

All Souls Annual Meeting, May 15, 2016

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Minister's Annual Report, 2015-2016

Rev. Dr. Kendyl Gibbons

Following up on the research, decisions and consultations of the previous year, in the fall of 2015 the All Souls congregation endorsed a concept design for possible building renovations by the architectural firm GastingerWalker&, and implemented a capital fund raising project. As we approach the end of the current fiscal year, the capital campaign is nearly completed, and has raised almost exactly what was predicted last spring by our consultant, Barry Finkelstein, \$1.2 million. Several very generous lead givers have made this success possible, but we have not been dependent on any extraordinary individual contributions. In the late winter, we entertained a brief expression of interest from a potential buyer for our property, but the offer was not sufficient to interrupt our plans in process. Next steps will include more detailed architectural plans, tailored to the financial resources that we now know are available, with input from a new design taskforce of congregational members, now being assembled. Once these revised plans, together with funding, have been approved by the congregation, the project will be handed on to a construction oversight taskforce. We continue to hope that our renovations might be completed early in 2018. None of this progress would have been possible without the dedicated and competent work of the Capital Campaign co-chairs, Yvonne Jameson and Jamie Koelsch, with the long-term perspective of the Steering Committee, chaired by Jane Wilson and Lamar Hicks. Our debt of gratitude to each of them is deep.

This has been the second year of Jordinn Nelson Long's official presence as our student intern minister. Jordinn has now graduated from seminary, been granted preliminary ministerial fellowship by the UUA's Ministerial Fellowship Committee, has completed the search process, and is about to be called to begin serving a congregation. It has been a great pleasure for me to work with her; her energy, intelligence, and commitment are all inspiring, and her curiosity and eagerness to learn are invigorating. This year, part of that learning has included leading our participation in the Kansas City Conversations About Race, sponsored by MORE2, and serving as one of the facilitators of those conversations with other congregations. Many thanks are due to the members of Jordinn's lay advisory group, and to all those who have gone out of their way to make her welcome, and to support her ministry with us. On June 5, All Souls will join with the Church of the Larger Fellowship and the UU congregation in Lawrence, to formally ordain Jordinn as a UU minister. We look forward to watching her leadership in our association unfold and we will miss having her among us.

It has been a pleasure to work with this year's board of trustees, and with returning chair Ruth Robarge. The board is earnestly interested in the well-being of the congregation, and careful not to micro-manage either the lay leadership of our teams and committees, or our hard-working staff. The board continues to meet with representatives of teams and committees in Mission-Based Conversations, to assess the congregation's needs and overall health. This year the members of the board have also participated in nine ministerial evaluation conversations based on the UUA's publication "Fulfilling the Call," a process which has proved very helpful in my work as senior minister. We continue to work together to find new ways to maintain and deepen the conversation among leaders, members, and ministry.

The book of essays on Humanism, to be published by Skinner Press, that I have been co-editing, with Dr. William Murry is now undergoing final edits, and we hope to see galley proofs this summer and have it in print by the end of this calendar year. Last October, I was honored to teach a four day session for the Humanist Institute on human dynamics and leadership.

I continue my participation in the MORE2 Clergy Caucus, in the SCLC planning and hosting of MLK holiday events, and in the Greater Kansas City Interfaith Council. I have also been meeting with the Concerned Clergy Coalition and Project Aim4Peace, seeking to respond to incidents of violence in African

American neighborhoods, and have agreed to serve as the treasurer for Project Breathe.. I represented Unitarian Universalism at this year's recent Interfaith Table of Faiths event. I am an invited participant at Third District Councilman Jermaine Reed's clergy breakfast gatherings. I continue to enjoy a supportive collegial relationship with Rabbi Doug Alpert, leader of Congregation Kol Ami; I was invited to participate in their Passover Seder dinner, and the All Souls congregation once again hosted a reception following the Tisha B'av service in January.. The project of establishing an endowment fund for the UU Ministers Association goes on, and I continue to serve as co-chair of that effort. I was elected president of Prairie Group, my ministerial continuing education study gathering, and I participate in the Non-Theistic UU Ministers international conference call when I have the opportunity.

This spring has brought another series of memorial services; by the time of the annual meeting I will have conducted or coordinated eight over the course of the year. I will have officiated at five weddings by the end of the year. We will create two 'shower quilts' for expected new babies in the congregation. I have again made a handful of gifts from the Minister's Discretionary Fund to members in need, and have received several gifts to the fund. I continue to rely on the excellent work of Cheryl Westra and the pastoral care team to keep me abreast of needs for attention that crop up among our members. It has proven helpful to have files with instructions from our members about their wishes for end of life decisions and memorial service planning; I urge everyone to consider completing these documents and keeping them on file at All Souls.

Adult religious education offerings this year have included a year long follow up series for those who completed the Qualities of Spiritual Maturity last spring, as well as a fall session of Constructing a Personal Worldview for the new Wednesday afternoon gathering. In the winter, both Wednesday afternoon and Thursday evening had over 20 participants each in a six session series on the history of Islam, and I hope to schedule more exploration of this extremely relevant topic for this coming fall. For this spring I am offering the introduction to Qualities of Spiritual Maturity for the afternoon class, and a new small group on this topic has been launched by leaders out of the small group that has been meeting for several years. A very well received new series of programs on issues around aging and "saging" has begun, and plans to continue for the coming year. Also this spring, I have begun leading a twice-monthly afternoon discussion group with residents at John Knox village, with invitations to other Lee's Summit locals to participate. I expect this group to continue during the coming year as well.

As part of our preparation for the capital campaign, the board undertook a formal financial audit of our fiscal policies and practices. This was a detailed and time consuming process, which clarified a number of incorrect or problematic habits in the ways we have been handling records, reporting, and employment compensation. With much help from the members of the Audit Committee, and our new accountant, Alice Ross, the audit has been completed, and all identified deficiencies have been or are being remedied. It is good to be assured that no financial losses have occurred, nor has there been deception on the part of any lay person or staff person who handles money for the congregation. We also had the opportunity to improve the situation of all employees with regard to health care, by allowing everyone to choose a plan that works for them, and ceasing to offer a single employer-based plan, which did not cover the needs of individuals well.

