



2023 ANNUAL REPORT

A Beacon of Light & Hope

*This home is your anchor, your port in the storm,
a refuge, a happy place in which to dwell,
a place where you are loved and safe.*

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LEADERSHIP

Minister

Rev. CJ McGregor (through August 31, 2022)

Currently in Search

Staff

Congregational Administrator: Regina Kilmartin

Director of Music: Carlos Garcia

Child and Youth Programs: Kathy Fanny

Sexton: Joe Gayton

Sunday Hospitality: Joe Gayton, Linda Bigelow, Nicole Racine

Board of Directors

President: March DiGalbo

Vice-President: Rachel Spiller

Treasurer: John Conrad

Secretary: Ed Elrod

Trustees: Judy Alberda, Peter Erickson, Michelle Gemma, Lewis Robinson, Linda Runkle

Past Chair: Chris Stotler



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All Faiths Unitarian Congregation

Annual Meeting

March 26, 2023, 9:30 A.M.

Agenda

Call to Order: Marge DiGalbo, Board of Directors Chair

Lighting Chalice: Joyce Ramay

Welcome: Marge DiGalbo

Approval of Minutes: 2022 Annual Meeting (in the Annual Report): Marge DiGalbo

Presentation and Approval Vote of 2023-2024 Congregational Budget (in the Annual Report): Marge DiGalbo; Joyce Ramay, Finance Committee Chair

Presentation and Approval of Revisions to Bylaws (Annual Report): Marge DiGalbo

Presentation of Nominees to the Board of Directors and the Secretary (in the Annual Report): Dottie Mayol, Nominating Committee Chair

Election of Nominees to the Board of Directors and the Secretary by Ballot, Virtual or Voice Vote (if no floor nominations): Marge DiGalbo

Presentation of Nominees to the Nominating Committee (in the Annual Report): Dottie Mayol, Nominating Committee Chair

Election of Nominees to the Nominating Committee by Ballot, Virtual or Voice Vote (if no floor nominations): Marge DiGalbo

Recognition of Outgoing Board Members: Judy Alberda, Ed Elrod, Peter Erickson, and Rachel Spiller.

Other Business:

Honoring Rites of Passage: Joyce Ramay, Care and Support Committee Chair

Extinguishing Chalice: Joyce Ramay

Motion to Adjourn: Marge DiGalbo



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Minutes
Annual Meeting
All Faiths Unitarian Congregation
March 27, 2022

The Meeting was called to order at 9:31 am by the Chair, Chris Stotler. Other Board members present were the Vice Chair, Rachel Spiller; the Treasurer, John Conrad; the Secretary, Ed Elrod, and Directors, Linda Runkle and Marge DiGalbo. The Congregational Administrator, Regina Kilmartin, was also in attendance.

Although the question was not raised, a quorum was present.

Becky Ross moved, Donalie Benyak seconded, and the Congregation approved the Minutes of the previous Annual Meeting.

Donalie Benyak moved, Linda Runkle seconded, and the Congregation approved the Tentative Budget for 2022-2023.

There being no nominations from the floor, Rachel Spiller moved, Donalie Benyak seconded, and the Congregation approved the new and returning directors:

<u>Position</u>	<u>Nominee</u>	<u>Term</u>
Treasurer	John Conrad (2 nd term)	2022-2024
Director	Marge DiGalbo (2 nd term)	2022-2024
Director	Linda Runkle (2 nd term)	2022-2024
Director	Michelle Gemma	2022-2024
Director	Lewis Robinson	2022-2024
Director	Judy Alberda (1 year)	2022-2023

There being no nominations from the floor, Joyce Ramay moved, Fran Way seconded, and the Congregation approved the Nominating Committee, Lisa Leonhardt and Carol Heilsberg, both to serve 2022-2024, with Lisa's being a second term.

Chris Stotler recognized the services of the outgoing Board members, Eileen Moran, Chris Stotler, and Ernie Reid.

Brad Davidson moved, Donalie Benyak seconded, and the Congregation adopted the Mission Statement: "All Faiths Unitarian Congregation is committed to Justice, Equity and Compassion."

Joyce Ramay moved, Becky Ross seconded, and the Congregation approved the Vision Statement: "Recognizing our role as each other's keepers, we strive to be an inclusive, loving, spiritual community, working to bring harmony to the world."



Joyce Ramay moved, Joan Marshall seconded and the Congregation approved a vote of appreciation for the Staff's efforts to keep the Congregation functioning during the COVID problems.

Rev CJ McGregor recognized Rites of Passage of the following members during the past year:

Dick Ashton
Ed Fulker
Elaine Leventhal
Edith Rood
Vivian Sawaya

The meeting was adjourned.

/s/ Ed Elrod, Secretary

MINISTER'S REPORT

Currently in Ministerial Search.

MINISTERIAL SEARCH COMMITTEE REPORT

In accordance with All Faiths' bylaws, the Board of Directors nominated five members to serve on a committee to search, interview, and recommend ministerial candidates to the Congregation. At a Special Meeting held on July 31, 2022, the Congregation approved the Board's nominees: Annely Hudanick, Bob Moore, Joe Batal, Frankie Jennings, and Marsha Bates. When Frankie asked to be replaced due to unforeseen circumstances, the Board appointed Michelle Gemma to replace Frankie. Emmie Spiller serves as the Search Committee's Youth Consultant; she is a non-voting member of the Search Team. Marsha Bates serves as Chair of the Committee and Bob Moore is Secretary.

Per the Board's direction, the Search Committee is to identify candidates for a one-year contract position. If, after a year, the Minister and All Faiths' Congregation agree that the Minister fulfills All Faiths' needs, the intent would be to change the contract ministry position to a settled ministry position.

All Faiths' by-laws also stipulate that any minister hired must be in good standing with the Unitarian Universalist Association; therefore, the Team is working with UUA's Transition Manager to identify appropriate candidates. As part of that process, the Team developed All Faiths' Congregational Record which describes in detail the All Faiths Congregation, our demographics, programs we offer, and how we interact with the community at large. The Record



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also describes Fort Myers and surrounding communities. UUA has posted our Congregational Record to the Ministerial Search website for potential candidates to review.

In October, the Search Team conducted a survey to determine the Congregation's expectations of a minister. The survey results guide the Team as we review potential candidates' ministerial records, evaluate interview feedback, and observe the candidates' pulpit expertise by viewing services posted on churches' websites.

The Search continues as we attempt to identify a candidate who will fit well into All Faith's culture and will help us grow into the future.

Submitted by Marsha Bates, Search Committee Chair

BORAD OF DIRECTORS CHAIRPERSON'S REPORT

The Board of Directors for the past year included Chair, Marge DiGalbo, Vice Chair, Rachel Spiller, Treasurer, John Conrad, Secretary, Ed Elrod, Directors, Peter Erickson, Linda Runkle, Michelle Gemma, Judy Alberda, and Lewis Robinson, Past President, Chris Stotler. Judy Alberda served for one year replacing Ernie Reid.

Your Board of Directors has guided All Faiths Congregation through 2022-2023 in spite of many challenges, including the end of COVID restrictions, damage from Hurricane Ian, the loss of many members who have moved away, and several deaths of our beloved members.

