jackie Peck  
Property – John Hetrick  
Finance – Bill Hoover \*  
Education – Emily Roeger \*  
Fellowship – Julie Wallace  
Worship & Arts – Glenn Hanniford  
Outreach – Donna Hess  
Stewardship – Crystal Shanley \*

[New Council members indicated with an asterisk.]

On behalf of the nominating committee, Jen presented a *motion to approve the slate of Officers and Council as presented*. Jeff called for a vote; the motion passed unanimously.

Jeff expressed how rewarding it is to serve God through service on church council and other church ministries and encouraged other members to respond in the affirmative when asked to serve.

### **COMMENTS FROM THE CONGREGATION**

Jeff opened up the meeting for any additional comments “for the good of the order.”

Barb Hanniford, about to be serving on the Nominating Committee, reminded *everyone there is a place for you* on one of the ministries.

Crystal thanked Nancy Bubenzer and Karen Carmany for their work on Stewardship.

### **CLOSING PRAYER**

Pastor Amy read from Ephesians 3 and offered our closing prayer.

Jeff adjourned meeting at 12:49 pm

Respectfully submitted,  
Barbara Hanniford, Clerk

## **Special Congregational Meeting – December 11, 2022**

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### **Kent United Church of Christ Special Congregational Meeting Sunday, December 11, 2022 Minutes**

Moderator Jeff Roeger called the meeting to order at 11:14pm, Clerk Brenda Schneider verified the required 50-member quorum was met and exceeded.

Pastor Amy Gopp offered an invocation.

Jeff noted the meeting agenda had two items, as follows:

- 1) Approval of Search Committee for Associate Minister for Faith Formation
- 2) Approval of Position Description for Associate Minister for Faith Formation

Jeff read the candidates' names, and opened the floor for further nominations and discussion. There was none. The following candidates for the search committee were approved by unanimous congregational vote: Nancy Bubenzer, Roger Duvall, Sarah Ketchum, Jo Mothersbaugh, Linda Morris, Jackie Peck, Pam Quellhorst, John Schinker, Wayne Schneider, and Eileen West.

Copies of the draft Associate Minister for Faith Formation position description had been made available to all members via email and additional hard copies were distributed to those who wanted them at this meeting. Discussion of the position description resulted in the following motion to amend by Don Bubenzer, seconded by Frank Hairston: Change the second bullet under "Qualifications" from "Three years (minimum) professional experience in a pastoral or religious education setting" to, "Three years professional experience in a pastoral or religious education setting preferred." This motion passed by unanimous congregational vote.

The position description document (attached hereto), with above amendment, was then approved by unanimous congregational vote.

Jeff adjourned the meeting at 11:32am

Respectfully submitted,  
Brenda Schneider, Clerk



**ASSOCIATE MINISTER FOR FAITH FORMATION**  
**POSITION DESCRIPTION**  
**KENT UNITED CHURCH OF CHRIST**

**Position Summary:**

The Associate Minister for Faith Formation coordinates Christian formation, spiritual growth, and religious education programs that support a deepening of the Christian faith. In alignment with the vision and mission of the church, the Associate Minister for Faith Formation will provide leadership, enthusiasm, and vision for the faith development of our youth and children. This is a full-time position.

**Essential Responsibilities:**

- **Youth Education**

- Confirmation**

- Leads an intensive year-long exploration with youth confirmands (typically 8<sup>th</sup> graders) of the Bible, spiritual practices, theology, church history, and UCC mission and identity that invites spiritual reflection and encourages Christian formation and commitment in preparation for the Rite of Confirmation.

- **Youth Ministry**

- J-Walkers (middle school youth group)**

- Develops and oversees a program of service activities and social outings that encourages Christian formation and invites authentic relationships and spiritual reflection.
    - Coordinates and supports the leadership of youth group advisors.
    - Encourages participation in UCC association, conference, and national church events.
    - Encourages participation in summer church camps and retreats.

- United Youth Force (high school youth group)**

- Develops and oversees a program of service activities, mission trips, social outings, and regular meetings that encourages Christian formation, forges authentic relationships, and invites theological reflection.
    - Coordinates and supports the leadership of UYF advisors and officers.
    - Encourages participation in UCC association, conference, and national church events.
    - Encourages participation in summer church camps and retreats.

- **Children's Education**

- Sunday School**

- Oversees Children's Sunday School.
    - Coordinates Vacation Bible School and other special events and educational opportunities for younger children, in collaboration with the Christian Education Ministry.
    - Supervises the Children's Director of Worship and the Arts.
    - Serves as the staff liaison to the Christian Education Ministry.

- **Worship**

- Preaches once a month or as agreed upon with the Senior Minister.
    - Leads worship at the request of the Senior Minister or Worship and Arts Ministry.
    - Leads and coordinates Children's Moments/Sermons in worship.
    - Conducts funerals and weddings as needed or requested.
    - Fulfills other duties as assigned by the Senior Minister.

**Qualifications:**

- Ordained minister with a master's degree in theology, pastoral ministry, or religious education
- Three years professional experience in a pastoral or religious education setting preferred
- Demonstrated experience, commitment, and passion for working with youth and children
- Theological grounding, biblical knowledge, and an ability to articulate Christian beliefs and values
- Spiritual depth
- Knowledge of developmental levels of children and youth related to approaches that are appropriate for enhancing faith formation
- Knowledge and ability to develop curricula, learning experiences, and spiritual practices for Christian formation

**Personal and Professional Commitments:**

- Work collaboratively with the Senior Minister (and other staff), church officers, and in consultation with the Christian Education Ministry and other relevant lay ministries
- Demonstrate a strong commitment to express and grow in the Christian faith
- Attend meetings of the Christian Education Ministry (and other relevant lay ministries when needed)
- Oversee, recruit, and support the Nursery Care program
- Supervise Children's Director of Arts and Worship
- Monitor and keep accurate records of compliance with Safe Church policies
- Participate fully in the worship and life of the congregation and its mission

**Attributes and Competencies:**

- Open and engaging communication style with strong social skills and a high EQ; approachable, easily builds rapport and trust with youth; able to facilitate deep conversations with youth and children on faith, beliefs, and values
- Strong leadership, communication, and teambuilding abilities
- Excellent planning, organizational, and collaborative skills
- Demonstrates ease using multiple communication platforms and social media
- Shares leadership with youth and develops and facilitates leadership among youth
- Ability to purposefully integrate youth and children throughout the life of the church
- Possesses the personality traits of being a loving, authentic, non-judgmental, stable, and calming Christian role model
- Ability to facilitate and mobilize a team of adult leaders; foster synergy among leaders; and integrate other adults into youth and children's ministries by capitalizing on the adults' gifts
- Brings an ecumenical spirit, theological curiosity, and commitments to social justice, interfaith dialogue, community service and global mission in alignment with the church's mission and vision

Approved by the congregation on 12/11/22

## Senior Pastor

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Beloved of God,

The Year of our Lord 2022 was a year of tremendous transition. After having to close our physical doors due to the coronavirus pandemic in March of 2020, not to reopen them until September 12 of 2021, we were then forced to close them again just before our Christmas Eve services. It was a heartbreaking and exasperating time—yet again—as we navigated uncertainty, confusion, and fear. Perhaps most perplexing, however, was navigating the plethora

of information, opinions, experiences, and perspectives present in our community of faith. Serving as the senior minister of a congregation is never without its challenges but doing so during a multi-year global pandemic was more trying than usual. Pastoring *on the heels* of the pandemic—as we began to emerge from the worst of it—was the hardest of all.



We all witnessed the politicization of the global health crisis unfold before us as we digested the news. For a while, those political disagreements and divisions seemed to be external, outside of our beloved community. And then, as we entered this season of great transition, we also emerged differently. We had been changed. Each and every one of us. It was inevitable that we, too, a human and imperfect community just as any other, would find ourselves disagreeing about how to respond to the ongoing risks of Covid-19 and the best ways forward.

Even so, we forged ahead. We always have and, dare I presume, always will. Since 1819 this congregation has been navigating uncharted territory; naming and claiming who we are and what we're about; and, in the name of Christ, paving paths of peace toward justice for all. Through many challenges and constant change, this congregation has not only survived, but thrived. We are resilience embodied.

There has never been a time, in my tenure with you, that we have needed to call upon that resilience more than now. 2022 tested our strength, our compassion and courage, and our commitment to one another and our Christian mission more than ever before. Making the transition from pandemic times to a new normal is a process that continues to unfold. Our worship attendance patterns have drastically changed, for example. Our way of worshiping has also changed; offering online options is now considered the norm. Our methods and patterns of giving have changed; our small but mighty Stewardship Ministry has led us in these creative efforts and adaptations. Our staff has changed. Our membership has changed; people have died, people have moved, and some have simply decided to move on. We have experienced many losses and for most, those losses still have us feeling lost.

Even so, it bears repeating, we forge ahead. Feeling lost does not mean that all has been lost and there is nothing there; it just means we have to find our way, chart new ground. We are finding our feet beneath us, planting them firmly on the ground and reminding ourselves that the Ground of our Being is another term for God. We have found one another in the Great Transition of 2022, reconnecting in familiar and new ways. We have welcomed beautiful new members into our midst. Thanks to our Nominating

Ministry, we have identified and empowered more lay leaders to use their gifts to serve God. We have cared for each other—deeply, sincerely, and wholeheartedly.

Through all the change, we have held fast to our Unchanging God. As Hebrews 13:8 promises us, “*Jesus Christ is the same yesterday and today and forever.*” Praise God!

Our faith in the God Who Is Unchanging inspired us to live out our mission—no matter what confronted us. We began 2022 unanimously voting to approve our W.I.S.E. covenant, officially claiming to be a W.I.S.E. congregation—one that is welcoming, inclusive, supportive, and engaged with those living with mental health challenges and their families. After months of work, research, discussion, and prayer, our W.I.S.E. Team led all of us, including our youth, to embrace mental health as a critical component of our mission.

On May 22 we celebrated Racial Justice Sunday with guest preacher Rev. Dr. Velda Love, Minister for Racial Justice for the UCC. We dedicated the NAACP office in our church building, signifying our commitment to partner with and alongside them, and for our common mission of healing, justice, and unity. To our great surprise, we humbly received the Advocacy for Social Justice Award from the Portage County NAACP at their annual Freedom Fund Dinner in October. In August, our Social Justice Committee hosted a successful Blues & BBQ fundraiser; all proceeds were directed to the Nancy and Bruce Hansford NAACP Scholarship Fund. This scholarship is given annually by our church, through NAACP, to deserving young students for post-high school education. We move ever closer to our goal to be an unabashedly anti-racist church.

The other most pressing issue of our time is our climate crisis. Our Green Team pushes us all forward as we learn practical and sustainable ways to care for God’s creation and confront climate change. After a community study of Rev. Brooks Berndt’s *Cathedral on Fire*, we dedicated two worship services to Creation Care and Creation Justice. With regular tips on how to make the necessary changes in our lives and in our church to save the planet, the theological grounding from sermons and liturgies, and a firm commitment to not only become an official Creation Justice Church but also a church that makes a difference in the wider community, Kent UCC is modeling what it means to be green.

We were a bolder presence at the Akron Pride Festival and Equity March in August to spread the word that Kent UCC is an Open and Affirming church—a safe space—for the LGBTQIA+ community. We cannot underestimate how critically important this is—potentially life-saving—for many who have otherwise been rejected from other religious institutions and faith communities. The PFLAG organization which meets in our church, that we helped to found, is yet another indication of our enduring commitment to creating and maintaining a safe and sacred space for all of God’s children. The intersections of our Open and Affirming identity, our W.I.S.E. covenant, and our claim to be Accessible to All are becoming clearer to us as we work to be a fully inclusive and radically hospitable community. The Hospitality and Membership Committee, Fellowship Ministry, and Property Ministry support all of us in living out our extravagant welcome.

Our Outreach Ministry invites us, time and again, to Be The Church. As soon as we learned of the war on Ukraine, we responded, for example. Their countless efforts to inform, activate, and inspire us to serve our local and global community in the name of Christ are to be celebrated! Our monthly Community Outreach Meal, thanks to Gayle Wall, our youth, and so many of you who volunteer your time and donations, remains a reliable source for a hot meal and sincere connection and conversation. Our legendary Rummage Sale was yet again a huge success, channeling even more resources to outreach

needs. Through the ministry of our Congregational and Community Assistance Fund, we respond to needs within our own congregation and of those who seek financial and spiritual assistance from our wider community. Thank you, all, for your incredible generosity to our many outreach initiatives. We are the hands and feet of Christ.

We have not wavered in our efforts to “do justice” just as we continue to “embrace faithful love” through the ministry of our Diaconate and Stephen Ministers and the care and unbelievable dedication of our Sunday School teachers, Christian Education Ministry members, and youth advisors. Our children are beloved! Despite the lack of a minister of faith formation for half of the year, our Christian Education Ministry has persevered, and strong lay leaders have stepped up to offer their time, energy, and love for our youth—both J-Walkers and UYF. Thank you especially to Dan Mothersbaugh and Josh and Jen Case for their commitment to our youth groups.

