

All Souls Annual Meeting, May 19, 2013

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Minister's Annual Report
2012-2013

What a wonderful year of start-ups, initiatives, discoveries, and welcoming this has been! I continue to feel that All Souls Church and Kansas City are the places I belong; this is the work I am called to do, and I rejoice to be doing it here, with this congregation. I am deeply grateful to all those who have greeted Mark and me, helped us to find our way around, and been enormously kind in the wake of the accumulated adventures of our move here. So many folks helped us to unpack at the house, and moved books in my office, and fed us and our cats over the summer; it was a very gracious welcome. The members of both the Transition Team and the Committee on Ministry were attentive to helping me integrate into the life of All Souls, and the life of Kansas City. I have learned the first tier of names, among our most active members, and am now into the next level, though I still appreciate help, and nametags. And then what a great time we had with the Installation celebration; it was one of the most festive, heart-warming, and inspiring events I have ever experienced! Thank you to everyone who has made this honeymoon year so memorable and happy.

I have appreciated the on-going intentionality of the congregational leadership, including the Board of Trustees, the Committee on Ministry, and the Transition Team, to be reflective about the quality of process and the structures of governance that guide our decision making at All Souls. We engaged in a very useful visioning workshop, and responsibility clarifying exercise under the guidance of Rev. Lisa Presley, from the Heartland District of the UUA in our Start Up workshop. It has been informative to be part of the continuing discussion of Rev. Dan Hotchkiss's book on Governance and Ministry, particularly as our board team worked hard to identify and then graph the organizational chart that really reflects the way we hope for our church to run. These efforts perpetuate the recommendations of the Steinke consulting process from 2011, and have kept us all alert to clear and respectful communication, and attention to inclusive, effective process as we move forward.

The various social justice programs of All Souls have been gracious in welcoming my participation, including the Racial Justice Taskforce, the Green Sanctuary committee, the UU UNO committee, and MORE2. I was pleased to offer the invocation at the dedication of The Whole Person's new facility, to participate in planning the MLK Day march and parade, and the clergy press conference to support the Mayor's anti-violence initiative. I have admired the dedication of ReStart volunteers, and those who work with the Carver School. I look forward to our participation in the upcoming community celebration of Juneteenth, as well as to our pilgrimage to the town of Nicodemus to celebrate the 150th anniversary of the Emancipation Proclamation.

It is important for ministers to have connections to the larger community within which the congregation functions, and I have been happy to be welcomed by the local UU ministers, who regularly gather for lunch each month, usually here at All Souls because it is a central location. I was pleased to bring greetings to the dedication ceremony of the new building at Shawnee Mission UU; it is a marvelous facility with huge potential for the future. I have also been warmly received by the interfaith clergy community. I participated in the interfaith prayer service following the Boston Marathon bombing, and will be lighting a chalice at the interfaith pride service at the end of May. Next year I will begin serving on the Interfaith Council, replacing Rev. Kathy Riegelman after her many years of service. I have become acquainted with many of the progressive ministers of Kansas City through MORE2, especially by attending the monthly clergy caucus breakfast meetings. I was also gratified to be part of the planning group for the 2013 MLK day march and parade. I look forward to meeting many influential leaders in Kansas City at the All Souls Civil Dialogue banquet, celebrating 70 years of the work of our Forum, later this month.

I have had the opportunity to perform two weddings, with a third to follow soon, and three memorial services during this program year. There was also a pent-up demand for a dedication of children and families, as expressed by some dozen infants and children dedicated on the first Sunday of March. I have been impressed by how effectively the Demeters operate to provide care and hospitality at our memorial events.

In part to test the board of trustee's and congregation's appetite for the implications of full-scale policy governance, and in part to relieve a source of chronic anxiety among the lay leadership, I proposed that the staff take over responsibility for the construction of the budget and management of the pledge canvass. The board agreed to let us try our hand, and I believe that the result is proving reasonably successful so far. The first thing that became apparent was a significant lack of clarity about what constitutes a member, a pledge

unit, or a contribution of record, and how many of each All Souls actually currently has. I expect to complete the current canvass effort with a perceptible increase in total pledges, as well as with firm numbers that everyone agrees on, as to membership, pledge units, and any carry over financial deficit, so that we know clearly what ground we have yet to cover in order to reach a starting point for genuine growth. Several unanticipated generous gifts and legacies have lifted our spirits during the course of this year, and may make it possible to achieve a responsible, forward-looking, and balanced budget sooner than we had first thought.

Knowing that the minister's role in pastoral care has been an issue in the recent past, I have endeavored to stay current with emerging issues around the congregation, and to be responsive as guided by those experiencing challenging situations and others who know them well. I have depended very much on the Pastoral Care Team, other staff, and specialized volunteers to expand the circle of care beyond what any one person can attend to. My priority has been to be present with those who are moving through bereavement and grief, and those confronting life-changing medical conditions. I have benefitted from the offices of many individuals who have invited me to go with them to visit long-time friends from All Souls who rarely participate due to current circumstances – this is extremely helpful in getting to know the extended church community. I have seen that a great deal of caring work goes on well outside the minister's awareness, and I have also learned that knowing someone has been admitted to St. Luke's hospital is not really as much information as it might seem!

I have enjoyed offering three Adult Religious Education courses, on WH Auden's Christmas poem, "For the Time Being;" on Unitarian Universalist History, and on Creating a Personal Worldview. It has also been a pleasure to be involved with the work of the Leadership Development taskforce, which is strategizing how best to facilitate the growth of our members into transformational leaders as part of each person's spiritual growth. I have inaugurated Small Group Ministry opportunities for new members, with a year-long monthly program on aspects of church life, as well as a group focused specifically on the qualities of spiritual maturity.