The Board met on the third Wednesday of the month at 1 p.m. in the All Faiths Community Room returning to in person meetings in March. It was good to reconnect and be together again. We also began opening Sunday Services to more members and eventually we were fully opened to all who wished to attend in person with facemasks. Facemask requirements were later discontinued. We continue to livestream our services and post them on YouTube. In April, our beloved Rev. CJ announced he would be leaving All Faiths Congregation on August 31, 2022, to take on the position of minister of New Unity Church in London, England. We said a sad farewell to him at a luncheon on August 28, 2023. The Board quickly nominated a committee of five members and a youth representative to begin the search for our next minister. The committee consists of Marsha Bates, Chair, Bob Moore, Secretary, Joe Batal, Annelly Hudanick, Frankie Jennings and youth representative, Emmie Spiller. This Committee was approved by a vote during a special meeting of the Congregation. Frankie Jennings had to resign from the committee with Michelle Gemma being elected by the Board to fill the open position. The Board recommended that the Search Committee take a single-track approach to finding a contract minister for a one-to-two year contract with All Faiths. The work of the Search Committee continues.



We've made many improvements to our beloved building. We removed our old rotted deck and replaced it with a beautiful new patio made with pavers. There are new safe steps with secure handrails into and out of the Community Room. There is a beautiful new lighted sign out front. We were able to replace our roof and gutters after damage from Hurricane Ian. With insurance and a grant from the UUA we were able to make the needed repairs without any out-of-pocket costs.

With security being a priority, All Faiths put in place a security procedure that in addition to cameras, the doors are being locked after the start of services on Sundays. All doors can be opened from the inside. Greeters are instructed to ask unknown visitors to leave all large bags, backpacks, instrument cases, etc. in the entry area. As our old AED has expired, a new AED has been ordered. A partial payment donation was received from a generous congregant.

The Rev. Dr. Wayne Robinson donated office furniture for the future new minister. He also donated many of his personal books to be sold for a donation to the Minister's Discretionary Fund. Several books were kept for a library located in the Robinson Room.

For the first time since the start of COVID we were able to hold an in person Founders' Day Celebration on February 19, 2023. On that day we celebrated our founding minister, Rev. Dr. Wayne Robinson, and honored him with the Joyce Ramay Flamekeeper Award. His portrait was hung in the Community Room. A wonderful barbeque was held after and enjoyed by all.

The Finance Committee along with the Board of Directors have taken several measures to maintain the financial health and the assets of All Faiths after a capital reserve study was conducted, resulting in new capital reserve checking and capital reserve money market accounts being opened.

The Stewardship Pledge Campaign had a below-expected outcome, requiring the Finance Committee to make adjustments to our initial proposed goal budget. The Stewardship Committee of Marsha Bates, Jack Kennedy, Dan DeShon, Marge DiGalbo, with the assistance of Chris Stotler, made calls to all of our members and friends who had not yet submitted their pledge forms. Thanks to lots of support from Regina Kilmartin the Committee was successful in obtaining an additional \$17,000 in pledges securing the recommended 85% of the adjusted proposed budget.

In May we held an All Church Family clean up. Twenty-two members and friends showed up to dust, wash windows, clean closets, bathrooms, the kitchen, polish furniture, dust lights, etc. Outside they raked, washed windows, power washed walkways, chairs and the building. We gave the building and grounds a thorough, long overdue, clean up. Another clean up was held again in the fall after Ian left everything covered in debris, dirt, leaves etc. with broken branches and foliage.



Rev. CJ, Peter Erickson, Chris Stotler, and John Conrad completed the Five-Year Strategic Plan. The Board reviewed the updates and voted to approve the changes. The Board also approved a proposal from Carlos Garcia to hold monthly Ice Cream Socials after Sunday Service for a small donation. The first Ice Cream Social was held on July 31, 2022 and was a big success. We have held a social every month since. We have members signed up to sponsor the socials each month for \$25. These are well received and a good opportunity for fellowship and conversation. Other social events as fundraisers have been provided. Dinner and a Movie provided by Ariel Hoover and Bob Moore, an Italian Night Dinner by Bob and Marge DiGalbo with a movie provided by the Racial Equity Committee have been very successful social events and raised additional funds for All Faiths. We are planning other events, such as the play Bible Bad Girls in March, Junk In The Trunk tag sales in June, and more dinners and movies.

Rev. CJ performed a Memorial Service and installed bricks for 18 departed members in the Memorial Garden prior to his departure in August. In September The Legacy Tree gifted to All Faiths by Reverend CJ and Richard Keelan was dedicated and hung in the Community Room, along with a plaque with the names of the six Legacy donors. Names of future donors will be added for their donations.

The Child and Youth Program currently has four children. They worked with Kathy Fanny and participated in a Purim Service on March 5, 2023. They made noisemakers, costumes and hamantaschen cookies for the service. Each child had a reading part in the service. They visited an Elephant Sanctuary in February.

I am thankful to the dedicated Board members, the All Faiths staff, the many people who serve on the Committees and all the volunteers who contribute so many hours of their time and talents to help All Faiths run. It's been a busy stressful year and we couldn't do it without all of you.

Submitted by Marge DiGalbo

CONGREGATIONAL ADMINISTRATOR'S REPORT

It's been a bittersweet year. There was no better way to start the 2022/23 fiscal year than with paying off the mortgage! The three-year campaign was started at the suggestion of Howard Silverman with the goal of paying it off before a 2024 balloon payment came due. We paid it off two years early! After 13 and a half years as your administrator, I am continually amazed by the care, love and support All Faiths receives from our congregants. You are truly amazing people.

Rev. CJ announced in April that he would be leaving us at the end of August to take a job in London. I know the congregation was surprised and disappointed. We will miss him, but it's not the first time we've been minister-less, so a search committee was appointed by the board, and the search goes on. We are fortunate to have many talented speakers every Sunday in the



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pulpit, and we continue to successfully livestream the services. We may be small, but we are a mighty little congregation that an enthusiastic minister with a big heart would love to lead.

Many good things were happening in 2022 – we paid off the mortgage; our rotted deck was demolished and a new paver patio was installed; we upgraded and installed new surveillance cameras; we ordered a new street sign to include a separate panel for the ACMA; we had a capital reserve study done at John Conrad’s request, leading to new capital checking and capital reserve money market accounts being opened; we started having more in-house programs and gatherings as COVID seemed to be getting further away in the rear view mirror; the search was on for a new minister -- and then, on September 28, Hurricane Ian hit Fort Myers.

The hurricane was devastating. I couldn’t get to All Faiths for five days to assess the damage. There was debris, trees, docks, doors, signs, personal property strewn all over our grounds and parking lot, mud covered nearby streets and sidewalks. For two weeks we had no power or phones, cell service was sketchy. Those of us who could get onto social media started spreading the word about who was safe, and we were eventually able to account for everyone. The church was damaged, but somehow did not flood. Many of our congregants lost their homes on Sanibel, Fort Myers Beach, Island Park, North Fort Myers. Some chose to stay and try to rebuild, others headed north with no plans to return. In the end, 149 people died, the landscape has been permanently altered, and it will surely take years to recover.

In the aftermath, we had to replace the roof, and there is interior damage to the ceilings that will have to be replaced, hopefully by early fall. Dealing with insurance companies and contractors is a nightmare for everyone, and I am especially grateful to John Conrad, our treasurer, for being on top of every detail. We did apply to the UUA Disaster Relief Fund for \$16,300 to cover the deductible on our insurance, and they sent a check right away, no questions asked. The insurance covered the rest of the damage to the tune of approximately \$55,000.

Unfortunately, our membership numbers have declined. We started the year with 143 members and 47 friends, but after the hurricane and a detailed review of the membership roster by the Membership Committee, we are currently at 101 members, 34 friends, 11 inactive members and 30 inactive friends. An “inactive” category was created to account for members and friends who, primarily for health-related issues, can no longer participate the way they used to and are not considered in the UUA membership certification.