Through our wildly popular “Good Enough” Lenten series and small groups, prayer gatherings, and adult education classes we have “walked humbly with God” engaging in spiritual practices such as the Ignatian Prayer of Examen and contemplative prayer during Space for Grace and through the daily blessings in reading and praying with *Good Enough*. A large group of us assembled to learn about Christian mystic Julian of Norwich in our intensive book study of *Wisdom in a Time of Pandemic—and Beyond*.

We have worshiped—in person!—for our most cherished services such as Maundy Thursday, Easter, Blue Christmas, the Festival of Nine Lessons & Carols, and a candlelit Christmas Eve. The Worship and Arts Ministry has tirelessly worked to upgrade our AV system, learn new technologies, and train people to utilize these tools to support our worshipping community. Our chancel and hand bell choirs returned to all of our delight and the glory of God.

Confident that we had finally turned the corner of the worst of the coronavirus pandemic, I felt I could take the sabbatical promised me after five years of service as your senior minister. I am deeply grateful to you, my beloved congregation, for your support as we both honored my need for spiritual renewal and reconnection. Thank you to Barb Werstler, Chair of the Personnel Ministry, and the entire committee for their encouragement and care, and for supporting Rev. Gene Fisher, our sabbatical pastor, while I was away. I appreciate more than I can express the adaptations made, the continuing ministry, and the care you offered one another and the wider community in my absence. As much as I needed this sabbatical, I was so happy to return to you for our Advent and Christmas season together. It is one of my greatest joys to listen for and worship God in community with you!

I extend my profound gratitude and appreciation for our moderator team and officers, as well as our Council, all of them spiritually alive individuals whose focus is living out the Gospel of Jesus Christ through the mission of this congregation. Very, very special thanks to Jeff Roeger for being a powerful partner in prayer, conversation and ministry as Moderator for *two years*; to sweet Sue Otterson, our Vice Moderator, Budget Ministry Chairperson, and Stephen Ministry Leader; to Sally Saltzman for her countless hours of selfless service as our Treasurer; and to Brenda Schneider, our fastidious and enthusiastic Clerk. I also want to thank our AV operators, Wil Mahon, Natalie Roeger, Felicia Lumpkin, and Glenn Hanniford, Chair of Worship & the Arts, for their hard work this year as we adapt to these new times and demands. Heartfelt thanks as well to Ralph Kletzien and the Trustees of our Endowment Fund for their thoughtful stewardship. Last, thank you to our staff, all of whom are dedicated, trustworthy, and diligent professionals. We depend on them not only for their good work supporting all of us to live out our mission, but also for the ways each of them represents the love of Christ to all who encounter Kent UCC.

Yes, 2022 was a Great Transition. It was a challenging year—a year of resetting, remembering, recentering, and recommitting. It was a year of change. But our faith in the God Who Is Unchanging—whom we meet in Christ Jesus through the power of the Holy Spirit—enlivened within us an invincible hope, an unfaltering resolve, and an even fiercer commitment to our vision and mission as the body of Christ that calls itself the Kent United Church of Christ.

I am grateful to God for the indwelling of Christ's Spirit within and among us. May we be sustained, encouraged, and inspired by that Steadfast Spirit.

With strength for today and bright hope for tomorrow,  
I remain your faithful partner in the gospel,

*The Reverend Amy C. Gopp, Senior Minister*



## Director of Music

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The dedicated musicians in our congregation have helped our church worship together beautifully this last year, despite the ongoing challenges that the COVID-19 pandemic has brought to our church and community.

Our Chancel Choir, aided by our four section leaders, returned to our worship services on Sunday, March 6 after a two-year hiatus due to the pandemic. It was wonderful to again have our wonderfully talented and giving Chancel Choir members ministering alongside our liturgical leaders three Sundays out of the month. We were able to prepare and offer a wonderful Easter service to our congregation and community on April 17.

Our Handbell Choir, under the direction of Leslie Madden, has grown with the help of several scholarship students. They have been able to present multiple offerings of their beautiful music this year including at our annual Festival of Nine Lessons and Carols on December 18.

We were once again able to have our summer worship in the Chapel and include memorable special music offerings. Many members of our congregation shared their talents by singing and playing to enrich our liturgies. Many thanks to Cody Burroughs, Roger Duvall, Rebecca Ellsworth, Glenn Hanniford, David Hansford, Harold Hight, Phil Otterson, Nancy Paterson, Emily Roeger, Natalie Roeger, Sandy Roeger, Paul Sellman, Jim Silver, and Shane Strohmenger.

On September 11, our Chancel Choir was able to accompany our Kick-off Sunday in the sanctuary for the first time since 2019. It was genuinely nice to start off our choir year the “normal way.” Chancel Choir also welcomed congregation members into their ranks three times this fall on our “Make a Joyful Noise Sundays.” These celebrations were started to help accommodate church members whose personal and work schedules prohibit them from joining the Chancel Choir on a consistent basis. On these Sundays, anyone is welcome to join the choir for a 9:00 AM rehearsal of one anthem which will then be sung during the 10:00 AM worship service. We had a great group of singers with us on October 2, November 13, and December 11. Please consider joining us in the spring!

Thank you all for your beautiful compliments and encouraging support. Please see me if you would like to join in one of our many ways to worship and minister through music here at Kent UCC.

Respectfully submitted,  
Corey Fowler  
Director of Music and Organist

## J-Walkers and UYF

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**J-WALKERS:** J-Walkers has not been well attended during Fall 2022, but we have had some fun times nonetheless: playing hide and seek in the church, hiking, and the most popular, a Christmas party, including pizza, snacks, and a white elephant gift exchange! J-Walkers have also been responsible for setting up the tables for the community meal every third Sunday and participated in the Ben Curtis Wrapathon! Next semester we will continue to serve monthly as well as a monthly fun event: ice skating, hot chocolate party, more hiking, and possibly a lock-in if there's interest!

Respectfully submitted,  
Jen Case

### **UNITED YOUTH FORCE (UYF):**

Growing up in Cuyahoga Falls, I remember our house as being a welcoming and warm place that all of my friends loved coming to. My mom was always so welcoming and wanting to feed any of the friends that my brother and I brought home. My dad was always willing to help fix a friend's car and share a story from his childhood.

I want our group to cherish life and each other by attempting to bring out the same warm, welcoming spirit, and youthful enthusiasm that was so often prevalent in my childhood home.

Thank you for the opportunity to share a little about our recent events and our plans for the future.

We kicked off our fall with the traditional lock-in-sleepover at the Church. We played the always favorite Grog game, mixed in some team building, and hangin' out to better get to know our members this year.

We have assisted with the rummage sale, the Blues and BBQ fundraiser at the Church, and with several UCC community meals. In September we also had fun with a UYF karaoke night. We were surprised to hear how many great voices were in attendance.

Our October included a trash pick-up in downtown Kent. We went to Dussel's for hot cider, pumpkins, face painting, and an a-mazing trip through their corn maze.

We visited the Miller house dressed in Halloween outfits. While there, we handed out candy, shared a smile, and some laughs while getting to know some of the current residents.

In November, The UYF group visited the thrift store to pick out some outfits in preparation for the thrift store fashion show which we had at the Thanksgiving community meal. The community meal guests were entertained as the UYF crew dressed up as "Grandma at Christmas" (Ryan), "Formal Wear" (Grant wore a formal gown), "Hippie from Woodstock" (Jo), "Jock-Athlete" (Annie), "Outlandish" (Zoe), and "Beachwear" (Andy). The guests voted on which UYF member best represented their category. And the winner was...Ryan with "Grandma at Christmas and Grant with "Formal Wear."

As if one lock-in sleepover at the church was not enough, we had a second one in December. We had about 15 teenagers attend. We ate, played games, played grogg, and maybe slept a little. Thank you, Amy Rickelman and Tina Smith, again for the much needed and appreciated help.



As for the upcoming 2023 year, the UYF will be attending a winter retreat at Camp Wanake in January and in June we are planning to go to the Cheyenne river reservation to visit, meet, and work alongside the Sioux Native Americans in South Dakota.

We are currently planning to cook for the community meal guests in February. We look forward to bringing back the Kent UCC UYF hosted Talent Show to the church in the Spring.

PLEASE NOTE: We hope to help as many church members as we can with whatever they may need, such as shoveling snow. Please contact the UYF at [THEUYF2023@gmail.com](mailto:THEUYF2023@gmail.com) or call me (Dan) at 330-338-1655 should you need any assistance and to check availability.

Respectfully submitted,  
Dan Mothersbaugh

## Moderator

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Our Mission: Enlivened by the grace of Jesus Christ and empowered by the Holy Spirit, Kent United Church of Christ does justice, embraces faithful love, and walks humbly with our God to serve and transform lives, our community and the world. (Micah 6:8)

I have faith and love for our Pastor Amy Gopp and I have witnessed how she strives to live our mission every day. Our Pastor is strong in her faith in God and with each of us in some of the most challenging times of our lives. Not perfect, of course, but leads with her heart. Her sabbatical only strengthens my resolve that she is a true leader in ministry locally, regionally, and nationally in the United Church of Christ.

Governance perspective:

We continue to make a difference in ALL of our ministries! I have attended many meetings this year and have been impressed with everyone who serves. Agendas are being accomplished, goals are being met, and we are serving the needs of our people in the community, which is remarkable. I want all of our church members to get involved. You will feel the presence of God when you realize how much we mean to others by being the Kent UCC.

I don't need to list them or rank them by impact because if you think of 2022 and our church in the community you can write your own chapter of this year. This is amazing and tells everyone who we are in serving our mission.

During council meetings as I go through our agenda and see the collaboration across ministries you see the love of God in everyone on our council. It's in their hearts. I've been awestruck by new ideas, visioning, goal setting and achieving those goals. And, don't forget the laughter. We do have fun!

I have been honored and privileged to be your moderator!

Let me sunset my two years as moderator by what this has meant to me. First, being a partner in ministry with Pastor Amy. Her love for each of us is truly genuine! I feel we have had times of agreement and disagreement. Conversations and perspectives between a pastor and a moderator that were grounded in our mission. I will always cherish our relationship.

Second, the council and all ministry members across the board. They are all examples of the light of Jesus Christ!

I encourage all church members and friends to get involved in any way. I do know everyone does in some form but broaden your lens. Our Mission is constantly in motion!

Thank you all for growing my faith in Christ!

Respectfully submitted,  
Jeff Roeger

## Report of the Clerk 2023

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**Confirmed Members, January 1, 2022** **362**

**Members Received (January 1, 2022 - December 31, 2022)**

A. By Confirmation **(3)**

Simon Hassler, Lindsey Wills, Andrew Rickelman: 7/31/2022

B. By Letter of Transfer **(0)**

C. Confession of Faith **(0)**

D. Reaffirmation of Faith **(7)**

Annie Geraghty, Josh Mangus, Teresa Lay, Katy and Kyle Reynolds: 6/5/2022;

Jill and Jeff Lowery: 7/24/2022

**Total New Members Received (10)**

**Members Removed (January 1, 2022- December 31, 2022)**

A. By Death **(5)**

Aggie Peterson: 1/9/2022; Julie Tuttle: 2/1/2022; Carol George: 3/10/2022;

Jane Kemp: 8/3/2022; Pat Schubert: 8/30/2022

B. Letter of Transfer **(0)**

C. At own request **(2)**

Corey and Katie Fowler: 12/15/2022

D. By Action of the Congregation at Annual Meeting **(0)**

**Total Members Removed (7)**

**Active Members** **363**

**Associate Members** **2**

**Confirmed Members** **365**

**Weddings (January 1, 2022 – December 31, 2022) (0)**

**Baptisms (January 1, 2022 - December 31, 2022) (3)**

Edison James Broda and Elowen Jo Broda: 6/5/2022; Danridge David Giltz III: 11/27/2022

Respectfully submitted,  
Brenda Schneider, Clerk; Leah Davis, Office Administrator

## **Budget Ministry**

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The Budget Ministry has been hard at work fitting all the pieces into the puzzle of the 2023 operating budget. We began meeting in May to assign ministries and committees to each of us to gather information and budget requests. This is often a long process as in the early part of the year, it can be more guesswork as to what the needs might be. This year, with economic uncertainty and quickly growing inflation, it has been especially tricky to work out figures for the coming year. I am especially grateful for the experience of Bill Hoover and the calm questioning of Karen Carmany. I also thank Crystal Shanley for her willingness to keep us up to date on the Stewardship process. For her patience and expertise, Sally Saltzman deserves many kudos! 2023 will bring more challenges for our budget, and we will meet them with prayer and faith.