The goal of making the congregation's children a more integral part of the community has long been an aspiration, and we have approached this effort in several dimensions. Most of the children now gather with the adult service for the first 15 minutes or so of worship. Sometimes this includes a specific Children's Focus, but not always, because it is also a time for them to learn to participate without being the center of attention. We have trained a group of 9-12 year olds to perform the chalice lighting, and they are in a weekly rotation to contribute to the worship service in this way. The older Middle School and High School youth have taken a significant part in presenting four services over the course of the year, with graduation yet to come, as well as taking roles in ushering and other assistance. This group has helped to serve and clean up from many dinners this year, in gratitude for which a group of adults helped to cook and serve a formal dinner at which the young people were the guests. Six of them also participated in the Mission Trip to Heifer International in Arkansas. The Children's Choir, featuring students of a variety of ages, performed three times, and now looks sharp in their matching music tee shirts.

It has been a privilege, a true pleasure, and a learning experience for me to supervise the final segment of Shawna Foster's seminary program with Meadville/Lombard Theological School, my own alma mater. Shawna brought many gifts to her time at All Souls, most notably her enthusiasm and skill in bringing to fruition our vision of a Mission Trip for our High School youth. She also dug into the records of our congregational history, to find deep roots of anti-racism work going back more than a century. While it is not usual to supervise an internship during the first year of a ministerial settlement, the unique urgency of Shawna's situation emboldened us to try it, and in the event, it worked out very well on both sides. It was helpful to me to have a colleague and companion in the learning process, and I look forward to working with Shawna as a fellow minister in the years to come. Her presence has enriched the year for Judith and the High School program, for the Racial Justice Taskforce, for the congregation as a whole, and for me.

None of the highlights of this year would have been possible without the dedication, talent, and hard work of our amazing staff. It has been a joy to work with Anthony Edwards not only on music, but also on all forms of technology and production values. We spark each other's creativity, and the result is a great experience for us and for others. Rev. Judith Cady not only extends the reach of our pastoral care to children and their families, she also greets with enthusiasm ideas for enriching our outstanding educational program, or involving our young people in the life of the congregation. She is a supportive, appreciative colleague, and it is a delight to work with her. Brock Ginther is unfailingly helpful, and will move, build, or install anything I ask for, as well as keeping us all safe by his attention to building security. I will miss Jenny Bonawitz's cheerful

command of a spreadsheet and checkbook; her competence made all our leaders look good, and her shoes will be hard to fill. I wish her the best in her future endeavors. Without Elsafi Ahmed, my wastebasket would be always overflowing, and I would spend all my time moving chairs and setting up tables. I appreciate his quiet presence and thoroughness. I am especially grateful to have found a splendid administrative partner in Rev. Diana Hughes. Her gentle guidance has saved me from more than one painful mistake, and her support in our effort to create clarity of policy and of information is enormously encouraging. Her unflagging work with the Emergency Preparedness Taskforce deserves particular appreciation. She understands my perspectives, and shares my commitment to the well being of All Souls. Throughout this year I have come to count on her eye for detail, and her institutional wisdom. I have tried to encourage all of these very dedicated people to take the vacation time off that is part of their employment package, and we are moving in the direction of realizing this goal. Behind all of my work, and several of the significant projects of this year, I am blessed to have the patience, support, and skill of Mark Gibbons, who cooks for me – and anyone else he can get his hands on – and refuses to tolerate incompetent computers or ineffective or obsolete technology.

There is still work to be done by all of us, certainly, but I look forward to it with eagerness. Our partnership in ministry has just begun, and there are great days ahead for All Souls!

Lifespan Religious Development

Annual Report, May 2013

It is the mission of our lifespan religious education program to link and nurture all ages in our life-long spiritual growth by building communities, promoting service and transforming lives.

Building Communities

As we embarked on a new ministry with the Reverend Dr. Kendyl Gibbons, we have integrated our children and youth more fully into our adult worship service. They now begin every Sunday in the 11:15 church service so that they can experience the opening traditions and celebrations of our service. Our middle school and high school youth attend the adult service and serve as ushers one Sunday each month. Our fourth through sixth graders take turns lighting the chalice each Sunday.

Building community through multigenerational church services in collaboration with the music program was inspirational and fun this year. For our Veteran's Day service our youth interviewed and introduced our veterans. In December our children and adult choirs collaborated in a winter solstice service. For our Valentine's service, The Many Stages of Love, our children decorated and distributed 250 valentines to our congregation. Our middle school and high school youth will act out a skit illustrating our mission statement on May 19.

We provide two hours of programming for seven different age levels every Sunday at All Souls. We are grateful to the thirty six highly talented and enthusiastic Sunday School teachers who serve our children with joy and dedication. Our children and youth build community in each of our religious education classes through covenants based on kindness, respect, responsibility and safety.

Promoting Service

We have promoted service through our religious education programs by participating in the following service projects: UNICEF, All Souls Caring Committee, Gordon Parks Elementary, ReStart, the Mattie Rhoades Center and the Smile Train.

Our youth have received rave reviews for providing service for church fundraisers, Sunday Plus lunches, the Heritage Society luncheon and our annual church auction. In April our adults served a wonderful dinner to our youth to thank them for their service.

The LRD program has partnered in community with the Music Committee to raise money for both programs. Together we raised \$15,651.24 to help fund our budgets. We are grateful to Anthony Edwards and the Music Committee for their support of our religious education programs.

Transforming Lives

Explore, ask, imagine...how you can live our Unitarian Universalist principles is the theme for our religious education programs for children and youth at All Souls. Through our professional UU curricula our children and youth have learned about our UU faith and principles and social justice. (See attached curriculum).

Our high school youth decided that they wanted to explore and engage in social justice work this year. Four of our youth attended GA in Phoenix in June where they were actively involved in standing on the side of

love for immigration issues. One highlight of that experience was holding a candlelight vigil outside Tent City with thousands of other Unitarian Universalists. Attending this GA was a transformative experience for our youth.

Six of our high school youth took a mission trip to Heifer Ranch in Arkansas. As a part of their social justice exploration, they got to experience the dynamic of world hunger by spending time living in an Urban Slum, Namibian Hut, Guatemala Abode and Thailand Home.

Under the leadership of the talented Sarah LaBarr, our Children's Choir experienced the joy of singing and sharing their music with our congregation from October through May.

Our annual summer camp for children from All Souls and the Kansas City community was a success in July. Let the Games Begin was the theme. We lived our explored sixth Unitarian Universalist principle: the goal of world community with peace, liberty and justice for all.