The accomplishments of the audit, and management of the insurance project, like so much else that I do here at All Souls, rests upon the talented work and support of our dedicated staff. I simply could not function without the calm good sense of Diana Hughes, our administrator. Judith Cady makes it easy for me to know and interact with our children, through their participation in Sunday worship, including the Chalice Lighters program. The Mystery Friends project, now in its second year, also helps youngsters and older folks to connect across the generations. This year two of the children in our program have lost important family members, and Judith has been instrumental in offering care to everyone involved.

The choir and the music program continue to be outstanding, and to welcome the participation of new members. Thank you to Anthony Edwards for a great partnership! We have said goodbye to bookkeeper David Towery, whose partner was offered a great job in Florida, and we have welcomed Alice Ross into our accounting position. After a very successful workshop with consultant Lori Claire in October, a task force has been working to develop a plan and a job description for adding a part time membership coordinator to the staff, supported by initial grants from the endowment. I have very much appreciated the work of our many assistants – Sherry Anspach, Melanie Jackel,, Sarah LaBarr, and Sue Trowbridge – without whom many more things would fall through the cracks. And of course Mark Gibbons is indispensable in keeping our computers up and running, as well as helping make our fundraising budget by creating monthly Sunday+ lunches, as well as stewardship dinners and other events.

In February the board of trustees graciously approved my request for four months of sabbatical time next spring, beginning in March, so I will be out of the pulpit until the end of summer services next year. I hope to spend this time writing, so that my often requested book on spiritual maturity might be published sometime before I am ready to retire. I look forward to the next phase of our building improvements and renovations, as well as ramping up our planning for the 150th anniversary of All Soul's founding coming up in 2018. Much will be happening in the year ahead.

Religious Education for Children and Youth Annual Report, May 15, 2016

We are grateful for the twenty five volunteers in our religious education programs who served our children with enthusiasm, patience and love this past year. We provided religious education programs for six different age groups every Sunday. That is 312 programs serving approximately 2,000 children for the year.

Under the guidance of Reverend Judith Cady and Music Director Anthony Edwards we raised \$10,000.00 dollars to help fund the RE and Music programs at All Souls. The RE program raised \$7,248.36 for our Coming of Age trip to Boston in July of 2016.

Our seventh and eighth graders have been participating in our Coming of Age program this year. Their program involves learning through four quests: the mystery quest, the inner quest, the UU quest and the social action quest.

We celebrated holidays with a UU twist this year with our Jack-O-Lantern parade, Easter egg hunt and gifts of flowering plants on Earth Day. We participated in the following service projects: UNICEF, All Souls Caring Committee, mittens for reStart and Guest at Your Table.

Eighty one children, youths and adults participated in our annual summer camp. In the *Keepers of the Earth* summer camp we explored the wisdom ways of the Native American Indian, taught through art, song, storytelling and dance.

Our teen class participated in a Global Challenge experience at Heifer International Ranch in Arkansas. They had the direct experience of eating and sleeping in living conditions experienced by those living in poverty, inspiring them to work to end poverty in the world.

We provided OWL training for two teachers, Shawna Fortunato and Pete Allard. Shawna and Pete then taught the Our Whole Lives Sexuality program for grades K-2 and grades 4-6. We were happy to offer this new programming for our children.

Twenty four adults and children/youths participated in our Mystery Friends program that made positive connections between older adults and the children/youths in our congregation.

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.

Submitted by: Bill Raney, RE Team Chair and Rev. Judith Cady, Minister of Religious Education.

RE Team Members: Bill Raney, chair, Joe Robertson, Joyce Jonasson, Ralph, Barbara and Martin Tomlinson, Jessica Mattingly, Raegan Buatte, Shawna Fortunato, Nelson Maurice, Tracy VanQuaethem and Judith Cady.

Religious Education Goals for 2015-2016

Younger Grades (Preschool -6th Grade)

- Provide the OWL program for grades K-2 and grades 4-6.
- .Offer a Children's Choir for grades 1-6 from October through May.
- Provide ongoing support to Sarah LaBarr, the musical director of the Children's Choir.

- Offer the Chalice Lighters program for 3rd-5th graders at All Souls and schedule and supervise chalice lighters for every Sunday of the year.

Teen Classes (Grades 7-12)

- Supervise middle school and high school youth in attending the church service one Sunday a month.
- Offer the Coming of Age program for grades 7 & 8.
- Provide a safe and educational trip for our COA youths to our national headquarters in Boston in the summer of 2016.
- Supervise the COA youths in presenting the church service in September of 2016.
- Supervise fundraising efforts for our youth trips, including the Unplaza Book Sale.

All Ages

- Provide liberal religious educational learning experiences for all children/youth in our religious education programs at All Souls.
- Provide dynamic, engaging, age appropriate Sunday School lessons and all materials needed for each lesson every Sunday of the year.
- Create a caring community of respect and safety for all of the children/youth at All Souls.
- Each Sunday School class will create group covenants with a focus on the following: be safe, be kind, be respectful, and be responsible.
- Offer professional UU educational curriculums during our Sunday School classes at 11:15 am. (See attached curriculum synopsis).
- Provide dedicated and caring volunteer adult teachers to model our UU principles to our children/youth.
- Provide ongoing training and support for adult Sunday School teachers.
- Plan and implement a multigenerational summer camp experience for All Souls families and families from the community.
- Participate in the planning and implementation of multigenerational church services and special events.
- Engage the children, youth and congregation in supporting the following service projects: UNICEF, Guest at Your Table, reStart and the All Souls Pastoral Care Committee.
- Provide the Mystery Friends program for adults and children/youths.
- Paint four of the RE classrooms to brighten the learning environment.