Respectfully submitted,  
Sue Otterson

## **Diaconate**

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“The Deacons’ Ministry is responsible for the spiritual life of the church. The Ministry assists the pastor(s) in the administration of the Sacraments of Holy Communion and Baptism; assists with funerals, funeral receptions, and follow-up with the family members; aids the Minister of Pastoral Care with visitation to the sick and shut-ins and with other ministry programs designed to give care to those in physical, emotional and spiritual need of care. The Deacons’ Ministry in conjunction with the Senior Pastor administers the Congregational and Community Assistance Fund for the express care of sick and needy individuals/families within the congregation and larger community.” (KUCC By-laws 01.03.2019)

### **2022 Deacons**

Don Cooley, Barb Marken, Nancy Patterson, Bill Peck, Jackie Peck, Kathy Robinson, Brenda Schneider, and Fay Ann Sebaly, served as deacons through the year. In September, Judy Kletzien joined our ministry.

### **Spiritual Care**

As the COVID restrictions eased, deacons resumed making in-person visits to those unable to attend church, offering communion and sharing chancel flowers. Deacons continue to send cards and notes and make calls to members, offering a spiritual check-in and a caring contact. Deacons created a Christmas card with a photo of our sanctuary that was sent to those on our care list and our community partners.

On Communion Sunday each month, Deacons place prayer shawls in the sanctuary to be passed and blessed by the congregation. Sandy Roeger convened a group of knitters who make the shawls. They are available for anyone in the congregation to take to anyone they know in need of comfort and support.

Deacons assisted with celebrations of life for Dave Ewers in July and Steven Hook in September.

The Deacons’ Ministry met on Zoom during the winter months to plan with Pastor Amy our caring contacts and procedures for the Sacraments. Deacons encouraged participation in Space for Grace, in classes (such as Pastor Amy’s winter class on Julien of Norwich and small group discussions of Kate Bowler’s “Good Enough”), and services (such as Mental Health Sunday in May and Blue Christmas in December). Pastor Amy shared spiritual care materials with the Deacons to support our visitations during her Sabbatical leave. Deacons also assured continuation of Space for Grace during that time.

### **Sacraments**

Deacons served sealed wafer and juice cups on communion Sundays when in-person worship resumed as pandemic restrictions were lifted. Deacons prepared and served communion by tray or intinction beginning with Easter, 2022. Sealed cups were available for those wanting them.

Deacons assisted with three baptisms, two in June and one in November by presenting blessed baptismal blankets to the children.

### **Transportation**

Deacons occasionally assisted with providing transportation for medical appointments and other means as needed.

### **Congregational and Community Assistance Fund (CCAF)**

You, the members and friends of Kent UCC, have generously supported the Congregational and Community Assistance Fund (CCAF). Administered by Pastor Amy and the Deacons' Ministry, these funds provide emergency assistance to those between jobs or facing eviction or otherwise in emergency need. Community members who receive assistance are vetted by Kent Social Services and typically receive funds only once per year. Most often funds are used to buy gas and grocery cards or pay utility bills and rent. As of October 31, 2022, the fund totaled \$12,883.06. Distributions from the fund this past year were used for the following purposes in these approximate amounts:

Housing	\$2300
Transportation	\$550
Food	\$100
Other emergencies	\$700

### **2023 Deacons**

Mary Hight, Dee Kemp, and Rich Werstler are joining our ministry in 2023. We thank you, Kent UCC, for calling us to be deacons as we walk our spiritual journey together.

Respectfully submitted,  
Jackie Peck

## **Christian Education**

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**Report not submitted**

## Endowment

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The Endowment Fund exists to help provide a sound financial basis for the UCC of Kent, to provide income to the operating budget, and to carry out specific bequests of donors. Contributions can be made at any time and/or can be designated in one's estate plan. Please contact Ralph Kletzen (Treasurer) if you are interested in contributing to the fund.

The Endowment Fund Trustees met three times (as of 11/30/22) in 2022. Quarterly financial statements were prepared by the treasurer and shared with all Endowment Trustees for their review and questioning. Such reports include information about investments and fund balances. Year end 2022 Financial Reports for the Endowment Fund are contained elsewhere in this annual report.

The assets of the fund are invested at United Church Funds, CD's at Hometown Bank, UCC Cornerstone Fund, and Huntington Bank.

2022 was a challenging year regarding investment performance at United Church Funds, where 85% of the Endowment's assets are invested in a Blended Fund (60% Equities and 40% Fixed). Through the 3<sup>rd</sup> Q. of 2022 our assets there had declined by 23% (\$183,945). For October we recovered 3% (\$19,982), so through the 10 months of 2022 we had a decline of 20%. We are hopeful that November and December will provide for continual recovery from the declines.

As of Nov. 30, 2022, the Endowment Fund has received donations in 2022 \$ 20,812. All of this amount was to the newly established Barker-Cooley Fund to support our Church's Social Justice/Advocacy and Mental Health Ministries. This Fund was established by Don Cooley in memory of Fritz Barker.

Disbursements from the Endowment funds in 2022, (as of 11/30/22) are the following:

- General Endowment Fund: \$ 30,844 (Church Operating Budget)
- UYF Fund - \$2,884 (UYF Mission trip)

A brief description of endowment funds and year established:

- General-1975. Unrestricted in use, but generally supports the church's operating budget.
- Parsons Music-1976. Support of music program. Initial purpose was purchase of church bell.
- Truog Organ-1994. Care and maintenance of organ or purchase of new organ.
- UYF-1999. Support of the UYF program.
- Moore Music Scholarship-2000. Support of scholarships for choir members.
- Hungerford Scholarship-1991. Scholarships for college students.
- Vaughn-2006. Support for an individual(s) with a handicap.
- Barker-Cooley - 2022. Support our church's Social Justice/Advocacy and Mental Health Ministries.

We thank those who have donated the Endowment Fund and served on the Board this year.

Endowment Fund Trustees for 2022:

Bill Hoover, Peter Johnson, Ralph Kletzien, Pam Quellhorst, Raschel Roeger, Barb Werstler, Eileen West, Martha Williams



## Fellowship

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The Fellowship Team experienced a big uptick in activity in 2022 as we emerged from COVID protocols. We eased back into regular coffee hours beginning on Easter Sunday, April 17. Fellowship either hosted or scheduled hosts for all subsequent coffee hours in 2022. Our coffee is purchased from Equal Exchange in an effort to support fair trade farmers.

In June we celebrated Founders' Day, honoring members of 30 years or more. We enjoyed a delicious cake and founders each received an ornament with a picture of our church.

We were able to return to Canal Park for a Rubber Duck's game in July, selling the entire block of tickets we had purchased. It was a beautiful evening with a home-team win and an exciting fireworks display.

Kick-off Sunday was September 11. The theme, "Be the Sunshine to Others," was carried out with sunflower décor and featured boxed lunches and activities for the kids provided by the Education Committee. The lunch boxes, in both adult and kids' versions, were well-received and it was a great beginning to the back- to-school season.

November 20 was a busy day for Fellowship as we, along with Worship & Arts, hosted Hanging of the Greens. We provided two food stations: a kid-friendly Sloppy Joes and fixins in Fellowship Hall for the simultaneously held Advent Workshop, plus a Pickup and Go brunch spread in the Chapel for Christmas decorators to enjoy, with a background of holiday music.

It is gratifying to share Extravagant Hospitality with all of those who pass through our doors!

Committee Members: Carol Ewers, Jill Khol, Judy Kletzien, Kathy Robinson, Marilyn Sorrick  
Jimmy and Julie Wallace

Respectfully submitted,  
Julie Wallace

## Finance

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**Report not submitted**

## Green Team

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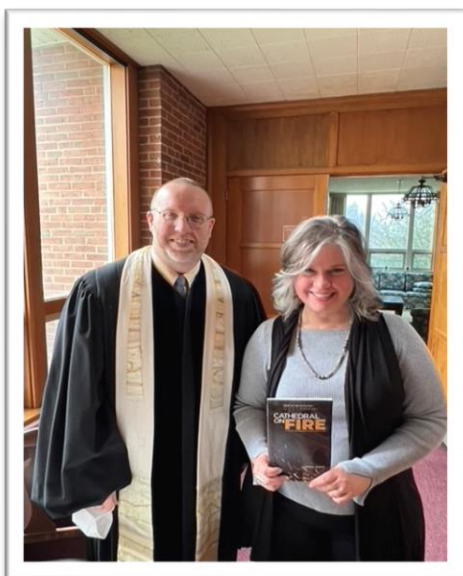
It was a busy year for our Green Team as we engaged in discussions and activities in our work to care for God's creation. As we move forward toward our goal of becoming a UCC Creation Justice Church, our journey takes us in many directions. Listed below are many of our 2022 achievements.

- Creation of our Green Church Pledge.
- Discussions and Investigations into a Solar Installation.
- All-church read of Cathedral on Fire by Brooks Berndt, along with 2 Zoom book discussions on April 20 and 27.
- Creation of a new bulletin board downstairs, next to Van Meter Hall, with up to date and important environmental information. Special thanks to our Property Committee for installing new lighting to highlight the area!
- Visited UYF to talk about what our committee does to help the environment.
- Led the Sunday School children in a session of creating Seed Paper.
- Helped plan the April 24 Creation Care Sunday service with the theme of Tending God's Garden.
- Invited to our pulpit the Rev. Dr. Brooks Berndt, Minister of Environmental Justice for the UCC, who delivered the message on May 1.
- Presented regular "Moment for Creation" talks during services on topics such as the dangers of Roundup, using only reusable water bottles and better laundry practices.
- Leaders from our team attended a Kent City Sustainability workshop in October.
- Co-hosted, along with Property, Fall Cleanup Day, using gas-free, non-polluting equipment.
- Hosted a well-attended Zoom presentation on toxic brine on November 16.

Our group invites any interested member to join us at any time. We meet either by Zoom or after church. Please contact any member of the team if you would like to be a part of our group.

Respectfully submitted,

Jimmy and Julie Wallace, Team Leaders, Marilyn Sorrick, Harold Hight, Al Barber, Don Bubenzer, Lori Babbey, Georgeanne Hoover, Lynn Gregor, and Sally Saltzman



## Hospitality and Membership

The Hospitality and Membership Committee was busy this year focusing on membership connections and providing extravagant hospitality.

During the year we facilitated three events:

- Fa La La La Fashion JOY Sunday: Everyone was asked to wear their festive clothes to church on December 11 to help spread JOY. H & M distributed Christmas bells and provided a photo “booth” for people to take selfies and pictures.
- Hosted 2 new member orientation sessions for prospective members...one in the spring and one in the summer.
- New members were welcomed in the spring and summer. Gift bags and a bulletin board display to introduce members were created.
- We revisited the small group survey and initiated the first small group...Hiking! The group has met three times on the second Sunday of the month.



The committee was also involved with the following projects:

- Birthday postcards were sent to all members. (Thank you Kathy Robinson!)
- The new Messenger format now includes an article that features a member. H & M selects and interviews the featured member.
- Welcome bags were assembled on an as-needed basis to distribute on Sunday.
- Recruitment of Greeters for church services. (Barb Hanniford thank you!)
- The committee (with input from Council) cleaned out the pew cards and will monitor information in the pews on a regular basis.
- A phone “script” was created to call visitors to touch base. A Google doc was set up to monitor contact with prospective members / visitors.
- A moment of concern was made to encourage members to wear their name tags. Thank you to Leah for making new and replacement tags.

Respectfully submitted,

Eileen West and Gayle Wall

Barb Hanniford\*, Linda Morris, Linnea Stafford, Harold Hight and Julie Dietz

\*Thanks to Barb for her years of service on our committee. She is rotating off and we will miss her!!

## **WISE (Welcoming ~ Inclusive ~ Supportive ~ Engaged) Ministry**

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### **WISE Team Members**

Loralea Allen, Al Barber, Frank Hairston, Sue Hetrick, Mary Homer, Teresa Lay, Tracey Lohman, Patrick Mason, Linda Morris, Jackie Peck, Grace Polcha, Jeff Roeger, Barb Werstler, and Pastor Amy.

### **WISE Covenant Adoption**

At the 2021 Annual Meeting, the Kent UCC congregation individually, collectively, and unanimously adopted the WISE Covenant. A copy of this covenant is appended here for your commitment renewal.

### **WISE in Practice**

During the year, several themes cycled through ministry discussion. Among these were spiritual support groups, a stigma-free campaign, resource sharing—in a display and in conversation, transportation to services, and space for recovery groups. Specific actions also occurred:

Pastor Amy worked with the marketing and communications ministry to prepare a press release announcing our WISE commitment. The Record-Courier published an article in March, explaining the designation and our stigma-free space. The WISE Team recommended the mental health/addiction recovery ministry be named “WISE Ministry.”

Pastor Amy led the planning for mental health Sunday May 15. WISE team members participated, hosted the coffee hour, and engaged members and friends in conversation about mental health and addiction recovery. NAMI representatives attended and provided resources as well.