Through many challenges, including a budget deficit going into the 2023/2024 fiscal year, I am optimistic about our future. We have amazing congregants and dedicated leadership. Our building is filled with love, care and support every Sunday that stretches far beyond our walls. We’ve been through a lot together and I think that only strengthens our resolve. I am grateful to our board, our committees, our justice teams, and our many volunteers. You made a bittersweet year more sweet than bitter. Thank you.

Submitted by Regina Kilmartin



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MUSIC DIRECTOR'S REPORT

Having joined All Faiths at the start of 2022, I had my first meet with the All Voices choir in January where we had our first rehearsal together. The choir is made up of dedicated members who all share the same interest – to produce relevant music for others to enjoy. During our first month together, the choir voted to have rehearsals on Saturdays at 2 pm, which worked well for the rest of the year. The choir has demonstrated that they can perform rounds, harmonies, and rhythmic tunes that are always welcomed by our congregants. Throughout the year, I have met and worked with dedicated solo singers and vocal groups that have performed for us on select Sundays. I was also involved in assisting various events at All Faiths, such as Rev. CJ's Farewell Service, Disco Night at All Faiths, and Founders' Day service, to name a few. By Christmastime, we had a very nice candlelight service and also had our first youth member join the choir.

In the fall, I was delighted to propose Ice Cream Sundays which is now a part of All Faiths, being served the last Sunday of every month, after service. In mid-December, we were scheduled to perform at the Evans Health Care Senior Facility; which I went on behalf of the choir (several members were under the weather) and had a sing-along with the senior residents. We plan to have a few more of these sing-alongs in the coming year, singing at senior centers, local events, charities, and other related performance opportunities. By the end of 2022, the choir voted to change rehearsal days to Thursdays at 2pm.

Since Covid, the congregation has been using an Order of Service with the music lyrics printed on the backside. We plan to use our hymnals starting in March of 2023, and use the backside of the Order of Service to print announcements and upcoming events. I look forward to continuously assisting in future events, especially when we welcome other "faith denominations and cultures" to come and celebrate with us. We at All Faiths find it a delight to learn about other cultures and religions, which I carefully plan for in singing relevant music at our services. I am also looking to host a 4-week Music History course at All Faiths, for those interested in learning all about the origins of music, music genres, composers, music styles, vocal vs. instrumental music, etc.

COMMITTEE AND PROGRAM REPORTS

Adult Programs

We encourage more people to lead and participate in programs that will enable us to gain more knowledge and increase our understanding of the world in which we live.

Adult Education classes have traditionally been held in the sanctuary on Sunday mornings before or between services. During the past year, **News Talk** discussions were held at 9:15 a.m. on



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Sundays, led by Richard Keelan, and later by Ray Ellis. Participants review what has been happening in our world, and share their opinions, hopes and dreams about making this a better world.

In July, Richard Keelan presented a *Mental Health First Aid Training* program.

Wednesday mornings are reserved for our *Ten O'clock Scholar*. Rev. CJ McGregor conducted the following programs:

April – 3 parts series *Wellspring*

May – 4 part series – *Leading Change in Your Congregation*

June – 2 programs - Screening of *White Savior* and *An Ethic of Risk*

August – 2 sessions – *Stonewall Uprising* and *American Heretics*

In December, Ariel Hoover and Bob Moore showed the movie *Mission Joy* and provided a dinner. The movie was a conversation between the Dalai Lama and Bishop Desmond Tutu.

In January, Becky Ross arranged to show the movie *Time*, about a black family dealing with long-term incarceration. Marge and Bob DiGalbo provided the lasagna dinner.

In March, Susan Meissner is conducting *Hard Choices for Loving People* on five Wednesdays.

We look forward to having a new minister who can lead more *Ten O'Clock Scholar* Programs. In the meantime, we hope that others will offer to present educational programs.

As Chris Stotler emphasized in one of his Sunday messages, it's time to *Get out of your pajamas* and meet again with real live people.

Submitted by Joyce Ramay

Child & Youth Program

The Youth Program has grown from two children to four children every week. We have had up to nine children in the program. We are following the UU.org curriculum for children, *Tapestry of Faith*. The children have made t-shirts and posters and have participated in marches with me (LGBTQ, Woman's March, and MLK March. We have weekly sessions where we explore being agents of change in the world as they develop qualities crucial to justice work.

We have taken a field trip to an elephant sanctuary and have participated in one church service for the Jewish holiday of Purim.

Submitted by Kathy Fanny



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Buildings and Grounds

Completed

Fall and post Ian All Faiths Family clean up, inside and outside.

Pressure washed and repaired fence prior to and post Ian. Damaged panels to be repaired, Pressure washed entryway, furniture, and sidewalks parking lot.

Broken Trees and limbs trimmed post Ian.

Patio paver, steps and handrail installed.

The area behind the building was cleared and old rusted, broken, and unused equipment discarded.

White stone border was installed around the patio and behind the building. Shelves were cleaned and leveled for gardening equipment and plants.

Three new storage sheds were purchased, built and secured to the building.

Patio side of the building was pressure washed and painted.

Sign power was disconnected prior to installation of the new sign. Continued with interior repairs as needed i.e., bathroom faucets, toilets, lights, dishwasher etc.

Installed new gutter guards pre Ian then reinstalled post Ian.

Cleaned exterior cameras post Ian.

Future Plans

Continue to repair fences along the parking lot then pressure wash.

Seal patio pavers prior to the rainy season.

Paint vestibule.

Fix pump in Memorial Garden.

Interior repairs to walls, ceiling as needed in spring/summer.

Submitted by Robert DiGalbo



Communications

Our website is very professional looking and user friendly thanks to our creative and knowledgeable webmaster, Becky Ross. It is the go-to place for all information related to All Faiths. Our public Facebook page is used to reach out to the general public. Our Sunday services are in-house as well as live-streamed to the general public. Services announcements or special events are also posted to the public Facebook page. We reach out to our membership through our monthly newsletter, Connections, a private Facebook page, email notifications. Important information and Joys and Sorrows are announced during our live streamed Sunday services, published in the newsletter and sent to the congregation via Care and Support notices from Joyce Ramay. And, of course, the bulletin boards are always utilized.

We recently purchased a Bluetooth microphone and speaker that connects to a laptop giving us the capability to host hybrid (in-house and Zoom) meetings, however, the consensus seems to be that people prefer to meet in person.

We really need a Public Relations person who is capable of submitting press releases to the media for All Faiths community events and programs.

Submitted by Regina Kilmartin

Finance

Finance Committee

We are grateful to all of our members and friends who have supported All Faiths in so many ways during this challenging year. After having closed services for a long time during the COVID-19 pandemic, we were finally able to resume open services during the past year, and continued to livestream them on Facebook. Rev. CJ McGregor, left on September 1st to take a position at a UU congregation in London, so we have been without the services of a fulltime minister since then.

The Finance Committee meets monthly at All Faiths. Our role is to review monthly and year-to-date reports to determine the relationship between our budget and actual income and expenses. We also study and make recommendations to the Board on requests for upcoming expenditures. We prepare the goal budget for use by our Stewardship Committee in the annual pledge drive, and then update the budget for approval at our annual congregational meeting.

Contributions during the past fiscal year were substantially below the budget. Also, we did not have income from some usual sources such as rents, fundraising events, concerts or auctions. However, we were able to cover expenses primarily because we had minister's compensation for only the first five months of the fiscal year, April through August. We appreciate all of the



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cooperation that we have had from our staff, board, and committees in enabling us to keep our expenses down closer to our reduced level of income.