We are delighted by the enthusiastic support of our religious education programs by the Rev. Dr. Kendyl Gibbons and Mark Gibbons. We are grateful to our All Souls members of all ages who have supported us in building community, promoting service and transforming lives through our religious education programs at All Souls. I am personally grateful for the dedication and support of the members of our LRD Board. It is a joy and a privilege to serve the children, youth and families of All Souls.

Submitted by: Rev. Judith Cady, Minister of Religious Education

LRD Board Members: Joe Robertson, chair, Kathleen Baker, Sarah Barlow, Kerri Duvanel, Lee Ann Googe, Bill Raney, Tracy VanQuaethem, Nelson Maurice and Judith Cady.

Explore, Ask, Imagine...
How You Can Live Our Unitarian Universalist Principles

Religious Education Programs for Children and Youth

2012-2013 School Year

Preschool: *Celebrating Me and My World*: Encourages natural religious development in celebrating the wonder of people and our world through stories, singing, dancing, painting and creative activities.

Gr. K-1: *A Discovering Year*: Explores the rich diversity of humankind, individual worth and the connectedness of all living things through our Unitarian Universalist principles.

Gr. 2-3: *Free to Believe*: Explores our Unitarian Universalist principles and values while examining some “big questions” through the perspective of our Unitarian Universalist sources.

Gr. 4-5: *Spirit of Adventure*: Provides “hands on” activities that explore our Unitarian Universalist identity and faith through the lives of famous Unitarian Universalists who exemplify our principles

Middle School: Gr. 6-8: *Traditions with a Wink*: Teaches an understanding of our Unitarian Universalist faith and traditions as our youth participate in the process of shaping their own faith.

High School: *Heeding the Call: Qualities of a Justice-Maker*

Encourages youth to view themselves as agents of change in the world as they develop qualities crucial to social justice work. Includes planning a social justice mission trip.

Committee on Ministry 2012 - 2013 Report

Members: Lee Ann Bergin, Schwab Major, Carolyn Connor, Nelson Maurice,
Jean Patterson, chair

Our charge from the Board of Trustees for this year was to:

Report monthly on issues or conflicts of potential interest to the Board and to also include a "coolest" thing going on in the church community.

Develop some programming regarding positive communication and to partner with the Respectful Practices Task Force.

Take steps to publicize and promote the committee's work to church members.

Facilitate a successful first year of the settled minister and to maintain a link with other groups addressing the ministry of the church.

Our action on each of these charges:

The Committee on Ministry (COM) made the requested monthly reports to the Board of ongoing or completed issues or conflicts, along with the "coolest" thing.

The Respectful Practices Task Force ended their term of service in January, met with the COM, and provided a summary of their efforts, conclusions, and recommendations. The COM will act as a repository until such time as further efforts toward a behavioral covenant are active.

Several sources beyond the COM have held programs related to positive communication. Matthew Westra of the Respectful Practices Task Force developed a half-day workshop on non-violent communications/respectful practices that is available as needed and was presented on November 17 to 15 participants. On March 3 the SRB held a 2-hour listening skills training for 19 individuals, including 6 teens, in preparation for its Listening Campaign. On May 18 the Leadership Development Team held an updated, 1 1/2-hour Nuts & Bolts workshop that included a segment on respectful communication/practice.

We performed a chalice lighting at the morning service before Kendyl's installation that put our purpose and our faces before the congregation. We expanded the "coolest" thing idea to a monthly Flame item that both keeps our names visible and boosts positive feelings in the church.

We acted as a sounding board for the minister and kept her informed of potential or actual conflicts. As of this writing, it has been a successful, quiet year.

The Committee on Ministry also:

Completed a review of the Conflict Resolution Policy and sent it to the Board for approval.

Wrote our mission, vision, and covenant.

Wrote job descriptions for committee members and the committee chair.

Next year:

The COM wants to be part of a **coordinated** approach to achieve ongoing awareness and training related to respectful practices and communication. To that end we will work with Leadership Development, Membership, Kendyl, and others.

Submitted April, 2013
Committee on Ministry
Jean Patterson, Chair

Demeters

Annual Report to All Souls Unitarian Universalist Church 2012-2013

Mission and Purpose:

Demeters, an affiliate of the Unitarian Universalist Women's Federation, is a social and service organization for the women of All Souls. It was established in 1965 by a group of young church women, some of whom are active members today. Monthly meetings are held in Conover for dinner and planning of service projects. Currently, there are 44 members and friends. Ten women joined the group this year. The officers for 2012-2013 are Mary Louise Carver, president; Barbara Bemis, vice-president; Floy Williams, secretary; and Kass Wright, treasurer.

Activities for the 2012-2013 year:

- Hosted a farewell dinner and presented gifts to Interim Minister Jennifer Brooks
- Assisted with planning, set-up and service for Labor Day picnic
- Donated cookies for the UnPlaza Art Fair and volunteered in the food area
- Donated books and helped staff the used book sale
- Hosted the Sunday Plus lunch in September
- Provided reception for a poetry reading event
- Participated in the Connections Fair with information and snacks
- Produced and staffed the annual Holiday Boutique for five Sundays
- Hosted a holiday dinner for members and guests
- Presented a stole to Dr. Kendyl Gibbons and took part in her Installation Ceremony
- Hosted a reception following the Installation Ceremony for members and guests
- Honored Ginger Powers with membership in the Clara Barton Sisterhood and hosted a reception following Women's Service Sunday
- Prepared and hosted memorial receptions for the families of Jim Kelly, Helen Burkett, Carter Hamilton, Lynn Cheatum, Dell Millen, Andy McCanse, Lucy Wright, David Hildner, Harriet Yeckel and Bob Jameson

Funds raised in 2012-2013 year:

- \$283.00 from September, 2012 Sunday Plus Lunch
- \$470.00 from Memorial Reception donations
- \$1,526.69 from Holiday Boutique sales

Funds contributed to causes:

- Pledged and paid \$1,200 to the church general fund plus an additional \$100.00 13th month contribution.