Rev. Kim Nagy invited parents of our youth to a discussion of “Blessed Youth,” a book about suicide prevention by Rev. Dr. Sarah Lund. The WISE Ministry made copies of the book’s companion “Survival Guide,” encouraging parents and grandparents of tweens and teens to take copies for their families.

Townhall II received funding for a summer self-esteem program and arranged to hold the sessions at KUCC. Unfortunately, due to lack of participation the sessions were cancelled.

Tracey Lohman and Grace Polcha, in conversation with high school peers, planned an after school weekly support time at KUCC. Tracey faithfully attended and invited others to join her. WISE team members offered their presence and support. Unfortunately, due to lack of wider participation, often because of work and athletic commitments, these sessions were paused until a later date. Increased WiFi capability has been added since the group has met, and wider invitations to participate will be extended in future.

The WISE ministry offered QPR suicide prevention training in September. The training was provided at no cost by the Mental Health and Recovery Board of Portage County. The training was well-attended by church family, and the conversation generated by their questions was deep and provocative.

The WISE ministry hosted coffee hour on December 18, sharing resources to help with holiday sadness, including an invitation to the Blue Christmas service on December 21. The ministry planned to invite residents of the Coleman homes to the community dinner on December 18, pending COVID restrictions.

**Reaching Wider**

The Heartland Conference UCC initiated a network of mental health and accessibility ministries during the winter months. Mary Homer, Jackie Peck, and Jeff Roeger attended the meetings, with Mary and Jackie preparing a WISE presentation for the June conference. All of the meetings were held via Zoom.

Mary Homer and Jackie Peck also visited with other churches interested in the WISE process, offering support and sharing their experiences.

Pastor Amy shared the great honor given to Tracey and Grace who were invited by Rev. Dr. Sarah Lund to participate in a Department of Health and Human Services National Conference focusing on youth mental wellness scheduled for July 25-29 in Washington DC. Due to governmental delays, the conference was rescheduled for a later time when Tracey and Grace were involved in school responsibilities and were unable to attend.

**Renewing Our Commitment for 2023**

Our covenant includes a commitment to review our strengths in our WISE practice and to also identify those areas needing more resources. We invite you to reflect on your WISE practices, always remembering that you are God's beloved, even when experiencing compromised mental health, yours or that of someone you love.

Respectfully submitted,  
Jackie Peck



## Outreach

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Outreach helps to accomplish our church's mission to change lives and work for justice and equity. So much of the world is in need of our love and aid. Because of our generous congregation, our Kent UCC Outreach ministry has been able to impact many lives both locally and globally.

In 2022, we donated 20 clean up buckets and 20+ hygiene bags to the Wider Church's disaster relief fund, and we also held a very successful fundraiser for the King Kennedy Center gym project. We worked with the Ben Curtis Foundation this summer to help with their distribution of Birdie Bags and participated in their Wrapathon in December to provide Christmas gifts to area families. In addition, we are excited to add a new community partner, Kent Cares, an organization affiliated with the University that supports students who may have financial, housing, or mental health needs. We are also eager to begin another Habitat build starting in 2023. Look for additional information coming soon about this important project.

This year Outreach was able to support these partners:

King Kennedy Center

Kent Cares

The Haven of Portage County

Safer Futures

Ben Curtis Foundation

Hartville Migrant Ministries

Root House

Freedom House

Rooted Kent

SARA, Ukraine relief

Kent Social Services

Miller House

Our 5 for 5 offerings: One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, Veterans of the Cross, and Our Church's Wider Mission



Our Christmas Eve offering this year was donated to Habitat and UCC's Pakistan Relief Fund.

\* Please see page 39 of the Rummage Sale report for additional outreach donations.

We are so fortunate to be able to share our time, talents, and treasures with so many.

We will really miss Megan Snyder, a long time Outreach member, who has given so much to our Ministry and our congregation.

Respectfully submitted,

Donna Hess, Georgeanne Hoover, Renee LaCombe, David Owen, Linnea Ray, Terri Silver,  
Megan Snyder, Martha Williams, secretary

## Personnel

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It has been a joy to work with Jeff Roeger, Sue Otterson, Debbie Barber, Karen Carmany, and William Hoover under the leadership of Pastor Amy Gopp this year.

We reviewed Pastor Amy's job description in hopes of avoiding hiring a part-time person after the resignation of our Minister of Faith Formation. Pastor Amy freed up some of her time by not attending all committee meetings unless there was a special need for her to be there. We approved the AV job description and stipend pay. We also looked at the policies that needed to be updated for our dedicated employees including sick days, vacation time, and just recently at the end of the year, paid holidays.

The committee worked to find a sabbatical pastor for Pastor Amy while she was on sabbatical. We found Pastor Gene Fisher with help from the Living Water Association, and Pastor Amy. It was not an easy task to find a replacement for her, but we all agreed Pastor Gene Fisher would be a good fit and he proved us right!

Sadly, we accepted the resignation from Pastor Kim Nagy, as she found a similar position closer to her home. We wish her well on her next venture!

Hatti Bouillon was chosen to fill the position of Children's Worship and Arts Leader and we approved Leah Davis' new job description, inclusive of her financial administrator duties. The discussion of the upcoming search for an Associate Pastor began with stipulating that the position be full-time. A Search Committee was created through the nominations of the congregation. Ten members graciously accepted to be on the Search Committee to find us an Associate Minister for Faith Formation.

The budget was discussed with the help of Sally's expertise.

Respectfully submitted,  
Barbara Werstler



## Property

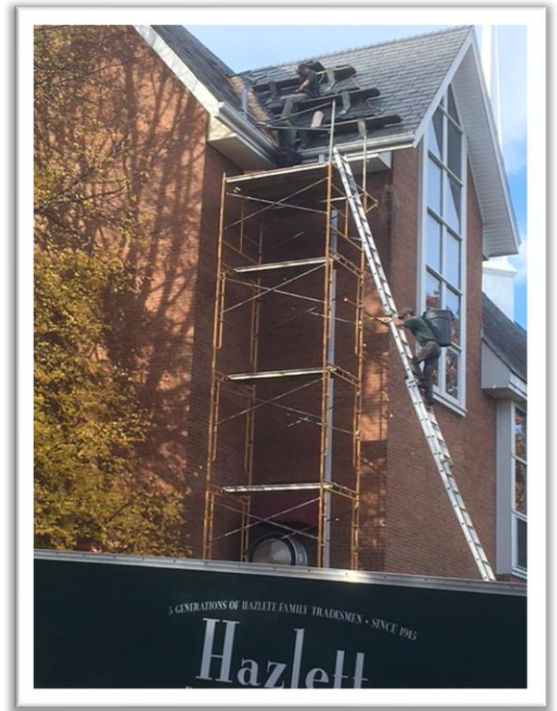
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**The Property Ministry** is responsible for the physical property of the Church, which includes 3 acres of land and 30,000 square feet of building space. The ministry has a membership of 8 people but will look to members outside the ministry to help with many of its projects.

The Ministry thanks all who assisted our goals of maintaining the building and grounds to ensure a safe and inviting place of worship.

The following highlights some of our activities in 2022:

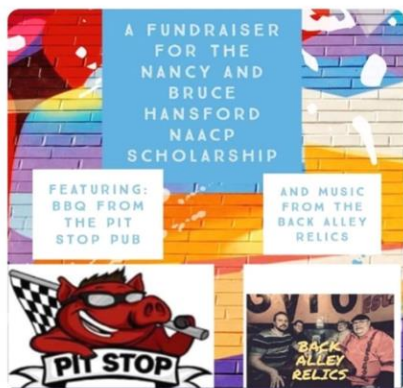
- **LED Spotlights** installed in the upper hallway and Van Meter Hall entrance to improve lighting and illuminate wall hangings.
- **Kitchen Water Heater** replaced.
- **Property Line Survey** authorized to determine ownership of danger trees on back lot line.
- **Heating System Controls** were updated to improve efficiency and lower expenses.
- **KUCC Static Sign** light bulbs replaced with efficient LEDs.
- **WiFi Internet Repeaters** replaced with more reliable commercial grade.
- **Gutter Guards** installed on portion of flat roof to reduce leaf and debris problems.
- **Slate Roof Repairs** were contracted late October to correct a choir loft gable leak.
- **A Kitchen Ice Cube Maker**, along with a filtered water tap was installed.
- **Power Washed** the Lower-Level Lobby exterior.
- **The Sanctuary Door Exteriors** were prepped for winter weather.
- **Coordinated with our Scout Troop Eagle Project (Wil Mahon)** food/clothing blessing box.
- **Lower-Level Lobby Automatic Doors** were repaired.
- **City of Kent East Main Street Project** - Monitored this project as the proposed Rt. 59 and Horning Rd. traffic circle will impact our property bordering these two roads.
- **Routine Maintenance** - Arranged for **Spring and Fall Cleanups**, clean gutters, trim trees and shrubs, arranged for State /Local Inspections (elevator, boilers, water backcheck, fire alarms), inspect fire extinguishers, battery powered equipment, first-aid kits, and many other behind the scenes activities.



**Property Ministry Membership:** Bill Arthur, George Dietz, Jim Dunlap, Kirk Gordon, John Hetrick, Ralph Kletzien, Pat Ray, Paul Sellman

Respectfully submitted,  
John Hetrick

## Social Justice and Advocacy Committee



The Mission Statement of the Social Justice and Advocacy Committee is: "To educate, inspire, and equip our local church body to meet the needs of those suffering from individual and systemic injustice. To advocate for the voiceless, powerless, and disenfranchised. To build relationships and partnerships in our community and around the world with those who are doing the work of economic, political, and social justice."

We hope that the work of the KUCC Social Justice and Advocacy Committee in 2022 helped to establish that KUCC is a church that loves our neighbors, supports the disenfranchised, and equips our congregation with the tools necessary to fulfill our mission. Goals that the committee accomplished in 2022 were:

- The Social Justice and Advocacy Committee was instrumental in planning and executing the Portage County NAACP Office dedication, church service, and luncheon on May 22nd.
- Our committee facilitated bringing Velda Love, the UCC's Minister of Racial Justice, to preach to our congregation prior to the NAACP Office dedication.
- We partnered with KIFA (Kent Interfaith Alliance for Racial Reconciliation) to promote and bring a Zoom video series for educational purposes to the public.
- We facilitated a sponsorship for 2022's Akron Pride. We set up a booth and table for the festival and organized marchers from our church for the Pride Parade.
- Our committee partnered with the Outreach committee and many others in the church to put on the Blues & BBQ Dinner and Concert fundraiser for the Nancy and Bruce Hansford NAACP scholarship. The fundraiser raised nearly \$2000 to go towards scholarship funds.
- We were a sponsor for a community event providing free movie tickets for kids and their families to see the new "Black Panther: Wakanda Forever" film.
- Participation in the dedication of the Thomas-Anderson Memorial Community garden.

Members of the Social Justice and Advocacy Committee are: Frank Hairston, Josh Case, Barb Hanniford, Jen Case, Donna Hess, Pam Quellhorst

Respectfully submitted,  
Josh Case

## Stewardship

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This was our first year under all new leadership within the Stewardship Ministry as both Karen Carmany & Nancy Bubenzer stepped down in January 2022 after several years of dedication to the ministry. This year's Stewardship Ministry includes the following members; chair Crystal Shanley along with members Lori Babbey, Donna Hess and Jen Case. As a committee, we met monthly and held special meetings as needed throughout the year.

In 2022 we were met with new challenges which brought new ways in which we look at Stewardship. This year, we focused on being more year-round with our Stewardship approach; giving committee members more opportunities to share about Stewardship during Sunday worship as well as our pastor(s) presenting moments for Stewardship from the pulpit.



Several new initiatives were created to further enhance the ways our congregation gives financially to the church. First, we initiated a Text Giving option, where members and/or visitors can text the word GIVE to (330) 275-1772 which makes giving easier. We also created the new Kent UCC E-bucks which allows members and/or visitors who give through electronic means to ceremonially place the E buck in the offering plate to show their commitment during the Sunday service offering.

On addition to the many new ways we were approaching Stewardship in 2022, we decided to begin the annual Stewardship Ministry Drive earlier than in years past. We chose to work around Pastor Amy's sabbatical as well as give our lay leaders of the church additional time for budgeting for the following year.

This year's theme was "From Bread and Cup, To Faith and Giving" and kicked off in September with Dedication Sunday taking place the first Sunday in November. During Pastor Amy's sabbatical, we were blessed with Pastor Gene Fisher at the pulpit, where he spent much of his time preaching on Stewardship. Pastor Gene's approach was to show the different ways of giving...to include time, talent and treasures yet seeing them all as spiritual gifts to the church.

As we take a peek into 2023, all four members of the committee will be returning and we hope to have additional individuals join our ministry as we are eager to take a lot of the new initiatives into the New Year as well as explore other ways to engage our congregation in the acts of Stewardship; both through spiritual and financial giving.