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

Religious Education Programs for Children and Youth

2015-2016 School Year

Chalice Children
Preschool & Kindergarten

Nurtures religious growth, creativity and connection to our Unitarian Universalist community through “hands on” experiences that reflect the natural religious development of young children.

World Faiths
First, Second and Third Grades

Explores the religious traditions and holidays of world faiths through stories, songs, arts and creative activities.

Spirit of Adventure
Fourth, Fifth and Sixth Grades

Provides “hands on” activities that explore our Unitarian Universalist identity and faith through the lives of famous Unitarian Universalists who exemplify our principles

The Questing Year
Seventh and Eighth Grades

Engages Coming of Age youths in quests connected to exploration of the inner life, the mystery of life, UU faith development and social action.

Popcorn Theology
Ninth-Twelfth Grades

Explores important issues such as social justice, searching for truth and examining values through movies and teen discussion choices.

Auction Committee

"It takes a community to have a successful Auction"

- 65 plus the Men's group and Choir contributed good and services
- 59 very active volunteers
- 95 bought tickets, attended and bid
- plus all the workers making, serving, and cleaning up in the kitchen

Results:

- Over \$23,000

Thank you congregation!

2016 Auction Committee:

Carrie Bader	Carol Fields
Dori Bader	Charity Lindgren
Lee Ann Bergin	Bob Miller
Mary Lou Carver	Doug Nelson
Don Dickey	Janice Nelson
Chuck Downing	Ginger Powers
Rae Ann Nixon	Brenda Warren

Audit Committee

The major accomplishment of the Audit Committee for the church year July 2015-June 2016, related to the planning, execution and final submittal of the audit recently completed. Specifically, the audited period encompassed the church year of July 1, 2014- June 30, 2015, and the period of January 1, 2015-December 31, 2015, for Endowment Fund accounting. In addition, relevant accounting records for the 12 months prior to the audit period, for both the church and the Endowment Fund, were audited to confirm reliable beginning data for the audit period.

It will be recalled that, in the course of considering whether to undertake a capital campaign, Barry Finkelstein, a consultant hired by ASUUC, made a recommendation that an audit be completed. Further support for his recommendation was that there was no record of any audit or examination by a qualified, external, independent auditor ever having been performed.

McAuley & Crandall, P.A., Certified Public Accountants, was ultimately selected as our auditor after interviewing representatives from three local auditing firms. Objective selection criteria and a numerical point system were used for ranking and rating the firms. Work began October 1, 2015, and concluded March 15, 2016, and included a thorough examination of the church's accounting procedures, financial condition, and

internal controls, as well as examination of Endowment Fund accounting. McAuley & Crandall's charges for the audit totaled \$10, 905.

The final audit report, which can be seen in its entirety in the church office, affirms there were no known incidents of fraud, abuse or mismanagement cited for the period under review. However, the audit did cite certain material weaknesses and deficiencies, which are available in the church office. The congregation should know, and take assurance that steps were begun to remedy these findings, even while the audit was in progress. These efforts are ongoing and the Audit Committee will monitor resolution during the next few months.

As Chair of the Audit Committee, I would like to acknowledge the tireless and conscientious efforts of my fellow committee members throughout a lengthy, difficult and sometimes tedious process. Specifically, they are Evelyn Maddox and Andrea Jonson. Evelyn in particular did most of the onsite coordination and her dedication kept all audit participants informed and on task. Also, I commend Andrea whose computer skills and technical expertise helped keep us regularly organized and on track, as well as for her meticulous research for missing information.

We thank Alice Ross, Church Accountant, and Diana Hughes, Church Administrator, for their hours spent to locate records and to support all facets of the audit. Diann Spencer, CPA, contributed her expertise in reviewing and advising throughout the audit. Church Treasurer- Chuck Downing, the Finance Committee, Endowment Committee, and others working in various governance areas of the church contributed mightily with time, effort, expertise, and good will throughout the audit.

Throughout the past year the Audit Committee has also reviewed each church contract over \$5,000, per church policy, and advised the Board of any concerns. Generally, a member of the Audit Committee attends each Board meeting to keep informed about church governance.

In conclusion, I also acknowledge the wise counsel and thoughtful input of Schwab Major, who I consider to have been my mentor in this process, as well as during my time on the Audit Committee. Schwab is the "Chair Emeritus" of the Audit Committee who laid the foundation for All Souls' Audit Committee.

Don Wakefield, Chair
Audit Committee

Caring Connection Committee

Committee Members: Bonnie Schwarzenholz, James Warne, Sherry Anspach, Dayna Deck, Dixie Hicks, Cheryl Westra (Chair) Meet : Twice monthly on Sunday mornings Activities:

In the past year the members of the Caring Connection Committee have served the membership by:

- Arranging for groceries, maintaining and lending durable medical equipment, arranging for well being checkups, being with members during crises, as well as coordinating meals and transportation as needed.
- Making hospital and home visits, as well as phone calls, to members experiencing a health event.
- Sending handwritten cards to members/families who had experienced a death in the family, a birth, or an illness, as well sending notes on the anniversaries of a death.
- Coordinating delivery of 17 Christmas/Holiday stocking in Dec with cards made by the youth in RE, a large print copy of a recent sermon, candies, and other trifles to members who are physically unable to attend church.
- Sponsoring Aging with Wisdom workshops
- Maintaining a bulletin board to communicate celebrations, concerns and memoriams

Last Year's Goals and Progress:

- Increase committee membership to 6 - Accomplished
- Update volunteer list - New volunteers were added to the list, but list was not otherwise updated.
- Recruit more volunteers - New volunteers were recruited during the Committee Fair
- Institute weekly email to office staff to convey concerns and joys to be broadcast to the congregation - Communication with the office has improved with the addition of a staff person on the committee
- Revamp mission statement - In draft form
- Create job descriptions - In draft form

Goals:

- Finalize and ratify mission statement
- Finalize and ratify job descriptions
- Finalize and ratify Committee description
- Update volunteer list
- Reestablish Caring Connection Conover table

Demeters

Demeters is a social and service organization open to all the women of All Souls. Monthly meetings are held in Conover for dinner, fellowship, and planning of service projects. Visitors are always welcome. Currently, there are 40 members and friends. The officers are: Mary Louise Carver, president; Barbara Bemis, vice-president; Kay Jones, secretary; and Kass Wright, treasurer.