We incurred damages from Hurricane Ian. We have received \$53,806.43 from our Citizens Wind Insurance, and \$16,350 Disaster Relief from UUA to cover the deductible. We believe that these will cover the costs of necessary repairs and replacements. The roof has already been installed. Other repairs will be arranged in the coming months.

We encourage all of our members and friends to return their pledge forms for the coming year to support all of our staff, facilities and programs. Our Proposed Budget for the coming year is for \$233,209 for Operating Income and Expense.

At All Faiths, people matter most. Employee payroll and benefits total \$175,325 which is 75% of the budget. Other essential expenses for our facilities include utilities, insurance, lawncare, repairs and maintenance. There are very few discretionary expenses.

While we have experienced some extreme challenges during this past year, we are optimistic about our future. Over the past 22 years, our members have been loyal and generous in their financial support, and many continue to contribute their valuable time and talents to enable All Faiths to be a welcoming, inspiring, and actively engaged community of choice.

Submitted by Joyce Ramay

Treasurer

In 2022-2023, one of the major focuses was on implementation of the new Capital Reserve Fund. \$13,800 was budgeted for this; and we “kick-started” the new account with a deposit of \$20,000 from the Legacy Fund. We were able to begin to implement this because the mortgage was paid off in 2021-2022; and we had been budgeting \$19,800 annually for the mortgage. During 2022-2023, Capital Reserves had expenses related to the replacement of the video surveillance system, purchase of a new printer/scanner, purchase of a grill, replacement of the AED/difibrillator and the replacement of the All Faiths sign on McGregor Blvd.

During 2022-2023, a total of \$14,000 was borrowed from the Operating Reserve Fund when our cash flow was slow over the summer months. This usually occurs at this time of year. By the end of February 2023, all of these funds were returned to the Operating Reserve.

Hurricane Ian caused All Faiths to receive both a gift from the UUA Disaster Relief Fund and a large check from Citizens Property Insurance (wind policy) which have resulted in both the roof and gutters/downspouts being replaced. Approximately \$39,000 remains from these deposits which will be used in the future for interior repairs.

The deck was replaced in 2022-2023 with a patio. Funding for this was available from a Legacy Fund gift from the Fulker family.



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A focus for the new year (2023-2024) will be to increase All Faiths interest income through better money market rates and the possible creation of CDs.

Overall, the Income from pledging was “down” in 2022-2023. This was most likely the result of: no minister since September 1, Hurricane Ian, and reduced membership at All Faiths. Expenses were well managed. More spontaneous fundraising events have begun to occur which are beneficial financially, but also continue to bring us together in fellowship in fun ways. We hope to carry this forward into the new year.

Submitted by John Conrad

Special Collections

2022-2023 Fiscal Year Share the Plate – Second Sundays

Month	Team/Ministry	Collection For	Donations
April	Climate Action Team	One Tree	\$235
May	Homeless	All Souls Episcopal	\$319
June	Racial Equity	Black Lives of Unitarian Universalism	\$150
July	Rainbow Connection	Visuality	\$399
August	Operation Joy	Operation Joy	\$505
September	Climate Action Team	SWFL RESET Center	\$200
October	Homeless	All Souls Episcopal	\$245
November	Operation Joy	St. Martin de Porres Food & Supplies and	\$500
December	Employee Bonuses	All Faiths Employees	\$5,838
January	Racial Equity	Black Lives of Unitarian Universalism	\$415
February	MDF	Minister’s Discretionary Fund	\$1110
March	Operation Joy	Operation Joy	t/b/d

2023-2024 Fiscal Year Share the Plate – Second Sundays

Month	Team/Ministry	Collection For
April	Climate Action Team	SWFL RESET Center
May	Homeless	All Souls Episcopal
June	Racial Equity	Quality Life Center (Scholarships)
July	Rainbow Connection	Visuality
August	Operation Joy	Operation Joy



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September	Climate Action Team	SWFL RESET Center
October	Homeless	All Souls Episcopal
November	Operation Joy	Martin de Porres
December	Employee Bonuses	All Faiths Employees
January	Racial Equity	Quality Life Center (Scholarships)
February	MDF	Minister's Discretionary Fund
March	Operation Joy	Operation Joy

McGregor Clinic – Third Sundays – Coordinated by Joyce Schaffer

Monthly collections of non-perishable food, clothing and other supplies resumed in March of 2022. Amy Zamot from McGregor Clinic was our guest speaker at a Sunday service, informing us of all the wonderful work that they do for HIV-AIDS patients and families.

Pet Shelters – Fifth Sundays – Coordinated by Sharon Gray

Members continued to contribute food and supplies for pet shelters on the fifth Sundays. Sharon Gray delivered a Sunday service message about caring for homeless animals.

Mano a Mano Craft Sales – Coordinated by Charlotte Blitt

In December 2022, our annual sale of hand-made crafts raised money to support the uplift work in the highlands of Bolivia by Mano a Mano, an organization founded and operated by our longtime members and friends, Joan and Segundo Velasquez.

Submitted by Joyce Ramay

Membership

Membership in All Faiths is divided into “members” and “friends.” Members are individuals who have officially joined the congregation as voting members. Friends are those who attend services, are active in All Faiths and/or contribute, but have not joined as full voting members. By board policy, those who have not participated or contributed in the past two years are removed from membership or friends status.

As of January 2023, All Faiths had 124 members and 64 friends. Nine new members signed the membership book in 2022. At its February, 20223 meeting, the membership committee examined the membership and friends roster, and removed some who were judged to be no longer involved with, or contributing to, the congregation. This brought the numbers of members to 113. While still meeting the criteria for membership eleven members could be considered “inactive.” An additional 60 friends contribute and/ or are active participants.

In-person services resumed for all of 2022. The “traditional” count of service attendance, visitors, and religious education attendance was suspended during the pandemic and was resumed. In- person services attendance has not reached its pre pandemic numbers of



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approximately 4,500 per year. In 2022, service attendance totaled 2,828, an average of 55 per service. No second services were held. First time visitors totaled 128 in 2022, as opposed to the pre pandemic years where visitor counts were over 200 per year. Coffee hour was resumed and a popular monthly ice cream social added. Adult religious education sessions moved from Zoom to in-person in March with an average attendance of seven.

Online counts are kept of internet service log-ins, including the “live” broadcast and subsequent viewing on the website. Since in-person services resumed, online log-ins have dropped to an average of 120 per week. It should be noted that internet numbers are not comparable to the counts at in-person services. Log-ins do not count more than one person viewing the service. Nor do the online numbers differentiate between those who log in only briefly and those who watch an entire service.

Thanks to the expertise of member Becky Ross, our All Faiths website now has a mechanism for website visitors to register with All Faiths and request our e newsletter, announcements, and contact with the minister and/or membership representative. Along with in-person service guests, online registrants are sent “personal” email invitations to our newcomer orientation classes. In 2022 fifteen individuals filled out on-line registrations, an expected decrease from the previous years when in-person visits to services were not available. Thirty three guest cards were filled out at services during 2022, a decrease from number of cards filled out in pre-pandemic years.

The membership committee met in May, August and November. Committee members hosted, and participated in, June and December orientation classes and membership recognition ceremonies. At its November meeting the committee discussed creating a “virtual” membership category for non-local individuals who wish to become members and asked that a proposal be taken to the board of directors.

The committee extends a special thank-you to the greeters who stepped up during the pandemic and helped transition from pandemic related precautions to “normal” greeting duties. Our greeters continue to get high praise from visitors for their warmth. We also send gratitude to our members who continue to participate on-line or who enjoyed resuming in-person attendance. Response to our “lay led” services has been strongly positive. One newcomer, who had enthusiastically responded to several services, expressed surprise when told we were conducting a minister search, saying “Oh! I hope that doesn’t change things! Your services now are wonderful!”