Respectfully submitted,  
Crystal Shanley



## Worship & the Arts

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The Ministry's mission is to work in conjunction with the ministerial staff and music personnel to coordinate worship service essentials and to provide complementary support for worship themes and church seasons.

In 2022 the COVID-19 pandemic continued to influence all of our church activities including worship. The Omicron variant arose just before Christmas 2021 that caused us to revert to an online only worship service format into early 2022. We were able to resume in-person worship in the sanctuary on February 20.

There were many worship highlights this past year, and the work of the W&A ministry members have been commendable with respect to the support of our staff. Some of the highlights of the past year were:

- We completed the initial AV upgrade by the end of January. We had six volunteers for training. The current plan is for our two HS students (Natalie Roeger and Wil Mahon) to be the primary operators with the other volunteers (Felicia Lumpkin, Lee Drewette, Julie Swango and Wayne Schneider) as backups.
- The Lenten theme was "Good Enough" from the book of Lenten devotionals – *Good Enough 40ish devotionals for a life of imperfection* by Kate Bowler and Jessica Richie
- Due to covid we had to improvise for Ash Wednesday to provide a service with minimal contact. We created burlap squares with ash crosses for those who were uncomfortable receiving sign of the cross the traditional way.
- In May, W&A developed a skit to explain "What the Worship and Arts Ministry does for the church." This was in support of the Nominating committee and its quest to inform the congregation on each Ministry's activities. We presented on Memorial Day weekend.
- We coordinated the AV transition to Chapel this summer. Thank you to Lee Drewette who installed a wired internet connection to the rear of the Chapel to be used for streaming worship and to Julie Swango and Felicia Lumpkin who conducted the moving of key equipment from the sanctuary and its placement and connection in the Chapel.
- The ministry coordinated with Pastor Gene Fisher, our sabbatical pastor, and our guest preachers during the time Pastor Amy was on sabbatical.
- We coordinated with the Fellowship Ministry to decorate the Sanctuary and Chapel for Advent and Christmas – Hanging of the Greens. We also constructed new lighted garland for the balcony as part of that effort.



- The W&A ministry continues to decorate the Sanctuary for other special services with seasonal flowers and appropriate holiday decorations.

On behalf of the ministry and the congregation I would like to thank our staff – Pastor Amy, Corey, Pastor Kim, Leah, and Don who continued to adjust and innovate in these uncertain times to provide us all with seamless, meaningful worship. Thank you all for your dedication and service.

If you are interested in volunteering to help with our in-person or on-line worship services, please contact any ministry member. There are opportunities for being a worship volunteer (such as an usher, liturgist, or worship assistant), helping with sanctuary preparation, decoration, or break-down of special worship services, or AV operator.

I would also like to thank all the members who served on Worship and the Arts Ministry in 2021. Your continued dedication to supporting the worship ministry has been essential to the life of our congregation.

Respectfully submitted,  
Glenn Hanniford

Muriel Breyley, Nancy Bubenzer, Corey Fowler ex officio, Rev. Amy Gopp ex officio, Glenn Hanniford, Lydia Lumpkin, Molly Mains, Sue Otterson, Nancy Paterson, Kim Redman, and Sandy Roeger



## Community Meal Annual Report for 2022

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The Community Meal is served on the 3rd Sunday of every month at 5 PM.

This year saw a transition from the “To Go” format meals back to in-person meals AT LAST! The first in-person meal was served in April of 2022 and it was actually on Easter Sunday. There were about 30 people there, which is significantly lower than the pre-pandemic crowds of around 100 people. We are slowly building back up to that number. Each month more and more people are returning to the in-person meal.

Our Christmas meal in December saw about 65 people. Church members are currently providing desserts and some side dishes for the meal, and we are making the other foods at church in the kitchen. Church members can also volunteer to help cook, set-up, serve, and clean up. Those that want to help by donating or serving in some way can use the sign-up genius that is sent out in the Weekly Updates/ Community Meal the week before the 3rd Sunday.

The J-Walkers youth group has assisted by setting tables during their meeting after church on the 3rd Sunday and the UYF kids are starting to come and assist with the meal. At the November Community Meal the UYF put on a Fashion Show that was hilarious and enjoyed by our guests.

We have had groups from Coleman and Miller House starting to come to the meal as we try to include all those who may need a meal and some good company.

We continue to take packaged meals (10-12) to church members who are older or who cannot get out easily and they are very appreciative of receiving them. Thanks to those who deliver those each month and to all who help to make this meal successful. Any food that is not used during the Sunday meal is donated the next day to Kent Social Services.

The Community Meal is a wonderful way to engage with people in our area and such a beautiful way to serve God and others.

Please consider checking out the meal in 2023 and find a way to get involved. The message of “All Are Welcome” is truly embodied in the Kent UCC monthly community meal.

Respectfully submitted,  
Gayle Wall

## Rummage Sale Planning Committee 2022 Annual Report

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Our annual rummage sale is complete! The sale took place on September 16 and 17 with the previous week involved in preparation. Congratulations and thank you to everyone for a fabulous effort! This includes volunteers who were involved in the moving, sorting, organizing, and setting up the mountains of donated items, and in cooking meals and washing dishes and then cleaning everything up. Thanks, too, to those who donated food and rummage. Also, a thank you to the many groups who were displaced during rummage sale week from their normal meeting places. Your cooperation was much appreciated. It was a very full week with lots of work, good food, fellowship, and fun. It is amazing how the transformation of the church takes place from random piles of stuff to an organized sale and then back again. Surely God's hands are at work!

This year we had over 125 volunteers from the Church and Kent community who gave countless hours of service to make the sale possible. Volunteers included:

- Church members and friends
- UYF youth
- United Christian Ministries students and leaders
- KSU service fraternities/sororities, and other KSU student volunteers.
- Boy Scouts and leaders.
- Church staff members

While the focus of the rummage sale event's mission is fundraising, there are other important things that the rummage sale accomplishes including:

- Providing fellowship opportunities within the church and the community,
- opportunities to express an extravagant welcome and hospitality to non-church members,
- contributing to the recycling of items within the community which keeps items out of the landfill, (Most of unsold items go to other agencies for their use),
- and continuing to be an all-church Inter-generational event.

This year's rummage sale raised \$7911.27. The committee, following our focus of supporting local missions, and in consultation with the outreach ministry, has recommended the following distribution of the proceeds:

- \$500 - Akron Canton Food Bank
- \$500 - Ben Curtis Foundation - Birdie Bags
- \$1000 - Church Long Term Maintenance Fund
- \$500 - FCS - Kent Social Services
- \$1000 - FCS - Miller House
- \$500 - FCS - Phyllis Zumkehr County Clothing Center
- \$500 - FCS - Root House
- \$1000 - Habitat for Humanity - Apostles Build
- \$500 - Rural Relief Mobile Food Pantry
- \$500 - United Christian Ministries
- \$1000 - UYF Mission Trip

The remaining money in the account will be saved and used for expenses for next year's sale. In addition to contributions to the above groups, this year the unsold items from the rummage sale were donated to



the County Clothing Center, Habitat for Humanity Store, Goodwill Industries, Trinity Lutheran Church Christmas Giveaway, and Stow Library Book Sale.

Are you looking for a way to get more active in church activities? Please consider joining the Rummage Sale Planning Committee. We meet several times a year and focus on the planning and local mission outreach impacted by our annual sale. Just contact any of the Rummage Sale Planning Committee members for information.

Thanks for a great 2022 rummage sale! Don't forget to mark your calendar for next year's rummage sale September 15 and 16, 2023.

Respectfully submitted,

Carol Ewers, Glenn Hanniford, Harold Hight, Judy Kletzien, Molly Mains, Judy Mendenhall, Cheryl Phillips, Kalle Pugliese, Kathy Robinson, Ruth Saltzman, and Paul Sellman.





## Stephen Ministry

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2022 was a busy year for our Stephen Ministries team. We moved into our new office which we share with the Deacons, and that gives us a larger space for our library and possible meetings or training. We meet as a group at least once a month to check in with reports on visits with our Care Receivers and continuing education. For continuing education, we have revisited units from our training manuals on listening skills and confidentiality, and we studied The Book of Joy by the Dalai Lama and Desmond Tutu. Currently, we have 6 active Stephen Ministers as Carol Ewers has decided to take a much-deserved break. We have 4 new care receivers in addition to those we have already been serving, and this has necessitated some Stephen Ministers to have more than one care receiver. We need more Stephen Ministers and to begin a new training class as soon as possible, so we are actively praying that those needed will hear the call.

Respectfully submitted,  
Sue Otterson

## Women's Fellowship

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Women's Fellowship encompasses two groups-Joy Circle and Square One-both groups working with ministries of this church and the Kent community.

Many member volunteer hours sorting clothes at the Phyllis Zumkehr Clothing Center, serving hot meals for those clients using Kent Social Services, putting together birdie bags at the Ben Curtis Foundation, and making winter hygiene bags for people who attend our December community meal. The women in Fellowship also contribute additional funding to several specific Kent Social Services projects (Bob Clark Turkey Fund, Christmas gift cards for youth, and items for Easter baskets) sponsored by this church. Women's Fellowship began our annual Rummage Sale years ago and still contribute a significant number of volunteer hours during that week.

Square One meets from September through June on the first Saturday at 9:30AM in either Van Meter Hall or the hostess's home. Joy Circle meets as announced. Nancy Paterson can provide information about Joy as can Kathy Robinson about Square One. Information may also be had by calling the church office.

The two women's Fellowship groups provide opportunities to build and enjoy new friendships, strengthen our spiritual lives, and further support the church's several caring and outreach groups.

Respectfully submitted,  
Kathy Robinson

## Report from the Treasurer's Office

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### Report from the Treasurer's Office

The past year provided many opportunities for our Congregation as we live our mission to walk humbly with our God to serve and transform lives, our community, and the world. We were able to continue our world-wide community Outreach as we provided \$62,167 in funds to lift others in our fragile world.

Faithfully, you provided 94% of your pledges to support operations. Unfortunately, donations did not cover our expenses and we finished the year with a \$14,841 deficit. The cost of the Sabbatical Minister is most of the deficit. We did not budget for the Sabbatical Minister and the associated employer taxes which totaled \$10,334. Personnel costs and maintaining the building are the largest expenses. Personnel costs were 70.4% and building costs were 14.3% of operating expenses.

Congregants continue to utilize Engage with twenty-nine of our 92 pledgers (which calculates to be 32%) donating electronically. There were over six hundred donations made thru Engage. Additionally, \$613 was donated to offset electronic banking fees.

Shown below are the beginning and ending balances for several of the Special Funds with activity during the past year. Note that we received twenty-eight memorial gifts during the year.

Special Fund	Jan. 1, 2022, Balance	Dec. 31, 2022, Balance
Community Dinners	13,755.02	12,129.01
Congregational & Community Assistance	14,527.83	11,939.94
Long Term Maintenance	43,350.65	53,203.22
Music Discretionary	5,280.23	3,231.88
Unrestricted Memorial Gifts	31,849.24	51,085.19

Leah Davis and I continually look for ways to improve operations and streamline reporting. Several unused Special Funds were closed during the year as part of this effort.

It has been an honor being your Treasurer this past year and I look forward to continuing my service in 2023.