- Donated 10% of proceeds from the Sunday Plus lunch to the church general fund
- Gave \$250.00 in monetary gifts to staff members in December
- Contributed \$300.00 to the minister's discretionary fund in memory of Lucy Wright
- Donated \$50.00 to restock the building first-aid kits
- Donated \$200.00 to Operation Breakthrough of Kansas City in memory of the students of Sandy Hook Elementary in Newtown, Conn.
- Contributed \$200.00 to the monetary farewell gift for Shawna Foster, intern minister

Continuing goals are to:

- Hold monthly meetings for fellowship and planning of projects and services
- Provide memorial receptions for members and friends of All Souls as requested
- Serve as a networking opportunity to promote church projects and recruit volunteers
- Increase our membership to facilitate the continued work of the group
- Raise funds to support the work of the church, currently pledging \$1,200 annually to the general fund, plus smaller gifts to individual projects
- Support the work of the Unitarian Universalist Women's Foundation through annual dues

Submitted by Mary Louise Carver, President

To: Board Liaison – Jamie Taylor

From: Carol Harsin

Date: May 1, 2013

Topic: Annual Report -

Dinner for Eight

Objectives for 2012-2013 Season of Dinner for Eight

1. To facilitate a venue for personal contact between All Souls UU members/friends.
2. To facilitate as many different combinations of small group contacts as possible.
3. To help facilitate a deeper sense of belonging to All Souls UU Church.

Activities for 2012-2013 Season of Dinner for Eight

1. There will be 68 dinners held this season from October to June, with 68 regular members as full participants.
2. There are 40 members/friends at this time that are alternates, people who would like to be called if a regular Dinner for Eight member cannot attend a dinner.
3. There are a total of 108 members/friends that are participating in the 2012-2013 Dinner for Eight season.
4. All the necessary information about monthly schedules and participants lists have been prepared and distributed to regular and alternate members.
5. Further adjustments and contacts have been completed and will be done as needed throughout the season.
6. There was \$82 raised (\$1.00 per person) for envelopes, stamps, etc.

Emergency Preparedness Team

Members: Rev. Kendyl Gibbons, Rev. Judith Cady, Rev. Diana Hughes and Brock Ginther, staff. Congregants: Barbara Bemis, Diane Cassity, Carolyn Connor, Ellie Dunlop, Mike Jonasson, Susan Sarachek, Bev Sheldrake, Sue Trowbridge, Walt Wells

Purpose: Increase the safety for members and property of All Souls and prepare for times of crisis

Tasks accomplished

1. Sunday morning processes:

Personal Support Volunteers: A team of mental health professionals who serve on Sundays to assist people in times of crisis.

Security Volunteers: A team of people who walk through the building to ensure safety and security of property and accompanies personal support volunteers if called to assist someone in need.

First Aid Volunteers: A team of medical professionals serve on Sunday morning to give first aid.

2. Security of Personal and Church Property:

Security Cameras: There is camera in the lobby so that staff may see who is at the door. There is a camera in the nursery so that parents, using an app on their smart phone, can observe from elsewhere in the building the welfare of their children.

Panhandling: The staff is prepared to help anyone who asks for money. We have resources for food, transportation and shelter for those who need it. The staff will not give money and the Emergency Preparedness Team encourages everyone to refrain from giving money to panhandlers while on church property. While it is everyone's right to make a different decision when in your own neighborhood or on your own time, when we give money to a panhandler on church property, we are creating an environment where the most vulnerable of All Souls members will be confronted with and expected to do the same while at church in days to come. Anyone who needs to talk through this difficult dilemma is invited to have a conversation with any of the church staff. Feel free to refer people who are in need to church staff.

Property: The church has experienced theft and people have had their purses and fanny packs stolen while at church events. Please keep all personal property close at hand and lock your cars. We have restricted some access to the church so that doors can be more closely monitored. There are times during the week when the building may be locked in order to ensure the safety of staff. You can always ring the doorbell

and we will answer the door. Teams are asked to monitor cash boxes closely and refrain from leaving money out in the open. We have a place for people who are serving at a church event to lock up their belongings. Our computers are now backed up on the cloud so that if the church property were damaged, we would be able to recall computer data.

Alarms: There is a button on the lectern that signals a need for the office to call 911.

Fire and Tornado Drills: Processes and supplies (weather radios, air horns, water, medical supplies, etc.) have been carefully thought out and are now in place, with brochures and signage on display of what to do in case of a fire or a tornado. We had a fire drill in the fall and will have a tornado drill in the near future.

3. Communication and Training

We are now meeting with church teams, relational groups and church leaders to present orientations concerning our safety and emergency procedures, going into greater detail and engaging in dialogue about the concerns. Volunteer and paid staff and many groups have already been trained. This will be an ongoing process.

How You Can Help

Contribute food to the Harvesters Barrels (a source of food for hungry people who drop in to the church). Contribute money to the Minister's Discretionary Fund, which is used to provide bus passes to people on an occasional basis.

Volunteer to help with these crews: security team (to walk through the building), first aid team (for those with medical experience), personal support volunteers (for those with mental health training) and/or the Emergency Preparedness Team.

Training: attend a CPR/AED training and submit your credentials to the office to be kept on file.

Resources: Church Mutual Insurance, Rev. Aaron Payson (UUA), Captain Shreiver (KC police), Captain Baker (KC fire), Safety & Security Guidebook, Elizabeth Mayer, David Jackel, MainCor, Mental Health First Aid.

Submitted by Rev. Diana Hughes, chair

Endowment Committee

Annual Report, May, 2013

The Endowment Trust was created by the Church in 1975 based on the belief of the Board that it would benefit the Church to keep funds from gifts and bequests separate from the general operating funds of the Church and to provide the Church with income earned on assets in the Trust. It is specified that the Trustees shall invest and reinvest the funds in the Trust as the Trustees determine to be in the best interests of the Church in the exercise of their reasonable direction.

The Endowment Committee is composed of five persons: Bill Wright, Bill Raney, John Peck, Becky O'Connor and Bonnie Schwarzenholz. Jerry Heidrick left the committee this year after nine years of service. (Three 3 year terms, the maximum allowed by the Trust.) Members of the Endowment Committee serve with the approval of the Board.