Activities for the 2015-2016 year:

- Published the 50th Anniversary History of Demeters by Kay Jones
- Prepared and hosted memorial receptions for the families of Ted Otteson, Chaz Gray Byrd, Judy Trigg, Louise Baggett, Ralph Stevens
- Prepared and served a ReStart Sunday dinner
- Supported the new Needle Arts craft group
- Donated to the fund for new, light weight dishes for the kitchen
- Participated in the Connections Fair and welcomed new members
- Volunteered for the Un-Plaza Art Fair by assisting with the food concession, book sale, and sales
- Produced and staffed the annual Holiday Boutique for three Sundays
- Hosted a 50th Anniversary holiday dinner for members, staff, and guests
- Attended a special Membership Workshop by Lori Emison Clair
- Donated goods to: Operation Breakthrough, Hospice Thrift Store, St. Vincent De Paul Thrift Store, Goodwill Industries, ReStart, Carver School, and Rose Brooks Home

Hosted speakers: Evelyn Maddox from the Heartland Coalition Against Gun Violence, Jane Wilson and Amy Eckhoff from the Architectural Design Steering Committee

Funds raised in 2014-2015:

- \$1,411.35 from Holiday Boutique sales and donations
- \$300.00 from Memorial Reception donations

Funds contributed to causes:

- Pledged and paid \$1,200 to the All Souls General Fund
- Gave monetary gifts of \$200.00 to custodial staff
- Donated \$200.00 for Elsafi Ahmed for travel
- Pledged \$3,000.00 to the church capital campaign to be paid \$1,000.00 annually for three years

Continuing goals are to:

- Hold monthly meetings for dinner, fellowship and planning of projects and services
- Provide memorial receptions as requested for members and friends of All Souls

- Serve as a networking opportunity to promote church projects
- Increase 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
- Fulfill pledge of \$3,000.00 to the All Souls capital campaign by June 2018

Submitted by Mary Louise Carver, president 5/4/16

Endowment Committee

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 of the trust. It is specified that the Trustees shall invest and reinvest the funds of the Trust as the trustees determine to be in the best interests of the Church in the exercise of their reasonable direction.

Funds are invested in a moderately conservative balanced portfolio. The balance as of December 31, 2015 was \$1,474,740. Gifts and bequests to the fund during the year total \$20,140.

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 was \$35,877; the transfer in 2014 was \$41,050 and the transfer in 2015 was \$46,044. The transfer for 2016 will be \$47,024.

The Endowment fund is also there for special opportunities that will benefit the Church and the presence of our liberal religion in the community. The Capital Campaign Committee borrowed funds to initiate the architectural appraisals and professional assessments necessary to proceed with the upcoming building project. That loan has been repaid.

The Endowment Committee is composed of five persons: Bill Wright, Bill Raney, Becky O'Connor, Diann Spencer and Bonnie Schwarzenholz. Members of the committee serve with the approval of the Board.

Respectfully submitted by
Bonnie Schwarzenholz, Chairperson

Note: Endowment Assets and Liabilities Spreadsheet attached

All Souls Facility, Grounds and Simpson House

The All Souls/Simpson House Campus is cared for by the Facilities Committee, which includes the Grounds Committee, and the Simpson House Committee.

Projects on Church Building:

- Classrooms in the Religious Education wing have been made safer with the addition of locks that allow the door to be locked from the inside. The chapel and four classrooms were repainted. The youth were consulted on selection of colors. In addition to church volunteers, a team of AmeriCorps volunteers helped with painting the classrooms.
- Energy Efficiency: The lighting in Bragg Auditorium was upgraded to LED bulbs that should be more energy efficient and should last longer.
- Technology Upgrades: LED “smart” televisions were purchased for the Religious Education Chapel on the lower level and for the meeting room. Funds for this project were raised through a Sunday Plus meal sponsored by the Facilities Committee.
- Storage: Room A storage has been improved by moving chairs and the chair dolly to the upper level.
- A deadbolt lock was added to the Archives Room to provide for greater security.

Simpson House Upgrades:

- Energy efficiency should be improved by the purchase and installation of interior storm windows for the third floor. Existing storm windows were repaired and installed by Bob Miller on the first floor.
- Plans are being developed for improvements to the lower level. An initial project included improving the storage space on the lower level. Folding chairs and tables that were no longer used were removed and donated to other organizations. A door was installed to a storage area which made the space safer and more attractive.
- The Heating and cooling system that serves the second and third floor is being upgraded. The current system is old and not functioning properly. The new system will be more energy efficient.

Chuck Downing provided leadership for continued improvements to the grounds. This year trees on the Simpson House grounds were trimmed.

The Facilities Committee has sponsored multiple workdays for fall and spring-cleaning and to get ready for the holidays. The workdays were staffed by committee volunteers who were joined by a diverse group of volunteers from the All Souls Church Community.

Diane Cassity, chair

Finance Committee Annual Report

Members: Lamar Hicks (Chair & Asst. Treasurer), Chuck Downing (Treasurer), Jane Gilbreath, Diann Spencer, Barbara Bemis, John Maher.

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

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

Prepared the 2016-2017 Annual Budget in consultation with staff and the board – March & April 2015.

Provided oversight as we transitioned to our new bookkeeper Alice Ross.

Helped research questions raised by the auditor and implement remedies needed.

Fundraising Annual Report

The Fundraising Committee exists to develop and advise fundraising activities that support the church's overall budget. It can also inspire creativity in members putting events together, and can create new connections between church and those who attend and among team members.