*Sally Saltzman, CPA*

January 5, 2023

# **Monthly Comparison Detail**

Kent United Church of Christ  
1400 E Main St  
Kent, OH 44240  
330-673-9534

Transaction Date December 1, 2022 to December 31, 2022

	December Budget	December Actual	YTD Budget	YTD Actual
<b>Income</b>				
<b>Pledged Income</b>				
Pledges, Current Year	21,237.88	16,885.00	254,855.00	239,385.12
Pledges, Prepaid	4,845.87	4,845.87	58,150.00	58,150.00
<b>Pledged Income Total</b>	<b>26,083.75</b>	<b>21,730.87</b>	<b>313,005.00</b>	<b>297,535.12</b>
<b>Unpledged Income</b>				
Unpledged Income	3,083.37	5,628.00	37,000.00	34,474.20
Challenge Gifts/Fundraisers	583.37	0.00	7,000.00	0.00
Where Most Needed Income	0.00	590.00	0.00	4,268.00
<b>Unpledged Income Total</b>	<b>3,666.74</b>	<b>6,218.00</b>	<b>44,000.00</b>	<b>38,742.20</b>
<b>Misc. Income</b>				
Charitable Trust Income	416.63	0.00	5,000.00	7,343.50
Parking Space Rental	583.37	0.00	7,000.00	8,800.00
Rental Income - Misc.	62.50	0.00	750.00	1,520.00
Rental Income - Weddings/Funer...	0.00	0.00	0.00	0.00
Interest - Miscellaneous	816.63	174.13	9,800.00	8,397.64
Interest - Checking	1.00	0.66	12.00	7.84
Endowment - Income	2,500.00	2,570.27	30,000.00	30,844.00
Miscellaneous Income	0.00	0.00	0.00	20.00
Interest Income Money Market Ac...	33.37	50.42	400.00	533.17
<b>Misc. Income Total</b>	<b>4,413.50</b>	<b>2,795.48</b>	<b>52,962.00</b>	<b>57,466.15</b>
<b>Total Income</b>	<b>34,163.99</b>	<b>30,744.35</b>	<b>409,967.00</b>	<b>393,743.47</b>
<b>Expenditures</b>				
<b>Senior Minister</b>				
Sr. Minister Salary	4,370.42	5,206.06	52,445.70	53,288.53
Sr. Minister Housing	2,083.37	2,083.34	25,000.00	25,000.08
Sr. Minister Annuity	903.57	977.33	10,842.40	13,565.71
Sr. Minister Life Insurance	91.25	91.25	1,095.00	1,095.00
Sr. Minister Health Insurance	2,356.84	2,554.25	28,281.75	28,664.25
Sr. Minister Professional Expense	500.00	12.95	6,000.00	6,366.94
Sr. Minister SS Offset	493.68	493.72	5,924.60	5,917.45
<b>Senior Minister Total</b>	<b>10,799.13</b>	<b>11,418.90</b>	<b>129,589.45</b>	<b>133,897.96</b>
<b>Minister of Faith Formation</b>				
Minister of Faith Formation Salary	758.07	0.00	9,097.50	5,742.79
Minister of Faith Formation Hous...	1,666.63	0.00	20,000.00	12,624.95
Minister of Faith Formation Annuity	339.48	0.00	4,073.65	1,922.62
Minister of Faith Formation Profe...	70.87	0.00	850.00	687.72

### Monthly Comparison Detail

	December Budget	December Actual	YTD Budget	YTD Actual
Minister of Faith Formation SS Of...	185.46	0.00	2,225.96	1,405.43
<b>Minister of Faith Formation Total</b>	<b>3,020.51</b>	<b>0.00</b>	<b>36,247.11</b>	<b>22,383.51</b>
<b>Intermin Minister</b>				
Sabbatical Expense/Future Minist...	0.00	0.00	0.00	9,600.00
<b>Intermin Minister Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>9,600.00</b>
<b>Office Personnel</b>				
Office Administrator	3,763.43	3,763.48	45,161.71	45,161.76
Office Administrator Health Insur...	368.31	767.21	4,419.72	4,450.31
Workers' Compensation	37.50	111.50	450.00	759.25
Social Security/Medicare Employ...	615.39	760.90	7,384.35	9,368.40
Payroll Service	160.00	255.91	1,920.00	2,376.91
<b>Office Personnel Total</b>	<b>4,944.63</b>	<b>5,659.00</b>	<b>59,335.78</b>	<b>62,116.63</b>
<b>Office Supplies</b>				
Office Supplies	333.37	0.00	4,000.00	2,539.92
Postage - Stamps & Mailings	108.37	(67.83)	1,300.00	1,215.63
Equipment Lease & Maintenance ...	449.14	0.00	5,389.68	6,809.68
Computer Software & Support	263.03	224.18	3,156.14	3,395.80
Bank Fees	166.63	85.18	2,000.00	1,141.00
<b>Office Supplies Total</b>	<b>1,320.54</b>	<b>241.53</b>	<b>15,845.82</b>	<b>15,102.03</b>
<b>Staff Related Expenses</b>				
Delegate Expenses	0.00	0.00	0.00	0.00
Personnel	8.37	0.00	100.00	60.00
Staff Development	20.87	0.00	250.00	0.00
<b>Staff Related Expenses Total</b>	<b>29.24</b>	<b>0.00</b>	<b>350.00</b>	<b>60.00</b>
<b>Music Ministries</b>				
Music Director	2,273.72	2,273.76	27,285.30	27,285.12
Substitute Organist	16.63	100.00	200.00	300.00
Handbell Director	118.74	158.39	1,425.54	1,423.21
Youth Choir Director	0.00	0.00	0.00	0.00
Children's Director of Worship & ...	53.37	78.94	640.00	245.61
<b>Music Ministries Total</b>	<b>2,462.46</b>	<b>2,611.09</b>	<b>29,550.84</b>	<b>29,253.94</b>
<b>Music Expenses</b>				
Choir Singers and Bell Ringers	533.37	(2,255.00)	6,400.00	7,240.00
Soloists/Instrumentalists	29.13	125.00	350.00	515.00
Organ Tuning/Repair	100.00	(2,005.00)	1,200.00	0.00
Piano Tuning/Repair	31.25	0.00	375.00	665.00
Chancel Choir Music	4.13	0.00	50.00	205.20
Handbell Choir Music/Repair	0.00	0.00	0.00	0.00
Liturgical Dance Supplies	0.00	0.00	0.00	0.00
<b>Music Expenses Total</b>	<b>697.88</b>	<b>(4,135.00)</b>	<b>8,375.00</b>	<b>8,625.20</b>
<b>Education</b>				

### Monthly Comparison Detail

	December Budget	December Actual	YTD Budget	YTD Actual
Education Committee - Misc.	16.63	0.00	200.00	382.74
Nursery Attendant/Child Care	41.63	44.00	500.00	352.00
Curriculum/Children's Bibles	50.00	0.00	600.00	167.92
Supplies	33.37	0.00	400.00	71.49
Confirmation/Bibles	41.63	0.00	500.00	68.95
Library	0.00	0.00	0.00	0.00
UYF	83.37	197.26	1,000.00	280.32
Parent/Family/Middle School	20.87	0.00	250.00	48.44
Equipment	0.00	0.00	0.00	0.00
Vacation Bible School	20.87	0.00	250.00	244.57
Special Occasions/Gifts	4.13	0.00	50.00	8.99
Adult Christian Education	41.63	0.00	500.00	23.07
Christian Education Events	16.63	88.87	200.00	122.25
College/UCM	145.87	1,750.00	1,750.00	1,750.00
<b>Education Total</b>	<b>516.63</b>	<b>2,080.13</b>	<b>6,200.00</b>	<b>3,520.74</b>
<b>Fellowship</b>				
Fellowship Committee - Misc.	0.00	0.00	0.00	0.00
Beverages	69.49	0.00	833.33	192.00
Food	27.75	0.00	333.33	432.42
Fellowship Supplies	27.76	0.00	333.34	191.52
<b>Fellowship Total</b>	<b>125.00</b>	<b>0.00</b>	<b>1,500.00</b>	<b>815.94</b>
<b>Hospitality &amp; Membership</b>				
H&M - Visitor Bags	8.37	0.00	100.00	0.00
H&M - Member Gifts	8.37	0.00	100.00	0.00
H&M - Meals	8.75	0.00	105.00	0.00
H&M - Misc.	4.13	0.00	50.00	90.00
H&M - Postage	10.00	0.00	120.00	0.00
<b>Hospitality &amp; Membership Total</b>	<b>39.62</b>	<b>0.00</b>	<b>475.00</b>	<b>90.00</b>
<b>Marketing</b>				
Marketing - Misc.	27.12	0.00	325.00	325.00
Record Courier - Weekly	37.50	32.00	450.00	411.00
Promotional Materials	29.13	0.00	350.00	0.00
New Membership Reception	0.00	0.00	0.00	0.00
Website	125.00	0.00	1,500.00	0.00
<b>Marketing Total</b>	<b>218.75</b>	<b>32.00</b>	<b>2,625.00</b>	<b>736.00</b>
<b>Outreach</b>				
Outreach Committee Expense	1,093.37	1,000.00	13,120.00	13,117.02
OCWM	1,666.63	5,000.00	20,000.00	20,000.00
<b>Outreach Total</b>	<b>2,760.00</b>	<b>6,000.00</b>	<b>33,120.00</b>	<b>33,117.02</b>
<b>Social Justice</b>				
Social Justice Expense	0.00	0.00	0.00	707.50
Social Justice Memberships	33.75	0.00	405.00	0.00
Social Justice Education Events	75.00	0.00	900.00	0.00

### Monthly Comparison Detail

	December Budget	December Actual	YTD Budget	YTD Actual
<b>Social Justice Total</b>	108.75	0.00	1,305.00	707.50
<b>Stewardship</b>				
Stewardship Committee	6.40	0.00	76.47	0.00
Educational Materials	24.51	0.00	294.12	0.00
Dinners/Banquets	19.58	61.99	235.29	61.99
Campaign Materials	0.00	0.00	0.00	0.00
Stewardship Postage	24.51	0.00	294.12	240.00
<b>Stewardship Total</b>	75.00	61.99	900.00	301.99
<b>Worship &amp; Arts</b>				
Worship & Arts - Worship Supplie...	260.38	250.30	3,125.00	1,012.13
Worship & Arts - AV Supplies & ...	0.00	149.98	0.00	2,086.46
Worship & Arts - AV Support	833.37	500.00	10,000.00	4,400.00
Guest Preachers	50.00	0.00	600.00	750.00
<b>Worship &amp; Arts Total</b>	1,143.75	900.28	13,725.00	8,248.59
<b>Custodial</b>				
Custodian	1,792.95	1,792.70	21,514.85	21,512.51
<b>Custodial Total</b>	1,792.95	1,792.70	21,514.85	21,512.51
<b>Building &amp; Grounds</b>				
Building Maintenance	333.37	660.91	4,000.00	4,898.85
Outdoor Maintenance	416.63	0.00	5,000.00	9,723.05
Elevator	125.00	0.00	1,500.00	1,912.38
Building Supplies	125.00	49.95	1,500.00	292.68
Trash Removal	141.63	0.00	1,700.00	2,748.62
Long Term Maintenance Expense	166.63	0.00	2,000.00	1,367.11
New Equipment	83.37	0.00	1,000.00	0.00
Insurance	666.63	2,406.25	8,000.00	10,265.25
Safety	25.00	0.00	300.00	295.00
<b>Building &amp; Grounds Total</b>	2,083.26	3,117.11	25,000.00	31,502.94
<b>Utilities</b>				
Electric	750.00	686.68	9,000.00	9,366.55
Natural Gas	791.63	586.91	9,500.00	9,626.93
Water & Sewer	250.00	124.69	3,000.00	2,613.87
Telephone	333.37	261.50	4,000.00	3,168.25
Internet	166.63	195.96	2,000.00	2,216.52
<b>Utilities Total</b>	2,291.63	1,855.74	27,500.00	26,992.12
<b>Total Expenditures</b>	34,429.73	31,635.47	413,158.85	408,584.62
<b>Over/Under</b>	(265.74)	(891.12)	(3,191.85)	(14,841.15)

## Balance Sheet as of December 31, 2022

### Balance Sheet

Kent United Church of Christ  
1400 E Main St  
Kent, OH 44240  
330-673-9534

Dec 31 2022

#### ASSETS

##### **General Fund**

Hometown Bank - Checking	91,358.46
Hometown Bank - Money Market	153,408.72
Hometown Bank - CD	106,904.47
Hometown Bank - Payroll Account	895.34

<b>General Fund Total</b>		352,566.99
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##### **Special Funds**

Congregational & Community Assistance - HB	11,939.94
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<b>Special Funds Total</b>		11,939.94
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<b>TOTAL ASSETS</b>		<u><u>364,506.93</u></u>
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#### LIABILITIES AND FUNDS

##### **LIABILITIES**

##### **Special Funds**

Disciples of Christ - TDRA	800.00
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<b>Special Funds Total</b>		800.00
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<b>TOTAL LIABILITIES</b>		<u><u>800.00</u></u>
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##### **FUND BALANCES**

Unrestricted Memorial Gifts	51,085.19
Susan R. Reeves Memorial Fund	7,436.58
Mental Health Ministry Fund	2,580.89
Women's Fellowship Fund	5,331.83
Stephen Ministries Fund	1,133.40
Landscaping Fund	2,121.61
Long Term Maintenance Fund	53,203.22
Marketing	4,653.50
Organ Fund	8,107.75
Music Discretionary Fund	3,231.88
Handbells Fund	77.75
Sound/Video System Upgrades Fund	3,100.92
Prepaid Pledges - 2023	65,750.00
UYF Fundraisers/Missions/Retreats	800.00
J-WALKERS Fund	3,106.18
Dinners Fund	12,129.01
Outreach Fund	7,746.00
Social Justice Fund	1,149.50
Rummage Sale/Budget Fundraiser	436.27



Dec 31 2022

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	Faith Formation Fund	6,198.34		
	Web Page Development Fund	1,525.00		
	CCAF Fund	11,939.94		
	General Fund	101,531.32		
	Hansford NAACP Scholarship	5,884.18		
	Suspense Fund	3,446.67		
<b>Total</b>			363,706.93	
<b>TOTAL FUNDS</b>				<u>363,706.93</u>
<b>TOTAL LIABILITIES AND FUNDS</b>				<u>364,506.93</u>
Difference				0.00

## Endowment Year Financials

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### EXHIBIT # 1: KENT UCC ENDOWMENT - FLOW OF FUNDS -2022 compared to 2021