Submitted by Fran Way



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Social Action and Outreach (SAO)

The SAO Committee formed in late 2017 and was charged to become a clearing house for social justice and outreach opportunities for the congregation. The Committee has been working in three areas: Racial Justice, Climate Action, and Homelessness. Each team has a leader which makes up the SAO Committee. The congregation also participates in the Lee Interfaith for Empowerment (LIFE) organization along with many other local congregations.

Racial Equity

The Racial Equity Team has been evolving during this past year as our minister, who was co-leading the team for several months, departed and the team leadership has evolved. The team is working to increase interest and overall engagement by members of the congregation as we work towards living into the 8th principle and building a beloved multi-racial, multi-cultural congregation. In January, approximately 20 members/friends participated in the Martin Luther King March and All Faiths had a table at the Celebration at Centennial Park. In February, we showed the film, *Time*, followed by discussion and dinner.

Climate Action Team (CAT)

The All Faiths Climate Action Team has evolved, over the past few years, into a partnership of numerous climate-concerned organizations working together in mutual support to address the impact of the climate crisis on our lives and our community. Many of our CAT activities are a part of this collaborative effort. These organizations include, among others, the SWFL RESET Center, the Lee County Climate Reality Chapter, the Citizens Climate Lobby, Growing Climate Solutions, the Shell Point Green Team and the SWFL Interfaith Climate Action Team.

Our CAT meetings are essentially intense discussions among the leaders and supporters of these partner organizations about pressing environmental issues and actions we can take to address them. This year, our efforts have been focused around three primary campaigns:

1. Development and implementation of “Being a Good Neighbor,” a course of study on local indigenous tribes and their relationship to the land.
2. “The Right to Clean and Healthy Water,” a petition campaign to place an amendment to the Florida Constitution on the 2024 ballot.
3. “Southwest Florida 2023 Solar Co-op” a cooperative effort to expand rooftop solar on homes and businesses in Lee and Collier counties.

The “Being a Good Neighbor” project was initiated with a grant to the SWFL RESET Center from UUA Social Justice. It included the participation of four Southwest Florida UU Congregations: UUCFM, All Faiths Unitarian Congregation, UU Congregation of Greater



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Naples and the UU Church of Sarasota. A committee of participants from these organizations spent nearly a year researching the materials to be used in the development of this course of study about the current and historic presence of Miccosukee, Seminole and former indigenous tribes here in Southwest Florida and the destructive impact of settler colonialism on their lives. The formulation of this study course was under the guidance of Rev. Houston Cypress of the Miccosukee tribe, who also helped lead the study sessions.

Our All Faiths April 2022 Earth Day service included a powerful sermon by Betty Osceola, a renowned Miccosukee educator, environmentalist and defender of the Everglades. A portion of that moving testimonial was incorporated into the study course. We presented the course in five weekly sessions in January and February of 2023. Four were on ZOOM, and the final session was live at UUCFM.

“The Right to Clean and Healthy Water” petition campaign is being led by CAT participant, Joe Bonasia. This statewide effort to add an amendment to the Florida constitution that will insure the right of Florida citizens to legally demand that our waters be protected from pollution will require the gathering of nearly 900,000 petitions signed by Florida voters. This is a monumental task, made even more difficult by the impact of Hurricanes Ian and Nicole in the fall of 2022. All of CAT’s partner organizations are assisting in the gathering of these petitions. Petitions are available in the All Faiths office to be signed or for congregants to take to get friends and neighbors to sign and send in. They can also be directly downloaded online at: <https://floridarighttocleanwater.org/petition>.

“The Southwest Florida 2023 Solar Co-op” campaign, organized late in 2022, officially launched in January 2023. All Faiths Unitarian Congregation is a partner in this undertaking in association with the organization Solar United Neighbors. CAT member, Bob Moore, was instrumental in getting this effort underway and is actively engaged in making presentations to the public, including one at All Faiths on March 14th at 6:00 p.m. Interested parties can sign up to participate in the program until April 30th, 2023. Participation does not require a commitment to purchase solar, but provides you with the information you need to make that decision for yourself.

In addition to these three major projects, the Climate Action Team was also instrumental this year in securing the support of the All Faiths Unitarian Congregation for the UU Statement of Commitment in Response to Climate-Forced Displacement. This support was authorized prior to the arrival of Hurricane Ian, which, in an odd twist of fate, displaced several of our congregation members.

CAT also participated in the powerful January 17th SWFL Climate and Community Summit that addressed both the impact of climate change on our environment and the current rebuilding efforts from Hurricane Ian. Our CAT meetings following the storm, focused significantly around how we can best influence that rebuilding effort to incorporate greater resilience to the inevitable impact of rising sea-levels on storm surges and other intensified storm activity. These discussions clearly pointed to the need for long-term, ongoing engagement with the key decision-makers in local government. In passing, we would like to acknowledge the dedicated efforts of the late Gerald Goen, who worked tirelessly to convince the Lee County Board of Commissioners of the value and importance of transitioning to solar power for our government facilities. We will continue to build on those efforts, moving forward.



Several former CAT projects were either canceled or delayed by the COVID pandemic. We are making plans to reinstate those projects now. One of them was a plan to plant trees in the Dunbar community. We are currently looking for a viable location for this effort. Another was a series of Interfaith Power and Light film viewings and discussion events. We have scheduled the first of these events for World Water Day, on March 22nd at 2:00 p.m., at All Faiths, where we will view the film “Before the Flood” featuring Leonardo DiCaprio in climate change discussions with world leaders.

Your Climate Action Team is part of a strong and vibrant movement to alter our impact on the natural world both here in Southwest Florida and around the globe. We are evolving and expanding our efforts and will continue to look for ways to reach out to the larger community and help to inform and engage them in this vital work.

Submitted by Joan Marshall

Hearts for the Homeless Team

All Faiths members supported this team in the following ways:

Ten members of All Faiths participated in two separate Habitat for Humanity events.

Thirty sleeping bags donated to Lee County Homeless Outreach team between September and February.

Forty-nine school uniform pieces donated by the congregation, for distribution to children at Colonial Elementary. This school has a high number of children living in unstable housing.

Sixty-nine bikes collected and donated to All Souls Homeless Outreach program mostly from the neighborhood, April 2022 — February 2023. (150 bikes collected since the program started).

\$550 collected through two Share the Plate collections, for the All Souls Homeless program. Individual congregants donated a total of \$300 to this team.

Unneeded kitchen items from All Faiths “spring cleaning” were donated to the Grace Church Thrift store. This store funds a weekly meal and services/clothing for people at risk of or experiencing homelessness.

When Hurricane Ian resulted in many All Faiths members losing their homes and becoming homeless, other members of the congregation offered their home, transportation, and support.

Members volunteered at the annual Homeless Day and Veterans standdown January 2023.

The team provided a speaker to the congregation in January 2023.

Submitted by Barb MacFarlane



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The Rainbow Connection

A relatively new committee, the Rainbow Connection began from the idea of a support group for the LGBTQIA+ community and has grown to encompass the ideas of social justice and action locally as well. As its co-leader, Greg has been contacted and interviewed by Fox 4 news on several occasions, whenever local and State newsworthy items seek a local opinion or perspective – such as the passing of the “Don’t Say Gay” law.

The committee approved the creation and purchase of a banner for local Pride events and other community events where they might wish to have a presence, as well as the creation and purchase of business cards , to help get the word out. We have offered a safe space for LGBTQIA+ youth, through a connection with Visuality, another local LGBTQIA+ Outreach group – their presence at our monthly Rainbow Connection meeting has swelled our attendance and hopefully brought an influx of energy and enthusiasm to our work – which is very much needed in the current environment for LGBTQIA+ people in Southwest Florida.