Members: Anna Sajovic was the contact person for all fundraising events. Many others made the events successful.

Fundraising activities for the 2015-2016 church year:

- several Sunday Plus Lunches
- the UnPlaza Art Fair and book sale
- a New Year's Family Day
- Brews, Blues and BBQ event
- Chili Cook-Off
- Annual Auction
- Giving Buy The Numbers Campaign
- (planned for July) All-church Talent Show

A karaoke party was cancelled due to low pre-sales of tickets. Vegas night was cancelled due to the last minute news that one of the chairs of the event was moving and couldn't put in the time. An Anthony concert and art auction and wine party were attempted to schedule but lack of interest in leading any of these kept them from developing.

Funds Raised in 2015-2016:

\$35,703.44*

* not including total for on-going Giving Buy The Numbers campaign

Suggested Continuing Goals for next Committee leader and team:

- Acquire a strong leader who can delegate soliciting for help to team members.
- Gathering a team who are willing to solicit church members to lead and accomplish various scheduled church fundraisers
- Set a calendar around holidays, Sunday Plus Lunches, Dinner for 8 and any other regularly recurring monthly events.
- Schedule a monthly church fundraiser on weeks that are open after scheduling regular monthly events
- Discuss recurring fundraisers (those listed above that were accomplished this year) and brainstorm other possible events that are possible.
- Assign committee members to each event in order to have a liaison between the committee and the leaders of the event.
- Monthly or bimonthly meetings to review the calendar and get updates on which fundraisers have been established and what work there is to do to see them through.
- Develop a template for event leaders to complete that shows steps, equipment and personnel involved in each event so that future event leaders have a bare bones outline to go by.

Submitted by Anna Sajovic

Human Resources Committee

The mission and activities of the Human Resources Committee are guided by the *Human Resources Manual (Approved 2002; Revised Nov 12 2012)*. Its provisions pertain to Employment Policies & Practices, Wage & Hour Administration, Employee Benefits, and Other Church Policies. *The Human Resources Manual* and the *Report of the Audit Committee on the All Souls Payroll/Human Resources Practices (2011)* can be viewed in the church office.

During the 2015-2016 church year, the HR Committee served as consultant to the minister on a variety of concerns relating to management of the staff. Peter Griggs and Andrea Jonson represented the HR Committee on the Membership Coordinator Task Force which convened in January, 2016.

The HR Committee anticipates its work in the next church year will involve assisting church staff with 1) selection of the Membership Coordinator, 2) updating job descriptions for staff, and 3) researching compensation issues. It also anticipates reviewing the Audit Committee's 2011 *Report* to ensure it monitors its recommendations pertaining to Human Resources management, as well as monitoring the recommendations of the 2014-2015 Audit by McAuley & Crandall, LLP.

Changes to any provisions of the *Human Resources Manual* require Board approval, so the HR Committee will propose any necessary changes discovered during its work.

Members serving on the HR Committee during 2015-2016 were Roxanna Jones (Chair), Andrea Jonson, Peter Griggs, and Evelyn Maddox.

All Souls Men's Group

The All Souls Men's Group is an open meeting of men, normally held on the second Thursday of the month, throughout the entire year. Don Wakefield and Don Dickey have served as co-chairs of the Group this past year and will continue in this capacity.

Many members of the Men's Group are already very active in the church. Given that involvement, our focus is on building relationships. The format of our meetings remains to have casual discussion, a meal and a program. Members take turns preparing the meal or leading the program. Participation is not limited to All Souls members.

Activities the Men's Group has engaged in this past year include the following:

- Co-sponsored the Annual Yuleboeck Bonfire in January, the most recent Yuleboeck;
- Donated and prepared one dinner for the kids and teachers during the All Souls Summer Camp, as we have done for the past several years;
- Contributed \$350 to the Coming of Age (COA) program for their Boston trip;
- Will Prepare and serve the Sunday Plus Lunch May 15th, in connection with the Annual Meeting, for the benefit of the COA;
- Contributed funds to the Music Program;
- Assisted at Memorial Services; and
- Scheduled a "Texas Holdem" fundraiser for September 2016

Respectfully submitted,

Don Dickey, co-chair
Don Wakefield, co-chair

Response Preparedness

We continue to conduct research on how to create the safest environment for people to attend church and build our community. Thank you to everyone who participated graciously in the recent tornado drill, from which we observed how to fine tune the procedure and keep the procession downstairs more orderly and how to space out more evenly when we arrive downstairs. Thank you to Ruth Robarge, who has conducted a few trainings in our security procedures for regular renters and congregants who are willing to serve as hosts for church volunteer functions.

This team has accomplished a great deal in the past years, establishing tornado and fire drill procedures, hosting CPR and first aid trainings, developing safety precautions and trainings for people who frequent our campus, and creating several teams who function on Sunday mornings to oversee our health and well-being. Diane Cassity organizes the Sunday team (Don Dickey, Robert Gaines, Bob Miller, Don Wakefield, James Warne and Walt Wells) who walk through the campus. Susan Sarachek schedules the Sunday team (Scott Henze, Mark Semet and Matthew Westra) who can offer personal support to anyone in emotional or mental distress. Margaret Drinkwine schedules the Sunday team (Beth Andes, Scott England and Robin Hathaway) who are available if someone has a medical need. We all communicate with the office and Sunday School through walkie-talkies.

While we've had success creating the afore-mentioned procedures, we have struggled with the difficult task of what to do in the unlikely event that the church has an armed intruder. The chances that this would happen are similar to being struck by lightning. But we all know what to do in case of lightning. Does anyone know what to do if someone comes in shooting? And how do we prepare for it without causing an overreaction of fear, paranoia or profiling from the viewpoint of white privilege? Through our research, it has become clear that an advance plan is crucial to minimize harm. We've had several opportunities in this last year to observe the necessity for security procedures due to troubling incidents in our vicinity (i.e., the theft of the "Black Lives Matter" banner, etc.). And so we started as we always have done, with research.