A transfer of 4% of the average balance of the discretionary funds for the past 13 quarters is made to the Church every year. The transfer in 2012 was \$31,600. The transfer in 2013 will be \$35,877. The balance of the Endowment Fund at the close of the calendar year 2012 was \$1,107,877. The Endowment Fund is also there for special opportunities that will benefit the Church and the presence of our liberal religion in the community.

Respectfully submitted by

Bonnie Schwarzenholz, Chairperson

Note: Endowment Assets and Liabilities Spreadsheet attached

Facilities Committee 2012-2013 Annual Report

Purpose The Facilities Committee assists in oversight, maintenance and improvement of All Souls church building.

Committee members include: Rev. Kendyl Gibbons, Brock Ginther, John Awald, LeeAnn Bergin, Diane Cassity, Kay Jones, Marsha Scherbuel, Bev Sheldrake, Tracy Van Quaetham, Walt Wells. Membership includes individuals who represent the Green Sanctuary, Demeters, Visual Arts and Religious Education

Projects:

Improve storage systems and organization in the church. An upright freezer was donated to replace the chest freezer which was given to another organization working in social justice. The freezer takes less floor space and will be easier to manage food in a more systematic manner for All Souls activities.

Volunteers recruited by the committee retrieved holiday décor from church storage and decorated the public space in the church in December. The committee also did a clean up and added art work to public space in the building so that the space would look its best for the installation of Rev. Gibbons.

Recruited volunteers to deep clean the kitchen on a monthly basis. These volunteers include Dori Bader, LeeAnn Bergin, Sharon Cassity, Roxanna Jones, Jean Patterson, Ginger Powers, Claudine Thomas, Eloise Weatherford, and Kass Wright.

The Facilities Committee coordinated with the Grounds Committee on issues relating to leaf and snow removal. The following volunteers worked to clear walks around the church during the fall of 2012 and the winter of 2013: John Awald, Diane and Sharon Cassity, Chuck Downing, Scott England, Bob Miller, Bette Marcus, Don Wakefield, and Bill Wright.

The committee sponsored a workday in the summer to clean out closets and get the church ready for the new school year.

Goals for the future: Improve and storage space in the church. Work to expand the volunteer base to help keep the church a safe and attractive space for our community.

Submitted by: Diane Cassity

Finance Committee Annual Report
Spring 2012 – Spring 2013

Members: Bob Miller (Chair & Asst. Treasurer), Jane Gilbreath (Treasurer), Diann Spencer (Board member), Barbara Bemis, Floy Williams.

The Finance Committee produces and reviews the Monthly Budget Report and assists with preparation of the Annual Budget. In reviewing the monthly budget, the committee monitors income and expenditures to ensure compliance with the budget. Concerns are brought to the board as needed.

Since the last annual report, the Finance Committee reports the following significant accomplishments:

The Treasurer refinanced the church loan at 3.5% – Feb 2013

Prepared the carry-forward 2013-2014 Annual Budget which was then updated by Kendyl in consultation with staff – March 2013

Respectfully submitted

Bob Miller, Finance Committee Chair

Grounds committee

Annual Report 2012-13

Our overall vision, adopted in 2004, remains the same:

Provide appropriate and adequate level of lawn and landscaping maintenance to enhance general appearance of All Souls property, demonstrate implications of our seventh principle, provide an educational resource for all our members, and provide attractive gardens for viewing pleasure, personal enjoyment and study by our members, friends and the general public.

Our custodian's duties and time are limited to partially cleaning the walks and clearing them of snow and ice. Snow plowing and/or sanding of the parking lot is done by a contract service. Brock Ginther is responsible for the Simpson House lawn but not the Memory Garden, with which he is, nonetheless, most helpful.

October 6, 2012 was the 10th anniversary of the dedication of the memory garden behind Simpson House.

For many years, Don Lyon has tended our lawn weekly during the growing season and continues to do so - *the annual value of his services exceeds \$2,500 and is deeply appreciated.*

Other helpers this past year have been Kay Jones, Bob Miller, Joan Olsen, Dianne Cassity, Sharon Cassity and Don Wakefield.

Routine maintenance continues apace – turn and tend the compost pile, weeding, replace dead shrubs, pick up trash, clean the walks, build up the rain gardens, reset the fountain stone edge, add perennials, spring bulbs and shrubs to various locations. We try to take particular care before the Un-Plaza Art Fair, weddings, memorial services and other special events.

The cherry trees added in 2011 and 2 dogwood seedling offspring from our older ones are doing well and will enhance the east side entry.

The severe drought of last summer resulted in the loss of several shrubs and one aged redbud tree. Fortunately we have chosen to use drought tolerant shrubs in most cases, so our losses were limited. A special thank you to Bob Miller and Kay Jones for helping with watering.

Respectfully,

Charles Downing, Chair

Membership Committee

Annual Report 2012 - 2013

Members of Committee:

Camilla Huet-Derrossett-Chair

Mike Jonasson

Kass Wright-Secretary

Tim Todd

Bob Miller

Barb Bemis

Jan Talley

Jean Dunlap

Martin Hazlett

Nancy Johnson

Activities of this committee:

Teaching New Member Classes

Laying the ground work for new name tags for the entire congregation

Staffing the Concierge table

Easter Sunday Brunch

Greeters Schedule

Greeters Training

Contacted inactive members during the year

Hospitality outreach

Labor Day Picnic

Recruited new members to this committee

Connection Fair

Goals for 2013

Increase membership

Update current membership listing

New name tags for the whole congregation with a new "look"

Active program to retain current/new members

Active Social Media Program

Camilla Huet-Derrossett-chair

Music Committee Annual Report 2012-2013

The Music Committee is a resource to the Music Director. Committee members assist and advise in the areas of music selection, guest artists, special programs, Adult Choir recruitment and Children's Choir development.

The Music Committee strives to support Sunday services and other congregational music needs by reinforcing liturgical themes through appropriate music. Because our Church membership values diversity, music selections draw from a variety of music genres to support our religious services including jazz standards for the Valentines service, classical, pop, show tunes, soul, and rhythm and blues.