The monthly meeting offers a forum for us to exchange information, offer support and a safe space, and discuss what actions and activities we as a group would like to pursue – for example, attending Pride events, connecting with other local LGBTQIA+ groups, resources, and friendly businesses, and participating in social gatherings that are more family and youth friendly than the bar scene offers. We have discussed local, state, and federal laws and actions that affect our community, keeping us informed, and seek opportunities to demonstrate our commitment to social justice – our members have spoken up at local school board meetings – and will continue to advocate and educate as opportunities arise.

Submitted by Greg Monk

LIFE – Lee Interfaith for Empowerment

All Faith’s LIFE participation in the past year has been led by Barb McFarlane, Michelle Gemma, and Marsha Bates, who also serves as secretary of LIFE’s Board. Due to Hurricane Ian, LIFE’s kick-off activities were delayed to allow the 15 congregations which comprise the organization to concentrate on assisting their congregants and helping the community at large recover from the disastrous storm.

During the hiatus, All Faiths congregants were informed about LIFE’s Board activities and Affordable Housing Action Team’s continued efforts to urge City Council to fund the Affordable Housing Trust fund long-term. Some All Faiths network members and other congregants attended City Council meetings to demonstrate to elected officials that many of their constituents are concerned about the lack of housing for low-income earners.



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All Faiths was well-represented at LIFE's February 13th Love In Action event. Attendees held round-table discussions with network members from other churches, learned that City Council has disbursed Trust Fund monies to help fund construction of affordable housing units in Fort Myers, and were updated about LIFE's status overall.

Several All Faiths network members have indicated their willingness to support upcoming LIFE activities and many have pledged to invest financially in LIFE to allow it to continue its mission to create a more just community for all.

Submitted by Marsha Bates

Mano A Mano

In December many All Faiths members were delighted to purchase Bolivian crafts in support of the extraordinary efforts by Mano a Mano to aid the poor communities in Bolivia. In addition to tote bags, sweaters, assorted purses and jewelry, there were beautiful cashmere shawls. Craft sale funds of over \$600 and direct member donations helped to support Mano a Mano, a non-government organization founded by our long time All Faiths members, Joan and Segundo Velasquez.

Segundo plans trips to Bolivia a few times a year and All Faiths members are invited to participate in the trips. In the past several members have toured with Segundo and have seen some of the huge number of accomplishments. What started as simply a trip by Segundo taking a small amount of medical supplies in a suitcase from the U. S. to Bolivia, to shipping containers packed full with wheelchairs, gurneys, walkers, canes, and operating room equipment. This action of providing discarded US medical supplies led to the construction of small medical clinics in remote villages, schools, roads, greenhouses and water reservoirs. In addition to providing emergency air rescues they have constructed an educational farm to demonstrate more productive farming techniques to farmers who come to learn from remote villages.

Submitted by Charlotte Blitt

Operation Joy

A year of change and difficult times. Thanks to the strong support of our congregation, Operation Joy was able to help many families with our "Back to School" and "Holiday Cheer" appeal. The direct involvement of our members was positively received, and the result was a great success. Operation Joy will continue to support families in need this coming year.

Submitted by Annely Hudanick



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Animal Ministry

Donations are accepted every month that has a 5th Sunday. We had 4 collections of animal supplies in 2022.

Donations include items such as: cat & dog food, cleaning and paper supplies, cat litter, leashes and collars, cat boxes and animal crates, towels and rags, pet dishes, brushes, flea & tick products, pet shampoos, medical and cleaning products, and sometimes cash. With some of our own members suffering losses from Ian, our donations were down a little compared to previous years.

This past year, donations have rotated between ARC (Animal Rescue Center) Gulf Coast Animal Shelter and Lee County animal Shelter in Fort Myers.

All the shelters are greatly appreciative of the gifts from All Faiths members. Our post Ian collection in October went to ARC who faced financial hardship in repairing their hurricane damage .

If you have suggestions for a shelter/ sanctuary for us to work with, in our area, please let me know.

In Peace and Paws,

Submitted by Sharon Gray

Stewardship

Due to Hurricane Ian, there was no Stewardship Committee formed until late in the game. Marge DiGalbo recruited Dan DeShon and Jack Kennedy to serve on the committee with her. Marsha Bates, who had officially resigned as chair after the 2022/2023 fiscal year campaign, graciously offered valuable assistance to this year's campaign. Marsha and Chris Stotler also helped the committee with follow-up phone calls after the pledge drive ended.

The theme of the campaign was aptly named "All Faiths – a Beacon of Light & Hope." A brochure was quickly put together with the help of John Conrad crunching numbers and Marsha Bates editing the content. For the first time, electronic pledge forms were emailed to congregants, who could fill them out and submit them back electronically. This seemed to work very well and resulted in receiving pledges much more quickly than U.S. mail. Pledge forms were also handed out at service and mailed to those not utilizing email.



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Unfortunately, we only received 62 pledges and did not meet the original goal budget. This was not unexpected under the many unfortunate circumstances affecting All Faiths and our congregants. The finance committee crunched the numbers and came up with an adjusted goal budget, to which we did successfully achieve 86.2% of. I think we can be optimistic, as many people are already brainstorming fundraisers in the upcoming year and new people continue to walk through our doors.

Submitted by Regina Kilmartin

Sunday Services

It was a great pleasure to work with our Minister, Rev. CJ McGregor, until his departure on August 31.

Throughout the year, we were blessed to have the talent of our Music Director, Carlos Garcia, and our team of Worship Associates, who helped to plan and deliver our Sunday services.

We select our monthly themes and provide a wide range of inspiring and interesting messages, which are presented in a sincere and heartfelt manner. We are fortunate to have so many interesting and brilliant members who have been delivering the Sunday messages. From time to time, we also invited outside guest speakers who inspired us in many ways.

We are delighted with the lively performance of Carlos Garcia who plays piano and sings regularly. He also reactivated the All Voices Choir which performs about once a month. We have a number of gifted soloists who enhance our services, including our own members and outside performers.

Our worship associates include Doug Cartwright, Michelle Gemma, Regina Kilmartin, Susan Meissner, Greg Monk, Bob Moore and Joyce Ramay. Ed Elrod operates the sound system, and Regina Kilmartin and Sharon Gray operate the camera for livestreaming. We are glad that additional people are learning to operate the camera and sound system as backups.

Our Sexton, Joy Gayton, prepares the coffee, directs parking and greets people when they arrive. Our Greeters welcome our members and visitors.

We are grateful for the hospitality which was coordinated by Linda Bigelow. Others are being recruited to arrange the morning cookies and treats.

After a couple of years of sustaining our Sunday services through livestreaming of closed services due to Covid, it was wonderful to resume open services. We have continued to livestream on Facebook for those who cannot attend in person. Our Sunday service attendance



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has gradually increased over the months as people become more comfortable about gathering with others, and we encourage others to return.

We welcomed many new people to our services. They found us through friends, our website, or seeing our building and sign while driving by. Some attended our Newcomers Orientations and have become members.

On our Founders' Day celebration, we honored our founding minister, Rev. Wayne Robinson, with a Flamekeepers Award and a portrait.

We create many ways to remain connected with our All Faiths family.

May our people Enter, Rejoice and Come In and may the Spirit of Life continue to lift us up together throughout the coming year.