There have been many opportunities to learn from the experts in the field. "60 Minutes" had a segment on the importance of an organization having a plan to address violence within the first 6 minutes. The FBI, ATF, local police and district attorneys conducted a workshop "Violent Intruders in Houses of Worship," and Sherry Anspach, Don Dickey, Diana Hughes and David Jackel attended. Diana Hughes attended 12 sessions of the KC Citizens Police Academy last fall and brought back to the team what she learned. From our research, we have determined that one of the first steps is to get security cameras installed in the parking lot and near the exits and to install a public address system throughout the church. The Response Preparedness Team is working with the new Renovation Task Teams to plan for a P.A. system, as well as preparing to start fundraising efforts to raise money for the cameras. We have observed that the model many people are following is what the FBI and Homeland Security suggest: "Run, Hide, Fight." In the next few months, we will be speaking with local law enforcement about how to institute it at All Souls and we will consider diplomatic and effective ways to train key members, staff and congregational leaders in the procedure.

Thanks to Rev. Judith Cady, Diane Cassity, Bob Miller and the Facilities Committee, new locks were put on the downstairs classrooms so that those rooms can be locked from the inside in case of an intruder. (Of course, staff can unlock them from the outside as well.) Judith informed us that the Religious Education adult volunteers were very supportive of the lock-down procedures that have been implemented and practiced among the adults.

We are very grateful to the team that has been tasking on these strategies for several years now: Barbara Bemis, Rev. Judith Cady, Diane Cassity, Charles Dickinson, Rev. Kendyl Gibbons, Scott Henze, Mike Jonasson, Susan Sarachek, Sue Trowbridge, James Warne, Walt Wells and Rev. Diana Hughes, chair.

Social Responsibility Board

The Social Responsibility Board (“SRB”), aka, the outreach council, the umbrella structure for nine subcommittees, meets once a month, currently on the third Monday of each month, 7 pm, to report to each other about activities and issues.

Chair: H Lon Swearingen; Secretary: Angela Allard

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

Following are the annual reports of some of the subcommittees and the summary of their achievements during 2015-2016: Carver Dual Language Elementary School, Green Sanctuary, More 2, PeaceWorks Kansas City, reStart, Social Justice and Transylvania Partner Church.

Carver Dual Language Elementary School

Carver Amigos, the team of volunteers who tutor and mentor elementary students as part of the All Souls-Carver Elementary School partnership, have had a highly productive school year during the 2015-2016 term. Volunteers at the k-6 school tutor primarily in math, reading and social studies and may operate as classroom assistants, helping individual students as required. The particular school subject is sometimes a vehicle for providing attention, encouragement or a listening ear to students facing unusual challenges both in and out of school.

The goal of Carver Elementary is to graduate students who are fully literate in both Spanish and English, speaking, reading and writing both languages proficiently. Carver Amigos support this goal. Studies show that bilingual students are better learners in school and are more employable when they join the work force.

All Souls member volunteers who tutored and mentored at Carver Elementary during the 2015-2016 school term were the following: Marilyn Carpenter, Carol Cowles, Ellie Dawson, Brenda Funk, Jack Heller, Gordon Leak, Peg and John Maher (also volunteer coordinators), Ginger Powers, Bill Raney, Roma Lee Taunton, Don Wakefield, Kathy While and Jane R. Wilson.

Currently we have 14 church member volunteers active under the partnership, each of whom gives part of one day each week to the school. Two volunteers give parts of two days each week and we’ve been contacted by three people who are interested in joining us in the near future. Some volunteers follow busy professional schedules and are able to spend only an hour or so each week with Carver students, but its been demonstrated time and again that even short periods of time are precious to the Carver kids who need special help and support.

During the past year All Souls congregants have supported Carver Elementary with very generous contributions through the annual Carver Special Collection and the annual Carver Lunch Plus, by participation in the BoxTops4Education program and by donations of school supplies and materials, all of which have been gratefully received. One All Souls member provided 100 sets of earbuds which will allow better use of school computers by the kids a luxury the school had not been able to afford. Because the donations are made as part of the established partnership between All Souls Church and Carver Elementary, the donations are made through the Church, and donors receive favorable tax treatment for their support.

A consistent problem with all school kids is loss of reading skills during the summer recess. Very recently, a book drive for students to practice and maintain good reading skills through the summer resulted in donations of more than 500 children’s books from church members.

Obviously, Carver Elementary is very close to the hearts of All Souls members. There is no question that, year after year, All Souls Church is touching numerous young lives in the Kansas City Community and leaving a long-lasting and very beneficial effect.

Submitted by Peg and John Maher, volunteer coordinators.

Green Sanctuary Committee

The Green Sanctuary Committee at All Souls designs projects in the interest of maintaining the congregation's status as a Green Sanctuary. Green Sanctuary status is awarded through the Unitarian Universalist Association (UUA) to congregations that have successfully met, and continue to meet, guidelines specified in the UUA's Green Sanctuary Program.

Currently, there are 4 consistent attenders of Green Sanctuary meetings. Additionally, there are a couple of members who attend on a more occasional basis. Members include Eloise Weatherford, Sandy Stiner, Walt Wells, Rita Norton, Candy Gray, William Trowbridge, Mike Hoey, and Tracy Van Quaethem (Chair).

Congregationally focused activities engaged by Green Sanctuary in the past year have included managing the fair trade ordering program through Equal Exchange--a fair trade organization that works directly with family farmers who practice environmentally sustainable farming--and the process of Green Sanctuary Re-certification. Currently, in cooperation with the Religious Education Board and the Grounds Committee, Green Sanctuary is in the process of determining the location of, and establishing, a Monarch Waystation on the grounds of the congregation.