ASUUC offers weekly Sunday services, at which the Adult Choir sings at approximately twice each month, except during summer months. The Music Director and other guest musicians cover the music during other weekly services. The Adult Choir also sings at holiday and other special services and events. During each service three pieces are performed: a prelude, an offertory and a music interlude following the sermon. The Music Committee also contracts with 1 part-time and 3 full-time section leaders to assist the choir.

Currently, the Adult Choir consists of 31 members and the Children's Choir consists of 10 members.

2012-13 Accomplishments

Planning

For the first time in the history of the Church, the Music Director and the Minister planned the musical requirements for all Sunday services for the entire choir year. The Music Director and the Choir members deeply appreciated the efforts that Rev. Gibbons undertook to ensure that the music needs of each service were thoughtfully planned in advance, providing ample time for the Music Director and Choir to select appropriate music and rehearse.

Services

- Adult Choir sang at 19 Sunday services
- Children's Choir sang at 4 Sunday services

Installation of Rev. Kendyl Gibbons

The Adult Choir hosted three additional choirs (Shawnee Mission UU Church, Manhattan UU Church and Topeka UU Church) to join with the All Souls' Choir to sing at Rev. Kendyl Gibbons' installation service.

Music Sunday

The Adult Choir, along with 7 additional instrumentalists, performed Missa Gaia (Mass for the Earth) by Libby Larson as its Music Sunday selection this year on May 5, 2013. This piece introduced the congregation to the musical format of the traditional mass in preparation for a fall 2013 Music Sunday at which the Choir plans to perform a requiem. Beginning in 2013, the Adult Choir will plan, rehearse and perform two Music Sunday events each year – the first Sunday in November and our traditional music Sunday service on the first Sunday in May. The Choir is excited to be able to perform two large pieces for the congregation in 2013 and appreciates the opportunity to showcase its work in a more substantial way.

Fundraising

The Music Committee was tasked to fundraise, along with the Lifespan Religious Development Committee, \$13,000 toward its operating budget for 2012-2013. The Music Committee is pleased to report that our two committees beat that goal by raising over \$15,651 this year!

Fellowship

This year, the Adult Choir came together in fellowship for two choir dinners – one at Christmas and over Memorial Day. In addition, many Adult Choir members came out to support the work of its Musical Director for a holiday outing to a performance of Nuncrackers at the Heartland Theatre.

Respectfully submitted,

Keely J. Schneider, Chair
Anthony Edwards, Music Director

Social Responsibility Board Committee Reports

ANNUAL MEETING 2013

The Social Responsibility Board, aka, the Outreach Council, is the umbrella structure for 9 sub-committees. We meet once a month, currently on the 3rd Monday of each month, at 7:00 p.m., to report to each other about activities and issues.

Chair: Lon Swearingen

Vice Chair: _____

Secretary: Angela Allard

Members:

SRB exists to aid and assist the social justice groups of the church by sharing information, fostering better working relationships, informing the congregation of social justice actions, increasing involvement of all segments of the congregation in some form of social justice work, assisting All Souls to become more effective force in the community and helping individual members find their best way to express our covenant.

Following are the annual reports of the sub-committees, and a summary of the achievements of 2012/2013.

Forum Committee: Chair – Carolyn McDonald

Vice Chair – Rita Norton, ritajnorton@energyremod.org

Secretary – Rita Norton

Average Attendance: 50

Meeting times - 3rd Thursday in July, October, January and June.

The Forum provided 39 terrific weekly forums at 10:00 a.m. On Sunday mornings, maintaining standards for speaker quality, for significance of the topic, for diverse, and socially responsible topics. Contributed funds to other All Souls needs (like listening devices, etc.)

Goals for 2013/2014 -

1. Increase congregational participation.
2. Maintain standards
3. Increase activism for numerous issues
4. Obtain the \$ and organizational support for at least one major speaker
5. Keep expenses down.

Budget Needs - \$2000.00

All Souls U.U. Forums, Sept 2012 - June 2013

02 Sept 2012 -- Judy Ancel; to reinvent organized labor

09 Sept 2012 -- Laurie Chipman; biking in K.C.

16 Sept 2012 -- Janet Rogers, the state of regional public transit
23 Sept 2012 -- Roger Coleman; art, faith, and a vision for K.C. (inc. music & art)
30 Sept 2012 -- All Souls panel discussing responses to U.S. Boy Scouts' discrimination
07 Oct 2012 -- Wm. Trowbridge; humor in poetry
14 Oct 2012 -- Aaron Barnhart; billion dollar campaign of 2012
21 Oct 2012 -- Panel (UN-UNO); race and immigration
28 Oct 2012 -- Judy Ancel, Alice Kitchen, Melissa Stiehler; Honduras, our next war?
04 Nov 2012 -- June Carbone; why politics have become so ideological
11 Nov 2012 -- Craig Wolfe & Soular; stand up, speak up on climate change
18 Nov 2012 -- Chris Cardinal; getting an advocacy message out to the wired generation
25 Nov 2012 -- Julie Urbanik; Can the planet afford our meat habit?
02 Dec 2012 -- Bob Sommer; the rise of the fall of reading and its implications
09 Dec 2012 -- Toby Grotz; fire, air, water—where we've been / going, why we're stuck
16 Dec 2012 -- Doretha Williams; K. C.'s Black Archives of Mid-America
23 Dec 2012 -- Soap Box Sunday; All Souls members and friends
31 Dec 2012 -- Michael Duffy; income inequality update and more
06 Jan 2013 -- Jane Chu; Kauffman Center for the Performing Arts and its vision
13 Jan 2013 -- Meg Riley; standing on the side of love, 2013
20 Jan 2013 -- Molly M. Merrigan; drug court and responsible justice for juveniles
27 Jan 2013 -- Mayor Sly James; State of the City (KCMo)
03 Feb 2013 -- Lynate Pettengill; New life for climate change action ("fee & dividend")
10 Feb 2013 -- John Kurmann; Can we end American empire?
17 Feb 2013 -- Jane Stoeber, Lu Montanay; to prevent KC incentives for nuclear weapons parts
24 Feb 2013 -- Bob Butler; Oscar Sunday
03 Mar 2013 -- Emily Akin, Brandi Schoen; buying local and organic food
10 Mar 2013 -- Barb Shelly; struggling for the Affordable Care Act
17 Mar 2013 -- SuEllen Fried; people reaching out from within prison
24 Mar 2013 -- snowed out
31 Mr 2013 -- Diane Eickhoff, Aaron Barnhart; *The Big Divide* (travel guide, historic Mo-Kan Region)
07 Ap 2013 -- Arthur Chaykin; the Innocence Project
14 Ap 2013 -- Gerald Shechter; K.C. policy and practice for sustainability
21 Ap 2013 -- Kate Corwin; *A Little Bit of Wild*: planting for a healthier planet
28 Ap 2013 -- Bernard Brown; geo-thermal heating and cooling
05 May 2013 -- Mary Lindsay (Move to Amend), Gary Brunk (Ks-w.Mo ACLU); campaign financing
12 May 2013 -- Leonard Zeskind; angry white men with guns
19 May 2013 -- Richard Mabion; helping low-income people care about the environment
26 May 2013 -- Julian Zugazagoitia (Nelson-Atkins); issues, values and art
02 June 2013 -- (special event/extra forum) Craig Volland; stupid technology of animal factories