Submitted by Joyce Ramay

2023 NOMINATIONS

The Nominating Committee met by Zoom three times. Dottie Mayol was elected the Chair. Carol Heilsberg had stepped down before her 2022-2024 term ended, so by a vote of at least three other members (Sue Meissner, Lisa Leonhardt, and Dottie Mayol) Sharon Gray was elected and she accepted to fill the vacancy. However, another vacancy occurred in January 2023 when Janet Falk, for personal reasons, was unable to complete her term. Jack Kennedy was asked and he agreed to fill Janet's vacancy until March 31, 2023.

Sue Meissner's second term ends March 31, 2023. Dottie had asked Dan DeShon on if he would like to serve for a term (2023-2025), to which he favorably agreed, but at our third Zoom meeting his name was accidentally omitted.

Dottie's term ends March 31, 2023; she does not seek a second term on the Nominating Committee.

The following are the candidates for the Nominating Committee:

Cameron Anholt	2023-2025
Barbara Goolsby	2023-2025
Jack Kennedy	2023-2025



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Board of Directors:

Secretary	Diane Chernow	2023-2025
Director	Rosalie Kuehn	2023-2025
Director	Greg Monk	2023-2025
Director	Barb McFarlane	2023-2025

Submitted by Dottie Mayol

Nominating Committee Candidates



Cameron Anholt – Cameron was born in New Jersey in February 1967, joining the clan Anholt with sister Morganna, father Jim and mother Betty. The family moved to Fort Myers, then to Sanibel in 1968. The only home he remembers and loves is Sanibel and Captiva. He likes to say that he sleeps in Fort Myers but home is Sanibel. He has seen a lot of changes on the islands in the past 50+ years, and is very grateful that island residents and visitors are still as community and nature orientated as they ever were.

Cameron has been in the vacation rental industry since 1985. Yes, even before he graduated cum laude from Cypress Lake High School. Cameron has worked in the rental industry from the ground up, starting as a linen attendant at the Sundial Beach Resort & Spa and working every position through housekeeping, maintenance, reservations, owner relations and property management.

When he isn't working, Cameron enjoys exploring Florida's natural environment and basking in its delights. He also enjoys learning and finds Florida history thought provoking. It's one of his favorite topics to explore. When outdoors, Cameron loves hiking and photography. His other interests include kayaking, geocaching, visiting Florida's natural springs, going to and being part of theater productions, cinema and music to name just a few. It is not the destination but the experience you share in your effort to get there.



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Barbara Goolsby - Barbara moved from Manhattan to Fort Lauderdale in 1954 with her two children Pam and Reed Adams. She worked as a reporter for many years at the *Miami News* before going to law school at UM. She was admitted to practice in 1980 in Florida and worked for 35 years as a Legal Services lawyer in Miami then as litigation director in

Fort Myers in a Legal Services field office here. Her practice was mainly discrimination and employment law. She is still licensed to practice in all Florida courts.



Jack Stanners Kennedy - Jack is a part-time resident of Sanibel Island, where he lives from November through April each year. He is a member of the BIG Arts Community Chorus on Sanibel. The rest of the year he lives in West Hartford, CT where he is a member of the Universalist Church of West Hartford. Prior to his retirement in 2009, he was a

business lawyer with the Hartford office of Robinson & Cole, a large New England law firm, where he served as Managing Partner and as Chair of the Business Law Section. He earned his B.A. in history at Harvard University and his J.D. at the University of Virginia Law School. He has three married children and nine grandchildren, all of whom live in West Hartford.

Board of Directors Candidates



Diane Chernow - Diane is a graduate of Hofstra and Nova Universities with a Masters and Education Specialist Degree, as well as all coursework and a Practicum completed toward an EdD. Originally from Long Island, New York, Diane moved to Florida in 1978, where she taught Kindergarten in the Lee County School System for 39 years. She was the Environmental Ed.

Coordinator and Department Head for the majority of those years. During those years she became very active as a triathlete completing numerous marathons, ultra-marathons, half Ironmen, and one full Ironman. She served on the Fort Myers' Track Club Board of Directors as the Volunteer Coordinator and as President of the Caloosa Riders Bicycle Club. In addition to teaching, Diane studied to become a Massage Therapist, and started Winner's Edge Sports Massage located in North Fort Myers.

Diane first came to All Faiths after reading and agreeing with a few of Dr. Wayne Robinson's letters to the *News-Press*. While running along McGregor Blvd. on training runs, she would often pass by the All Faiths' home. Diane came to a service one Sunday, and connected with Wayne's words. Evelyn Evans took her under her wings, and the rest, she says, is History. Diane says she often think of All Faiths as an Oasis, and feels a deep connection with our members and our UU values.



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Rosalie Kuehn - Rosalie was born in Southbridge, MA, lived a short while in Connecticut, but spent most of her adult life in Nashua, New Hampshire. After completing three years of college, she dropped her studies to get married and raise a family. After being divorced and while raising her two sons, she completed an Associate Degree in Marketing Management. However, she never lost her desire to teach. So, at age 40, she returned to college and two years later, earned a degree in Computer Science and Math from Rivier College ... and was valedictorian of her class!

She found the Fort Myers area through a teaching colleague who invited Rosalie to visit her in Florida. Rosalie was impressed by the community and in 2012, moved into that same development (Six Lakes Country Club). She is an active member of Six Lakes: she is a member of the tennis team, plays on a golf league, serves as librarian for the community, helps maintain the Memorial Garden, and plays cards and Mah-Jongg. In addition, she kayaks and tutors high school juniors ... in math subjects, of course.

In October, 2018, Rosalie Kuehn committed to becoming part of the All Faiths Congregation. She enjoyed the warm welcome she received when she first started attending, and continues to enjoy the friendships she is developing as she gets involved at the church.



Greg Monk - Greg Monk moved to Southwest Florida from Minnesota in 2004. Though a Lutheran growing up, Greg sought a more inclusive congregation when he began looking for a spiritual home in Lee County; after attending several other local congregations of various denominations, he finally began attending All Faiths regularly in 2016.

In 2018, his partner Cameron began attending with him, and the two were married at All Faiths in November of 2022. They had been approached by Reverend CJ previously about forming a support group for the LGBTQIA+ members of the All Faiths community, which began the formation of the Rainbow Connection.

Greg is also a member of Tropical Storm, a local men's singing ensemble which has sung at All Faiths and other local venues, and has an A.A. in Graphic Design and a B.A. in Business Administration. He and Cameron take their RV camping monthly, and are grateful for the opportunity to watch the service remotely on those weekends.





Barb McFarlane – Barb moved to Fort Myers from Minnesota in 2015 for warm weather and to be closer to her then 89 year old mother.

Recognizing the need for more than tennis, golf, and happy hours, she began the search for a progressive congregation. Barb discovered All Faiths in 2017, and began attending regularly in 2018. Barb joined the newly formed Heart for Homeless team in April 2018. This appealed to her because she had volunteered at a Minneapolis Homeless shelter for men (once a month for five years, she packed a sleeping bag to stay overnight with 40 men at the shelter). Previous membership on an affordable housing task force in my Minneapolis suburb and on the housing ministry at her Catholic church, led her to this team as a way to become more involved in All Faiths. Barb also became a team leader in Lee Interfaith for Empowerment. It was familiar concept, to a multi-congregational organization she had joined in MN.

Barb has four siblings, and although she has no children, she says she feels blessed to be a part of her nieces' and nephews' lives. She is in a relationship with John who she says is “allergic” to church! (Yes, even All Faiths). All Faiths is her first participation in a UU congregation and it quickly felt comfortable to her. The UU principles mirror Catholic Social Justice teaching. All Faiths is special. Despite its small size, it works to make a positive difference in the world. Barb's hope is for increased participation in the many opportunities available to help All Faiths remain a joyful vibrant congregation.