Green Sanctuary has played a support role to organizations in the wider community through sponsorship of All Souls meeting space. The Kansas City Food Circle meets at All Souls through Green Sanctuary sponsorship. Green Sanctuary also sponsored the rally location for 350.Org's Climate Change March, the viewing of The True Cost, a film event organized by Stitching Change, will provide meeting space for Heartland Earthkeepers' May meeting, as well as Renew MO's "Reflect and Reactivate" meeting in June. Other support roles Green Sanctuary has played in the past year include working with the ReStart Committee at All Souls to provide the December meal to ReStart participants, and Green Sanctuary donated organically grown transplants to sell at the Social Responsibility Board's annual Earth Day Plant Sale. Green Sanctuary has not done fundraising for specific projects. Instead, Green Sanctuary assesses expenses of a project and measures out the costs against the committee's currently available funds. Our sole source for fundraising is the percentage of sales earned on Equal Exchange orders. Green Sanctuary is currently exploring how Green Sanctuary funds can be constructively spent on improving the environmental sustainability of All Souls' building operations.

Upcoming Green Sanctuary goals and project proposals include progress on Green Sanctuary Re-certification, completion of the Monarch Way Station Garden, and a Mother's Day co-tabling event with Stitching Change, a sewing group that creates fabric products out of recycled materials.

Submitted by: Tracy Van Quaethem (Green Sanctuary Chair)

MORE2

The MORE2 Core Team has been operating without leadership, but the MORE2 Board meets monthly at All Souls and 3 All Souls members regularly attend. This year, the focus has been on Institutional Racism. We have made small efforts at joining the Racial Justice Committee and merging the two efforts, because our goals are similar, but have not accomplished figuring that merger out. The RJC has not met recently and has no representation at SRB at this point. MORE2 had a very successful banquet in June 2015, with over 600 in attendance and All Souls being well represented. After that event, we began working on race issues and

holding Conversations in member congregations. All Souls members participated in a Kick Off event, 2 well-attended Race Conversations at All Souls, and a Leap Into Action event at St. Stephens Baptist Church. We have worked on Criminal Justice, Immigration, Work-Force Development, Education, and expansion of Medicaid during this past year, including public forums, demonstrating at the KCMO City Council on Work-force issues, candidate forums, and providing testimony in Jefferson City. We are in the process of completing a Citywide survey on health-care services for minorities. All Souls has participated in the monthly Immigration Walks to bring attention to the need to end Family Detention. We are holding an action at the County Commission in Johnson County on May 12 2016 to encourage the Commission to Ban the Box for former criminal job applicants. Leadership training continues to be a priority for MORE2 and one goal for this coming year is to send members to training and to build a solid core team. (Submitted by Angela Allard)

PeaceWorks, Kansas City

Activities/background: PeaceWorks, Kansas City, which began as a committee of the Interfaith Peace Alliance in 1982 through the efforts of three All Souls members—Lynn Cheatum, Charlie Bebb, and John Harris—holds its annual UNplaza Art Fair each year at All Souls, showed three films at All Souls in fall 2015, had one Forum speaker, received a Special Offering in March 2015, led the Sunday Service “Global Patriotism” on July 5, and (almost without saying!) has its office in Simpson House. A PeaceWorks member serves on the Social Responsibility Board and coordinates information-sharing through tabling, fliers, and the weekly All Souls e-mail. PeaceWorks is grateful for its close relationship to All Souls!

Other activities: making our annual walk/ride/die-in on Memorial Day, going from the old nuke-parts plant to the new one and mourning deaths of workers from toxins at the old plant; having our Hiroshima/Nagasaki remembrance exhibit at UMKC library for three months; bringing two speakers to UMKC to give talks on the 70th anniversary of the 1945 bombings and implications for today; contributing \$1,000 apiece annually to AFSC (American Friends Service Committee) and KKFI; showing one film at The Tivoli in Westport, starring the hibakusha (survivors of the 1945 bombings); cosponsoring nuclear-weapons scholar Richard Rhodes’ talk at Community of Christ in Independence.

PeaceWorks’ vision: A healthy world of justice and peace without war and its weapons.

Mission: To embody and empower our core truth—peace works!

People involved: About 110 paying members (perhaps 30 from All Souls), plus 200-300 others who come to our events. Officers: Board Chair (and All Souls member) Henry Stoever, henrystoever@sbcglobal.net, 913-375-0045; Board Vice Chair Lu Mountenay, lmountenay@cofchrist.org, 816-252-5724; Board Treasurer David Pack, kndpack@everestkc.net, 913-744-5684; Board Secretary Jim Hannah, jim@jays.net, 816-719-5583.

Impact on the church and/or wider community: **spreading information** about the escalating danger and cost of nuclear weapons (updating them will cost \$1 trillion over the next 30 years, including the \$900 million per year on the KC, MO, plant making non-nuclear parts for nuclear weapons) and about “unintended” deaths of thousands of victims from bombs from drones guided by remote control from US air bases; **scholarships** for Avila University peace scholars; **conflict resolution** sessions for the Urban Ranger Corps in KC; **support** for the tutoring/mentoring Learning Club of Kansas City, KS.

Goals for 2016: From our annual long-range planning, we selected priorities including the following, in no particular order: opposing nuclear weapons (Bannister Plant cleanup and new plant modernization), opposing armed drones, opposing gun violence, and protecting the environment. We request to use Conover or Bragg two to four times during the year, to address issues as they arise, through cosponsorship with the SRB.

Submitted by PeaceWorks and SRB member Jane Stoever

reStart partnership

For the twenty second year, All Soulers prepared Sunday dinners once a month for reStart residents. Four of us, Diane Cassity, Lee Ann Bergin, Becky O'Connor, and Caron Wells, each lead groups of volunteers in buying supplies, cooking and serving the meals. One goal is to introduce more members of All Souls to the reStart programs. Many members and friends have been donating clothes, personal items, and some furniture at the big brown trunk in Conover. We've also had several special collections for their programs. Every meal cooked, check written or shampoo put in the trunk means more services to the clients of reStart. Thank you from staff and residents at reStart.