	2021 Summary	2022 Summary
Beginning Fund Balance	\$876,461.31	923,481.65
<b>INCOME</b>		
Interest and Dividends	8,789.98	10,757.87
Gifts/Donations	5602.04	24,232.18
Gain on Sale	28,000.81	0
Change in Value	36,678.51	-144,069.33
Total Income	81,071.34	-109,079.28
<b>DISBURSEMENTS</b>	34,051.00	39,994.53
<b>NET INCOME</b>	47,020.34	-149,073.81
<b>ENDING FUND BALANCE</b>	923,481.65	774,407.84
Investment inc. or (dec.)	5.40%	-11.80%
Int./Div.+Gain on sale+ Change in Value / beginning Balance		

### EXHIBIT #2 : KENT UCC ENDOWMENT - Year End 2021 INVESTED ASSETS

ASSETS/INVESTMENTS	Amount		Int/Div
Certificate of deposits:		%	Maturity
Hometown Bank 562	50,616	0.05	Mar-23 139
Hometown Bank 131	15,022	0.025	May-23 25
Hometown Bank 301	5,812	4%	23-Nov 0
UCC Cornerstone Moderate Balanced Fund	25,000		
UC Foundation Moderate Balanced Fund	662,201	Varies	
Cash Accounts:	15,753.00	0%	
Huntington Checking Acc't. Adjustment	3		
<b>Total Assets</b>	<b>774,407.00</b>		

rwk Jan. 2023

EXHIBIT # 1: KENT UCC ENDOWMENT - FLOW OF FUNDS -2022 - 1st Q., 2nd Q., 3rd and 4th Q's

	2022				2022			
	1st Q.	2nd Q.	3rd Q.	4th Q.	12 Mos.			
Beginning Fund Balance	923,481.65	5839,712.24	766,760.42	735,865.84				
INCOME								
Interest and Dividends	1,986.50	3,430.90	2,883.63	2,456.84	10,757.87			
Gifts/Donations	0	15000	5812.18	3420	24232.18			
Gain on Sale	0.00	0.00	0.00	0	0.00			
Change in Value	-52,971.91	-91,382.72	-39,590.39	39,875.69	-144,069.33			
Total Income	-50,985.41	-72,951.82	-30,894.58	45,752.53	-109,079.28			
DISBURSEMENTS *	-32,784.00	0.00	0.00	-7,210.53	-39,994.53			
NET INCOME	-83,769.41	-72,951.82	-30,894.58	38,542.00	-149,073.81			
ENDING FUND BALANCE	5839,712.24	766,760.42	735,865.84	774,407.84		11.80%		
Investment Increase (decrease) in % Interest and Dividends + Gain on Sale + Change in Value / Beginning Balance (Excludes Gifts)								
	Detail for Dividends and Interest							
	Huntington	UCF	Homelown CD - 562	Homelown CD - 131	Homelown CD - 301	CHNSTN	Total	
1st Q.	\$0.00	\$1,862.99	\$24.88	\$0.00	0	\$98.63	\$1,986.50	
2nd Q.	\$0.00	\$3,299.46	\$25.45	\$6.26	0	\$99.71	\$3,430.90	
3rd Q.	\$0.00	2,747.91	\$25.46	9.44	0	\$100.82	\$2,883.63	
4th Q.	\$0.00	2,283.65	63.03	\$9.34	0.00	\$100.82	2,456.84	
Total	\$0.00	\$10,194.01	\$138.82	\$25.04	0.00	\$400.00	\$10,757.87	
	week Jan. 2023							

## United Youth Force Annual Financial Report 2022

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<b>UYF Mission Trips &amp; Retreats Income - 3.028.00.4.708.11</b>	
Youth Cash Trip Deposits and Fundraisers	7,980.00
Donations	7,163.00
Check from Endowment for UYF Mission trip 2022	1,940.00
Rummage Sale Proceeds to UYF Mission Trips & Retreats	1,000.00
Transfer from UYF endowment to cover Mission Trip shortfall	943.53
	<b>19,026.53</b>
<b>UYF Mission Trips &amp; Retreats Expense- 3.028.00.5.708.11</b>	
Borderlinks	9,890.00
Menlo Travel	6,193.55
Baggage fees	570.00
Food for mission trip	513.93
Refund Youth Trip Deposit	500.00
Deposit for UYF winter retreat	300.00
Activity for mission trip	274.45
Van rental one extra day for mission trip	250.00
Parking for mission trip	133.00
T-shirts for mission trip	130.01
	<b>18,754.94</b>
<b>UYF Income - 3.100.00.4.402.25.A</b>	
Grant from Heartland Conference for the H2 program	825.00
H2 program supplies	(558.37)
	<b>266.63</b>
<b>UYF Expenses - 3.100.00.5.402.25.N</b>	
Thrift store fashion show and lock-in	151.75
Miscellaneous UYF	50.97
Lock-in	45.51
Roses for Valentines Day for UYF to deliver members	32.09
	<b>280.32</b>

## **Women's Fellowship Annual Financial Report 2022**

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March 30 – Deposit of ACME Cashback Program check in the amount of \$89.86

No other activity occurred on this account in the year 2022.

## Outreach Annual Financial Report 2022

### Kent UCC Outreach Donations for 2022

Organization	Outreach Ministry	Other Church Offerings	Rummage Sale Proceeds	Total
<b>Five for Five Donations</b>				
Neighbors in Need		1,139.00		1,139.00
One Great Hour of Sharing		3,159.00		3,159.00
Our Church's Wider Mission	20,000.00			20,000.00
Strengthen the Church		351.00		351.00
Veterans of the Cross		831.00		831.00
<b>Other Donations</b>				
Akron Canton Food Bank			500.00	500.00
Ben Curtis Foundation	500.00		500.00	1,000.00
Church Roof Repairs			1,000.00	1,000.00
County Clothing Center			500.00	500.00
Freedom House	500.00			500.00
Habitat for Humanity	3,000.00		1,000.00	4,000.00
Habitat for Humanity - Christmas Offering		1,800.00		1,800.00
Hartville Migrant Ministry	500.00			500.00
Haven of Portage County	1,500.00			1,500.00
Heartland Conference Bucket Fundraiser	442.02	425.00		867.02
Kent Social Services - Bob Clark Turkey Fund		991.00		991.00
Kent Social Services - Directed Donation		300.00		300.00
Kent Social Services - Good Friday Collection		245.00		245.00
Kent Social Services - Outreach Donation	750.00		500.00	1,250.00
King Kennedy Center	2,125.00	1,700.00		3,825.00
KSU Cares	300.00			300.00
Miller House	500.00		1,000.00	1,500.00
NAACP Scholarship		2,484.18		2,484.18
Pakistani Relief - Christmas Offering		1,863.00		1,863.00
Rooted Kent	250.00			250.00
Root House	500.00		500.00	1,000.00
Rural Relief Mobile Food Pantry			500.00	500.00
S.A.R.A Ukrainian Relief	1,000.00			1,000.00
Safer Futures	1,250.00			1,250.00
UCC Disaster Ministries Ukraine Relief		3,855.00		3,855.00
UCC Disaster Ministries Ukraine Relief Bake-Sale		656.90		656.90
United Christian Ministries		1,750.00	500.00	2,250.00
UYF Mission Trip			1,000.00	1,000.00
<b>Grand Total</b>	<b>33,117.02</b>	<b>21,550.08</b>	<b>7,500.00</b>	<b>62,167.10</b>

## Presentation of Proposed 2023 Budget

KENT UNITED CHURCH OF CHRIST - KENT, OH									
2023 BUDGET WORKSHEET									
Version Jan. 5, 2023									
Account #	Account Name	2020		2021		2022		2023	
		Budget	Actual	Budget	Actual	Budget	Actual	Budget	
<b>Income</b>									
4.101.00	Pledges, Current Year	271,578	255,236	253,563	247,766	254,855	239,385	268,835	
4.101.15	Pledges, Prepaid	64,000	69,072	61,250	65,250	58,150	58,150	53,550	
	<b>Total Pledged Income</b>	<b>335,578</b>	<b>324,308</b>	<b>314,813</b>	<b>313,016</b>	<b>313,005</b>	<b>297,535</b>	<b>322,385</b>	
4.101.20	Unpledged Income	35,000	37,843	35,000	30,339	37,000	34,474	30,000	
4.101.25	Challenge Gifts/Fundraisers (Inc.)	27,000	27,000	3,000	0	7,000	0	4,000	
4.101.30	Loose Offering	5,000	1,074	2,000	399	0	0	0	
4.300.00	Where Needed Most Income		not budgeted		2,396	0	4,268	4,000	
	<b>Total Unpledged Income</b>	<b>67,000</b>	<b>65,916</b>	<b>40,000</b>	<b>33,134</b>	<b>44,000</b>	<b>38,742</b>	<b>38,000</b>	
4.201.00	Charitable Trust Income	3,500	5,603	4,500	5,252	5,000	7,344	7,000	
4.202.00	Parking Income	15,000	5,000	10,000	2,200	7,000	8,800	14,600	
4.202.05	Rental Income - misc.	2,000	300	1,300	390	750	1,520	1,500	
4.202.08	Rental Income Weddings/Funerals	1,500	500	500	0	0	0	0	
4.203.10	Interest - Miscellaneous		0	0	543	9,800	8,398	2,160	
4.203.20	Interest - Checking		19		12	12	8	12	
4.204.10	Endowment Income	28,000	0	25,000	28,706	30,000	30,844	29,000	
4.206.00	Miscellaneous	0		0	0	0	20	3,447	
4.208.00	PPP loan		59,100	0	0	0	0	0	
4.706.05	Interest - Money Market Account		271		412	400	533	600	
	<b>Total Misc. Income</b>	<b>50,000</b>	<b>70,792</b>	<b>41,300</b>	<b>37,514</b>	<b>52,962</b>	<b>57,466</b>	<b>58,319</b>	
	<b>Total General Fund Income</b>	<b>452,578</b>	<b>461,017</b>	<b>396,113</b>	<b>383,664</b>	<b>409,967</b>	<b>393,743</b>	<b>418,704</b>	
<b>Expense</b>									
5.101.00	Senior Minister Salary	48,000	48,698	48,000	50,267	52,446	53,289	55,544	
5.101.05	Senior Minister Housing	25,000	25,000	25,000	24,958	25,000	25,000	25,000	
5.101.10	Senior Minister Annuity	11,002	10,348	10,220	10,248	10,842	13,566	11,276	
5.101.20	Senior Minister Life Insurance	1,179	801	1,095	1,095	1,095	1,095	1,095	
5.101.30	Senior Minister Health Ins	24,732	26,935	26,935	27,268	28,282	28,664	30,852	
5.101.40	Senior Minister Professional Exp	6,000	4,015	6,000	4,948	6,000	6,367	6,900	
5.101.50	Senior Minister SS Offset	0	4,886	5,585	5,675	5,925	5,917	6,162	
	<b>Senior Minister</b>	<b>115,913</b>	<b>120,683</b>	<b>122,835</b>	<b>124,458</b>	<b>129,589</b>	<b>133,898</b>	<b>136,829</b>	
5.102.00	Assoc. Minister for Faith Formation Salary	0	0	0	0	0	0	23,102	
5.102.05	Assoc. Minister for Faith Formation Housing	0	0	0	0	0	0	6,931	
5.102.10	Assoc. Minister for Faith Formation Annuity	0	0	0	0	0	0	4,205	
5.102.20	Assoc. Minister for Faith Formation Life Insurance	0	0	0	0	0	0	548	
5.102.30	Assoc. Minister for Faith Formation Health Ins	0	0	0	0	0	0	11,418	
5.102.40	Assoc. Minister for Faith Formation Professional Exp	0	0	0	0	0	0	1,500	
5.102.50	Assoc. Minister for Faith Formation SS Offset	0	0	0	0	0	0	2,297	
	<b>Associate Minister</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>50,000</b>	
<i>Assumes full time pastor for 1/2 year</i>									