Highlights of Proposed Budget for April 1, 2023 to March 31, 2024

The proposed budget for the new fiscal year is \$225,297

We believe in the importance of people, so priority has been given to salaries and benefits for our staff, including 5% cost of living increases in salaries this year for our Administrator, Music Director and Sexton. Employee payroll and benefits total \$175,325 which is 75% of the budget. We have reduced the compensation for the Child and Youth Program Director because we are not having as many hours and services per week as originally planned. We do not yet have a new minister, so we are including a “guestimate” for ten months at \$5,000 per month Salary & Housing, which is in accordance with UUA guidelines for our region.

Because of generous contributions for our “Burn the Mortgage” campaign, we were able to completely pay off the mortgage, so mortgage payments are no longer included in the budget. We are including an item for Capital Reserves at \$15,000. This is to provide funds for future essential capital expenses like air conditioning, parking lot paving, appliances, painting, etc.

We have included \$600 for music performers and \$400 for guest speakers. We have included a \$3,000 contribution to UUA, and \$2,000 for LIFE – Lee Interfaith For Empowerment. We continue to provide funds for our Committees and Social Action Teams the same as last year.



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This past year has presented many challenges, but they have been met through the outstanding performance of our staff, our Board and all of our committees and volunteers. We particularly appreciate the great job done by our Administrator, Regina Kilmartin, and our Treasurer, John Conrad, who kept good control of our expenses and launched our stewardship campaign.

Most of the items on the budget are absolutely essential for our operations, and we trust that our members will express their love for our All Faiths family through their generous contributions.

2023-2024 Proposed Budget for Annual Meeting

	Budget 2023-2024	Budget 2022-2023
Operating Income		
Pledges	203,509	223,773
Cash	14,000	12,000
Rents	6,000	5,000
Rites of Passage	500	100
Fundraising		
Events	6,000	3,200
Food & Beverage	600	600
Interest Income	2,600	200
Other	0	220
Total Income	233,209	245,093
Expense		
Advertising & Promotion	200	200
Bank Charges	250	250
Bus Licenses Permits	61	61
Capital Reserve	15,000	13,800
Landscaping	300	300
Lawncare	1,740	1,740
Worship Supplies	200	120
Insurance		
Wind	4,461	3,983
Flood	2,548	2,199
Umbrella & Liability	3,809	3,675



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Workman's Comp			1,760		1,078
<i>Total Insurance</i>				<i>12,578</i>	
Performers			600		1,200
Music Supplies			150		120
CYP Supplies			200		200
Guest Speakers			400		200
Fundraising			250		500
Outside Services			840		925
<i>Payroll Expenses</i>					
11 mo	Clergy S&H	5000/mo	55,000		83,136
11 mo	Clergy Benefits	1330/mo	14,630		1,500
	Administrator	4167/mo	50,004		47,340
	Music Director	1312/mo	15,744		15,000
	Sexton	140/wk	7,280		7,020
		36			
	CYP Dir	wks 80/wk	2,880		7,632
Payroll Tax FICA	7.65%		10,014		12,365
<i>Staff benefits</i>					
	Admin. Health		16,504		14,860
	Admin. Dental		576		576
	Admin				
	Retirement		1,680		1,680
	Admin Life Ins		398		361
	Admin LTD		615		560
<i>Total Payroll Expenses</i>				<i>175,325</i>	
Payroll Process Fees			1,800		1,236
Food & Beverage			300		300
Office Supplies & Quick Books			1,000		750
Postage Delivery			200		150
Printing			800		500
<i>Professional Fees</i>					
	Website		240		200
	Other		100		100
<i>Total Prof. Fees</i>				<i>340</i>	
Janitorial Expense			150		300
Rent Expense			1,800		1,296
Repairs & Maint.			5,000		5,000
<i>Utilities</i>					
	Electric		2,700		2,000



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Water Sewer	2,073	2,200
Phone Internet	2,172	1,700
<i>Total Utilities</i>		<i>6,945</i>
Committees/Activities		
Membership	280	280
Stewardship	200	200
Community		
Events	200	200
<i>Total</i>		
<i>Committees/Activities</i>		
Social Action		
LIFE	2,000	2,000
Homeless	200	200
Racial Justice	200	200
Climate Action	200	200
Rainbow	200	200
<i>Total Soc Act</i>		
UUA		
Gift	3,000	3,000
Scholarships	300	300
Total Expenses	233,209	245,093



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All Faiths Unitarian Congregation - 2023 Annual Elections Meeting – March 26, 2023

BALLOT

Vote to Elect Officers and Directors

Floor Nominees: If there are no Floor Nominations, election will be conducted by voice vote. If there are Floor Nominations, a vote for a Floor Nominee can be made by writing the name in one of the blank lines below, for the appropriate position, and placing an "X" by the name. Note: Floor Nominations must have prior consent of the person nominated. If you wish to vote for a person nominated from the floor, do not use an "X" for the same position's nominee above.

DUPLICATE VOTES FOR THE SAME POSITION WILL NOT BE COUNTED.

How to vote: Vote by placing an "X" by each name for whom you are voting. If you wish to vote for the entire slate of candidates nominated by the Nominating Committee, you do not have to place an "X" by the individual names; place an "X" once here:

I vote for all of the candidates nominated by the Nominating Committee: _____

Board of Directors Elections

Nominated by the Nominating Committee:

<u>Position</u>	<u>Nominee</u>	<u>Term</u>	<u>Vote for</u>
Secretary	Diane Chernow	2023-2025	_____
Director	Rosalie Kuehn	2023-2025	_____
Director	Greg Monk	2023-2025	_____
Director	Barb McFarlane	2023-2025	_____
<u>Floor Nominee (if any)</u>			
Secretary	_____	2023-2025	_____
Director	_____	2023-2025	_____
Director	_____	2023-2025	_____
Director	_____	2023-2025	_____

Nominating Committee Elections

Nominated by the Nominating Committee:

<u>Nominee</u>	<u>Term</u>	<u>Vote for</u>
Cameron Anholt	2023-2025	_____
Barbara Goolsby	2023-2025	_____
Jack Kennedy	2023-2025	_____
<u>Floor Nominee (if any)</u>		
_____	2023-2025	_____
_____	2023-2025	_____
_____	2023-2025	_____

Vote to Approve Budget 2023-2024

As proposed in the *All Faiths Unitarian Congregation 2023 Annual Report*, I hereby vote on the proposed budget for fiscal year April 1, 2023 to March 31, 2024, in the total amount of \$233,209.

_____ Approve _____ Oppose

Vote to Approve Revision of Bylaws

Current Section VII. Conducting Congregational Meetings

Meetings shall be conducted in accordance with ~~Roberts Rules of Order Revised~~.

Proposed Revision of Section VII. Conducting Congregational Meetings

Meetings shall be conducted in accordance with the current edition of Robert's Rules of Order Newly Revised (RONR).

_____ Approve _____ Oppose

Absentee Voters who submit ballots will be counted in the Quorum.

Absentee Ballot must be signed and dated by Member below. Member obtaining Absentee Ballot will sign the Eligible Member Voter List when obtaining the Absentee Ballot from Membership Committee or All Faiths Administrator. Absentee Ballot must be returned to Membership Committee prior to the March 26, 2023 meeting. Absentee Ballots may also be obtained in advance by email, but should be printed, signed and mailed prior to the meeting to **All Faiths Unitarian Congregation, 2756 McGregor Boulevard, Fort Myers, FL 33901.**

Required for Absentee Ballot Only:

Name Printed _____ Signature _____



Where diversity is treasured, and all are welcome!