Social Justice – Caron Wells

Christmas in October: Although CIO has been repairing and renovating home for thirty years, 2015 was All Souls' first involvement. The results were mixed. We did good work, improved the homeowner's property, and felt satisfaction at the end. But, most of the problems that could happen, did. The owner went out of town when we needed to plan the job, she wanted us to do more than she'd originally requested, and a window removed to be fixed was sent to another site. Two weeks later, found and installed. With all the problems, we found out who had the worst puns, which laugh was loudest, and how good a cook Diana Hughes is.

Over eighteen volunteers worked on the project; painting inside and out, cutting and bundling weeds, pulling out and replacing a bathroom floor, insulation around windows, repairing front steps and adding a sturdy rail, and repairing her furnace. Thanks to Eric Kjelshus for evaluating problem and saving CIO the big bill to replace the furnace.

According to Steve Alley, CIO head, if you make it through the first year, the next one's a snap. The 2016 program begins this summer, with choosing a location and putting together the crew. We'll advertise the job description in June. CIO chose October 8 as the work day. Last year was sunny and warm. Steve guarantees the same for 2016.

Earth Day Plant Sale: this sale started as a small plant exchange to do something on Earth Day. More people got involved, we started making money, and someone said "let's teach kids about growing things." Kansas City Community Gardens started working with school gardens, so logically, the Green Gang thought "give the money to KCCG Children's Garden Projects. For the third year in a row, we are sending \$250 to KCCG. We are building ties among members who garden. Joyce's ferns are growing in Missouri and Kansas, Walt's elderberry bushes feed birds at the church, Ellie's wildflowers start native gardens across the city. And some of our kids are learning the joy of growing their very own flowers and veggies.

Transylvanian Partner Church

When Nicolae Ceaucescu's rigidly Stalinist regime was overthrown in the 1989 Romanian Revolution, the UUA invited our churches to establish partner relationships with the Unitarian congregations in Transylvania, historic birthplace of Unitarianism, and part of Hungary until World War I. All Souls was among the first to act, thanks to Rev. Judith Walker-Riggs. Sixteen of our members participated in our first pilgrimage to visit the church in Nyaradgalfalva, led by our music director J. Kent Barnhart and Charles Bebb. We had 3 additional group visits--in 1994 led by Rev. John Weston (16 visitors), 2004 (7) led by minister Rev. Jim Eller, and 2014 (5) led by Rev. Kendyl Gibbons. These pilgrimages, involved a total of 35 different people, some going more than once.

In addition, individuals (Roxanna Jones, Rev. Bill Main, Dick and Ellie Dawson, and Ken Yager) have visited the minister and congregation as individuals 7 intervening years. In the 1990's, one of our All Souls couples, Carolyn and Ed Litchfield actually moved to the Nyarad river valley in a nearby village. During these years we have had relationships with 3 of their ministers, their long-time minister Lexie Torok, Zsolt Barabas, and Bela-Botond Jakobhazy. Our co-chair has visited Galfalva every autumn since 2013

After the 1991 pilgrimage, our congregation voted to send our partner church \$1200 a year, half for the church, and half for the discretion of the minister. Our co-chair Ken Yager has visited Galfalva every autumn

since 2013. He notes, "The Galfalva church has been looking much better in recent times with the contributions of our church. That has also sparked some of their members to contribute to the updating of the church. Most recently the ASUU funds went to improve the first floor room of the parsonage. It was lightly used by the youth of the church and was dark, damp and uninviting. The space now has proper drainage and other improvements making it a cheery space. It is used regularly by the church youth, as well as every Sunday after the worship, most gather there for coffee and pastries. The church would really enjoy another ASUU member visit; maybe in 2017?"

Report by co-chairs Dick Dawson and Ken Yager. Members who have visited in 2004 or '14, and others making up our committee, are Joan Olsen, Claudine Thomas, Kathy While, Lee Ann Googe, Ellie Dawson, Roxanna Jones, Holly Miller, and Rev. Kendyl Gibbons.

Visual Arts Committee

Members – Susan Sarachek, Anna Sajovic, Allison Hedgpeth, Sharon Gradischnig, Dick Dawson, Walt Wells, Holly Miller, Jane Gilbreath, chair.

The Visual Arts Committee posts a "Call For Artists" each spring and meets late summer to select artists to show in the church gallery space for the upcoming year.

The All Souls Unitarian Gallery has a long history of providing gallery space to "emerging" artists, in addition to providing space for a members show each year.

The Committee Mission is to support and promote visually creative aesthetic work and provide space for artists in the community to exhibit.

Our goal is to provide the church with a series of varied art exhibitions throughout the year, which will enhance our image as a warm, welcoming, culturally alive church.

Submitted by Jane Gilbreath, chair

All Souls Worship Team

The Worship Team at All Souls Church coordinates the various aspects of our services to insure smooth presentations. The monthly meetings are held on the third Monday of the month with the exception of January when the meeting is held on the second Monday. Members of the Team are Coordinators for various functions involved with services plus the Forum.

Working with the Minister the Worship Team engages in the task of scheduling Moderators, Service Coordinators, Readers, Greeters, Music, Ushers and any integration with the Forum. Work with the Forum can include synchronizing topics to occasionally having a guest minister who will present at the Forum followed by delivery of the sermon at the Worship Service. In planning for a specific service, the Team will work with a group or individual presenting a service.

The Worship Team is the heir to the Religious Services Committee. With members holding their membership in the Team for extended periods we benefit from the institutional memory developed over the years.

Here is a list of the Worship Team members and their Coordination roles.

Zarrin Reynolds	AudioVisual
Daniel Warneke	AudioVisual
Rita Norton	Forum
Martin Hazlett	Greeters
Don Dickey	Moderators
Anthony Edwards	Music Director
Sharon Grosshart	Readers
Sarah Barlow	Service Coordinators
Dave Black	Special Offerings
Kay Jones	Ushers
Diana Hughes	Order of Service
Kendyl Gibbons	Minister

Respectfully submitted,
Don Dickey, Chairman