Green Sanctuary: Chair: Tracy VanQuaethem

Vice-Chair: _____

Secretary: _____

Members: 6, plus the Environmental Book Club meeting has joined us.

Meeting dates/times – 3rd Mondays of the month, 5:30 pm – 7:00 p.m.

In 2012/2013, we accomplished the following:

1. Increased our activities.
2. Sponsored/Planned “Awakening the Dreamer” conferences
3. Renewed attention to recycling/composting at the church and in members' homes.
4. Increased involvement with Community Sponsored Agriculture.

Goals for 2013/2014:

Increase congregational involvement.

Budget – We are using up the funds from the account that was originally collected for an Energy Audit.

Guatemala Concerns

All Souls and the Unitarian Universalist Service Committee have a long and rich relationship with Guatemala. Our committee works to keep the congregation aware of the work both the church and individuals congregants are doing in Guatemala.

We host a Sunday Plus annually to give updates and to thank congregants for their support. Because we get support from the broader community we often have guests from all walks of life attend our Sunday Plus. It turns out to be a wonderful way to also introduce people to our church.

This summer we are going to Guatemala City to help a rundown orphanage that is the home to 40 orphans under the age of 7.

Our committee: Robin Parkinson, Pat Brown, Louis Riemensnider, Bev Riemensnider, Bill Schrimsher, Jim Mitchell, Bonnie Schwarenholtz, Chair: Linda Parkinson

We will be expanding our committee this year our goal is 15.

We want to encourage congregants to work with the NGO's we partner with: www.Mayanfamilies.org and www.fortheloveofmateo.com

This year with the help of individual congregants we built a bakery for a family of orphans our church has been giving family support to for the last two years. This has turned out to be a wonderful project because it has allowed the whole family (7 children and young adults) to become self-sufficient.

More2 - Chair: _____

Vice-Chair: Lon Swearingen

Secretary: _____

Members: 6

Meeting dates/times – the More2 Board meets at All Souls on the 3rd Tuesdays of the month. This is a coalition of 20 congregations, working on issues important to each congregation.

Accomplishments: Education task force works for passage of positive legislation. Held public meetings concerning the school board/district. All Souls Core Team helps with Carver Elementary, headed by Roma Lee Tauton, with approximately 20 volunteers from the church.

Transportation issues worked on include the minority hiring/training in Kansas City on public contracts.

Goals for 2013/2014 -

Non-Violence campaign, partnering with the community

Continue education efforts at Carver, and expand by helping with new 2x2 education program.

Immigration work to help pass comprehensive immigration reform.

Budget Needs - \$1000 dues

PeaceWorks, Kansas City

Chair – Henry Stoeber

Vice Chair – L.D. Harsin

Secretary – Jim Hannah

Members - _____

Meeting dates/times: 2nd Mondays at 7:00 p.m. - at Simpson House. Accomplishments in this past year:

1. PeaceWorks led the coalition, Peace Planters, in obtaining petition signatures for the measures that became Question 3 on the April 2nd ballot in Kansas City MO, to prevent Kansas City from offering future financial incentives for making non-nuclear parts for nuclear weapons.

2. PeaceWorks gave two \$1500 awards to peace scholars at Avila University.
3. PeaceWorks sponsored two conflict resolution workshops for the Urban Ranger Corps in KCMO.
4. PeaceWorks helped fund and co-sponsor Trifecta Resista, which had its first action on 04/14/13, seeking: a.) freedom for Bradley Manning; b.) an end to drone warfare; c.) conversion of the nuclear weapons parts production plant to peaceful purposes, such as solar or wind energy projects or health info technology.

Goals for 2013/2014:

1. Have a successful Unplaza Art Fair at All Souls, Sept. 21-22, 2013 to fund the year's projects.
2. Continue resisting nuclear weapons parts production, seeking an end to drone warfare, especially by Whitman AFBB operations, and possibly civil disobedience.

Racial Justice Committee – Chair – Kathy Butterfield

Currently active members: Art Collins, Carol Fields, Ruth Gieschen, Janet Moss, Martin Hazlett, Connie Brown, Lyn Snyder, Tamara Tucker

Mission: To address, take steps and serve as a catalyst to increase active involvement of All Souls congregation and community-at-large to dismantle institutional and personal racism.

In the past year the Committee has planned and collaborated in presenting the 2012 Juneteenth Sunday Service; spent several meetings reflecting on direction and projects going forward; supported, helped publicize, and several participated in our intern, Shawna Foster's, small group ministry/reading group studying "Darkening the Doorways: Black Trailblazers and Missed Opportunities in Unitarian Universalism," ed. by Mark Morrison-Reed (a past Forum presenter, professor [Shawna's] and author); took on tasks performed by the lead sponsoring committee for the Martin Luther King, Jr., Day Annual Forum and Breakfast held at All Souls and hosted by the Missouri Association for Social Welfare. (This event has been sponsored for 8 years by the Forum Committee, the Racial Justice Committee, and more recently also by the SRB.) The RJ Committee planned and collaborated in presenting the 2013 Martin Luther King Sunday service; the committee is currently planning for new diverse reading circles around the metro area for the upcoming year focused on the GA recommended reading for this year, "The New Jim Crow: Mass Incarceration in the Age of Colorblindness," by Michelle .Alexander. A single pilot group will complete readings and discussions in August, after which a request for a grant will be made of the UU Funding Group for multiple diverse reading circles from many congregations; also planning the 2013 Juneteenth Sunday (June 16) Service; and is presently planning a church trip to Nicodemus, Kansas' oldest continuously-populated town settled by former slaves for July 27 -28. Now a National Historic Site, the town will celebrate the 150th anniversary of Emancipation (1863 - 2013) with festivities, a parade, ball game, dancing, reading by Abraham Lincoln (yes, really) of the Emancipation Proclamation.