KENT UNITED CHURCH OF CHRIST - KENT, OH								
2023 BUDGET WORKSHEET								
Version Jan. 5, 2023								
		2020		2021		2022		2023
Account #	Account Name	Budget	Actual	Budget	Actual	Budget	Actual	Budget
5.105.00	Minister of Faith Form Salary	51,500	51,500	30,500	40,050	9,098	5,743	0
5.105.05	Minister of Faith Form Housing			21,000	16,625	20,000	12,625	0
5.105.10	Minister of Faith Form Annuity		0	0	3,296	4,074	1,923	0
5.105.20	Minister of Faith Form Life Insurance		0	0	0	0	0	0
5.105.30	Minister of Faith Form Health Insurance	7,474	7,233	7,474	7,576	0	0	0
5.105.40	Minister of Faith Form Professional Exp	1,700	452	1,700	308	850	688	0
5.105.50	Minister of Faith Form SS Offset		0	3,940	3,326	2,226	1,405	0
	<b>Minister of Faith Formation</b>	<b>60,674</b>	<b>59,185</b>	<b>64,614</b>	<b>71,182</b>	<b>36,247</b>	<b>22,384</b>	<b>0</b>
5.801.10	Sabbatical Minister	0	0	0	0	0	9,600	2,000
5.201.00	Office Administrator-Salary	31,930	31,930	31,930	35,628	45,162	45,162	46,968
5.201.01	Office Administrator- Health Insurance	5,000	4,575	5,000	4,005	4,420	4,450	4,776
5.201.10	Financial Administrator	21,630	13,314	15,600	8,790	0	0	0
5.203.00	Workers' Compensation	1,200	(1,447)	1,200	470	450	759	750
5.203.20	Social Security/Medicare Employer	18,000	12,087	7,819	9,248	7,384	9,368	8,123
5.203.50	Payroll Service	1,400	1,492	155	1,834	1,920	2,377	2,100
	<b>Office Personnel</b>	<b>79,160</b>	<b>61,951</b>	<b>61,704</b>	<b>59,975</b>	<b>59,336</b>	<b>62,117</b>	<b>62,717</b>
5.204.00	Office Supplies	4,000	5,004	3,600	3,846	4,000	2,540	3,600
5.204.10	Postage - stamps & bulk mail	1,500	1,950	1,350	1,297	1,300	1,216	1,500
5.204.50	Equipment Lease & Maintenance	6,000	3,482	5,400	3,743	5,390	6,810	6,600
5.204.65	Computer Support & Software	500	1,870	450	2,435	3,156	3,396	3,600
5.601.05	Bank Fees	2,200	1,910	1,700	1,871	2,000	1,141	1,200
	<b>Office Supplies</b>	<b>14,200</b>	<b>14,215</b>	<b>12,500</b>	<b>13,192</b>	<b>15,846</b>	<b>15,102</b>	<b>16,500</b>
5.205.00	Delegate Expenses	100	0	90	0	0	0	250
5.205.25	Cabinet Expense/Background Checks	100	120	90	48	100	60	100
5.205.50	Staff Development	500	0	450	0	250	0	250
	<b>Staff Related Exp.</b>	<b>700</b>	<b>120</b>	<b>630</b>	<b>48</b>	<b>350</b>	<b>60</b>	<b>600</b>
	<b>Total Church Admin.</b>	<b>94,060</b>	<b>76,286</b>	<b>74,834</b>	<b>73,215</b>	<b>75,532</b>	<b>77,279</b>	<b>79,817</b>
5.301.00	Music/Chancel Choir Director	25,719	25,719	25,719	26,491	27,285	27,285	27,012
5.301.10	Substitute Organist	350	0	200	0	200	300	200
5.301.20	Handbell Director	1,384	1,076	1,384	1,384	1,426	1,423	1,426
5.301.50	Director of Children's Worship & Arts	1,000	1,000	500	556	640	246	1,500
	<b>Music Ministries</b>	<b>28,453</b>	<b>27,796</b>	<b>27,803</b>	<b>28,430</b>	<b>29,551</b>	<b>29,254</b>	<b>30,138</b>
5.301.61	Choir Singers and Bell Ringers	7,300	5,790	6,300	3,440	6,400	7,240	6,400
5.301.62	Soloists/Instrumentalists	500	575	400	1,000	350	515	350
5.301.71	Organ Tuning/Repair	1,200	975	1,200	0	1,200	0	0
5.301.72	Piano Tuning/Repair	700	360	500	365	375	665	375
5.301.81	Chancel Choir Music	100	471	100	101	50	205	0
5.301.85	Handbell Choir Music/Repair	50	0	50	0	0	0	0
5.301.86	Liturgical Dance Supplies	50	0	0	0	0	0	0
	<b>Music Expenses</b>	<b>9,900</b>	<b>8,171</b>	<b>8,550</b>	<b>4,906</b>	<b>8,375</b>	<b>8,625</b>	<b>7,125</b>
	<b>Total Music Expenses</b>	<b>38,353</b>	<b>35,966</b>	<b>36,353</b>	<b>33,336</b>	<b>37,926</b>	<b>37,879</b>	<b>37,263</b>





KENT UNITED CHURCH OF CHRIST - KENT, OH								
2023 BUDGET WORKSHEET								
Version Jan. 5, 2023								
		2020		2021		2022		2023
Account #	Account Name	Budget	Actual	Budget	Actual	Budget	Actual	Budget
5.405.00	Stewardship Committee	100	0	65	81	76	0	300
5.405.10	Educational Materials	300	259	250	0	294	0	300
5.405.20	Dinners/Banquets	300	57	200	0	235	62	0
5.405.30	Campaign Materials	300		0	145	0	0	0
5.405.50	Postage	150	88	250	184	294	240	300
	<b>Stewardship</b>	<b>1,150</b>	<b>403</b>	<b>765</b>	<b>410</b>	<b>900</b>	<b>302</b>	<b>900</b>
5.302.00	W & A - Worship Supplies & Misc.	1,500	585	650	1,342	3,125	1,012	3,170
5.302.10	W&A - AV Supplies & Misc.					0	2,086	3,855
5.302.20	AV Support		4,300	5,000	2,908	10,000	4,400	6,000
5.302.55	Guest Preachers	1,000	307	200	300	600	750	600
	<b>Worship Ministry</b>	<b>2,500</b>	<b>5,192</b>	<b>5,850</b>	<b>4,550</b>	<b>13,725</b>	<b>8,249</b>	<b>13,625</b>
5.501.00	Custodian	20,280	20,335	20,280	20,888	21,515	21,513	22,375
	<b>Custodial</b>	<b>20,280</b>	<b>20,335</b>	<b>20,280</b>	<b>20,888</b>	<b>21,515</b>	<b>21,513</b>	<b>22,375</b>
5.502.00	Building Maintenance	4,000	3,691	3,200	3,490	4,000	4,899	4,000
5.502.03	Outdoor Maintenance	7,000	5,331	5,000	5,965	5,000	9,723	7,000
5.502.06	Elevator	1,500	983	1,500	2,808	1,500	1,912	2,500
5.502.07	Building Supplies	3,500	1,116	1,500	177	1,500	293	1,000
5.502.09	Trash Removal	1,000	1,362	1,500	1,982	1,700	2,749	2,857
5.502.10	Long Term Maintenance Exp.	4,000	4,000	4,000	222	2,000	1,367	4,000
5.502.20	New Equipment	1,000	3,595	500	2,229	1,000	0	1,000
5.502.30	Insurance	8,000	7,757	8,000	5,553	8,000	10,265	8,452
5.502.40	Safety			315	0	300	295	300
	<b>Building &amp; Grounds</b>	<b>30,000</b>	<b>27,836</b>	<b>25,515</b>	<b>22,425</b>	<b>25,000</b>	<b>31,503</b>	<b>31,109</b>
5.503.00	Electric	14,000	9,740	9,750	8,665	9,000	9,367	9,000
5.503.10	Gas Heat	12,000	7,353	6,500	7,288	9,500	9,627	10,000
5.503.20	Water & Sewer	4,000	3,183	3,000	2,435	3,000	2,614	3,612
5.503.30	Telephone	3,700	3,994	4,000	3,829	4,000	3,168	3,136
5.503.40	Internet	965	1,069	1,500	1,484	2,000	2,217	2,352
5.503.50	Audit	5,000	0	0	0	0	0	0
	<b>Utilities</b>	<b>39,665</b>	<b>25,338</b>	<b>24,750</b>	<b>23,701</b>	<b>27,500</b>	<b>26,992</b>	<b>28,099</b>
	<b>Total Property</b>	<b>89,945</b>	<b>73,509</b>	<b>70,545</b>	<b>67,014</b>	<b>74,015</b>	<b>80,008</b>	<b>81,584</b>
5.601.00	Contingencies	944	100	0	0	0	0	0
	<b>Contingencies</b>	<b>944</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Total Gen. Fund Exp.</b>	<b>452,578</b>	<b>412,099</b>	<b>417,261</b>	<b>414,223</b>	<b>413,159</b>	<b>408,585</b>	<b>448,418</b>
<b>Difference</b>		<b>0</b>	<b>48,918</b>	<b>(21,148)</b>	<b>(30,559)</b>	<b>(3,192)</b>	<b>(14,841)</b>	<b>(29,714)</b>

## Nominating Committee Report

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### 1. Officers and Council At-Large Member

Office	Person
Moderator	Sue Otterson
Vice Moderator	Al Barber
Clerk	Brenda Schneider
Treasurer	Sally Saltzman
At-Large Council Member	

### 2. Council

Moderator	Sue Otterson
Vice Moderator	Al Barber
Immediate Past	Jeff Roeger
Clerk	Brenda Schneider
Treasurer	Sally Saltzman
At-Large	
UYF	Grace Polcha
Diaconate	Jackie Peck
Property	Kirk Gordon
Finance	Bill Hoover
Education	Emily Roeger
Fellowship	Julie Wallace
Worship and Arts	Glenn Hanniford
Outreach	Donna Hess
Stewardship	Crystal Shanley
Ex-Officio	Rev. Amy Gopp

### 3. Standing Ministries

Diaconate 9	Term end 2023	Term end 2024	Term end 2025
Chair: Jackie Peck	Jackie Peck	Don Cooley	Judy Kletzien
	Brenda Schneider	Nancy Paterson	Dee Kemp
	Kathy Robinson	Barb Marken	Mary Hight
	Bill Peck	Fay Ann Sebaly	Rich Werstler

Nominating 6	2023	2024	2025
Chair: Megan Snyder	Kathy Robinson	Barb Hanniford	
		Megan Snyder	
		Laurie Riddle	

<b>Property 8</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Chair: Kirk Gordon	Ralph Kletzien	Paul Sellman	John Hetrick
	Moe Moyseenko*		Jeff Saltzman
*Only serving one year	Steve Boyles*		George Dietz
	Bill Arthur		Kirk Gordon

<b>Finance 5</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Representative: Bill Hoover	Rachelle Roger	Kay Hansford	Wayne Schneider
		Bill Hoover	

<b>Education 6</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Chair: Emily Roeger	Melissa Polcha	Sarah Haren	Sue Hetrick
	Becky Dunlap	Emily Roeger	Eileen West
		Katy Reynolds	

<b>Fellowship 6</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Chair: Julie Wallace	Julie Wallace		Christina Vaught
	Jimmy Wallace		Annie Geraghty
	Jill Khol		Kathryn Mahon
	Kathy Robinson		
	Judy Kletzien		
	Carol Ewers		

<b>Worship &amp; Arts 6</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Chair: Glenn Hanniford	Nancy Paterson	Nancy Bubenzer	Felicia Lumpkin
	Kim Redman	Molly Mains	Sue Otterson
	Lydia Lumpkin	Muriel Breyley	
		Sandy Roeger	
		Glenn Hanniford	

<b>Outreach 8</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Chair: Donna Hess	Martha Williams	Judy Mendenhall	Terry Johnson
	Donna Hess	Georgeanne Hoover	Jim Silver
	Simon Hassler	Renee LaCombe	Don Bubenzer
		David Owen	
		Terri Silver	
		Linnea Ray	

<b>Personnel</b>			
Chair: Jeff Roeger	Jeff Roeger	Al Barber	
	Debbie Barber	Bill Hoover	
	Sue Otterson		

<b>Stewardship 6</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Chair: Crystal Shanley	Lori Babbey	Jen Case	Jaime Baughman
		Crystal Shanley	Don Williams
		Donna Hess	

#### 4. Committees Memberships

<b>Communications and Marketing 6</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Chair: Kelley Gifford	Felicia Lumpkin	Kelley Gifford	
		Kathryn Mahon	
		Terri Silver	

<b>Hospitality and Membership 6</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Co-chairs: Eileen West and Gayle Wall	Harold Hight	Eileen West	
	Linda Morris	Gayle Wall	
		Julie Dietz	
		Linnea Carlson-Stafford	

<b>Social Justice and Advocacy 8</b>			
Co-chairs Frank Hairston and Josh Case	Pam Quellhorst		Megan Snyder
	Barb Hanniford		

<b>W.I.S.E. Team</b>	<b>No class dates</b>		
Chair: Mary Homer	Jackie Peck	Loralea Allen	Jeff Roeger
	Mary Homer	Theresa Lay	Barb Werstler
		Patrick Mason	*Frank Hairston
*emails only	Al Barber	Linda Morris	*Ruth Saltzman
	*Shana Barker	Grace Polcha	*Kim Sebaly

<b>Green Team</b>			
Co-chairs Julie and Jimmy Wallace	Harold Hight	Lori Babbey	
	Marilyn Sorrick	Don Bubenzer	
	Al Barber	Georgeanne Hoover	

## 5. Endowment Board of Trustees

<b>Endowment 8</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Chair: Ralph Kletzien	Eileen West	Rachelle Roeger	Barb Werstler
	Ralph Kletzien		Don Cooley
	Pam Quellhorst		