Budget request: \$273.00 presently in RJ custodial account is requested to retained to be applied toward transportation costs for the Nicodemus trip. We hope to obtain additional funding to allow 'scholarships' for the trip for those with insufficient resources.

We welcome anyone interested in working with our committee to join us. For more information about any of the above, leave your contact information in the Racial Justice mailbox at the Communications Center, or contact any member.

Respectfully submitted,
Kathy Butterfield for the Racial Justice Committee

Social Justice Committee: Chair: Caron Wells

Vice Chair - _____

Secretary: _____

Members: 5

In 2012/2013, the committee successfully prepared meals once a month for Re-Start, a local Homeless Shelter/education center. We successfully collected and delivered supplies to residents of Re-Start. We held a Plant Sale for Earth Day, with the proceeds benefitting a children's education program as part of a Community Garden.

Goals for 2013/2014 – We hope to continue the above activities this year. The budget needs to Re-Start include \$200/month for the meal, for a minimum total of \$2400. We are feeding approximately 150 at each meal.

Transylvanian Partner Church -

Chair: Roxanna Jones

Vice-Chair: _____

Secretary: Dick Dawson

Accomplishments: We sent half of our budget contribution to the Transylvania church (\$600). We continue corresponding with the new minister – who plans to attend GA in Louisville. We have a Sunday Plus lunch and have applied for a Special Offering to help raise the balance due to the partner congregation \$600. We will send that balance prior to the annual meeting.

Goals: To take a group of All Souls on a pilgrimage to transylvania and visit our fellow Unitarians in our historic heartland, in the Spring or Fall of 2014.

Budget Needs: We have sent \$1200 annually since the early 1900's and \$150.00 for our membership dues for the UU-PCC.

UU-UNO – Chair (rotating)– Charlotte Haupt – March, April, May in 2013

Vice Chair – none

Secretary – Kathy Butterfield

Committee Members - 5

Meeting Dates and time - 3rd Wednesdays at 4:00 p.m.

Activities in 2012/2013 –

1. Organized and participated in UN Sunday Service, Oct. 2012
2. Worked on reorganizing the committee and gaining new members

Goals for 2013/2014 -

We hope to have 3 projects for the year, including UN Sunday, and 2 others, to be decided. One hopefully will concern climate change and the projects of the UN, UU-UNO and UUA concerning climate.

UUSC - Submitted by Walt Wells

Committee members – none – Individuals pay dues directly to UUSC.

Walt communicates with UUSC members via e-mails.

Activities in 2012/2013 – Guest at Your Table – collection boxes distributed and collected through RE

Goals for 2013/2014 -

1. Letter writing campaign
2. More Visibility
3. Speaker in the Pulpit – maybe?
4. Empty out custodial account
5. Guest at Your Table – repeat
6. UUSC Sunday? - will discuss with Minister

Budget Needs - \$1 per member – church contribution to UUSC

Visual Arts Gallery Annual Report 2012-2013

MEMBERS

Edris (Eddie) Crain

Anne Edson Peggi Englehart Robert Gaines Sharon Gradischnig Betty Hutson

Nancy Johnson

Holly Miller--Vice Chair Marsha Scherubel--secretary Rich Scherubel--Chair

Lowell Smithson Phyllis Snyder Sharon Ward Walt Wells

MEETINGS AND ACTIONS

- We met several times in 2012 to review and revise our exhibition schedule. We decided to hold gallery receptions in conjunction with the Coffee House on the fourth Friday evening of each month. Exhibits will be installed on the previous third Saturday of the month. This is a change from installing shows and holding receptions at the beginning of each month.
- We also met in January and March of 2013 to plan and prepare documents for the 2013-2014 exhibition season.
- We issue a Call For Artists each Spring and review all submissions each June. The next exhibition calendar will be published soon after the June meeting scheduled for June 23.
- The committee has installed art in the Conover Lounge and in the Library.
- During the UnPlaza Art Fair in September the committee provides "Gallery Hosts" while the Members Show is on exhibit.

GALLERY CALENDAR 2012-2013

Rich Scherubel, painting; 9/27 - 10/18

Dale Jamieson, photos; 10/20 - 11/16

Julie Tennebaum, embroidery; 11/17 -12/21

Lowell Smithson, painting; 12/22 - 01/18

Committee Members; 01/19 - 2/15

James Hardy, mixed media; 02/16 - 03/15

Diane Abelson, painting; 03/16 -04/19

Aaron Dougherty, photos; 04/20 - 05/17

Jon Schroeder, painting; 05/17 - 06 21

Judith Burngen, photos; 06/22 - 07/19

Elaine Mills, painting; 07/20 - 08/16

Sue Storey, painting; 08/17 - 09/20

Church Members, 09/20 - 10/18

COMMITTEE ACCOUNT

Current Custodial Account funds: \$56.17

Gallery expenses will be drawn from the account until depleted. Otherwise our expenses are generally covered

by our members, the church office, or maintenance and/or facilities committees. They are as follows:

- postage for letters to artists
- tools for art installation
- gallery light bulbs
- Members Show reception supplies

COMMITTEE MISSION AND GOALS Our mission is to support and promote visually creative aesthetic work and provide space for “emerging” artists in the community to exhibit. Our goal is to provide the church with a series of varied art exhibitions of four week duration throughout the year which will enhance our image as a warm, welcoming, culturally alive church. Submitted by Rich Scherubel