



ALL FAITHS
UNITARIAN CONGREGATION

2021 ANNUAL REPORT

CONTENTS

Agenda for March 28, 2021 Annual Meeting	3
Minutes of March 22, 2020 Annual Meeting	4
Minister's Report	5
Board of Directors Chairperson's Report	6
Congregational Administrator's Report	9
Music Director's Report	10

Committee and Program Reports

Adult Programs	11
Building and Grounds	11
Communications	12
Finance	12
Membership	14
Social Action and Outreach	15
Sunday Services	18
Youth Religious Education	19
Nominating Committee Slate and Biographical Information	20
Proposed FY 21/22 Budget	23
Proposed Bylaws Changes	24
Absentee Ballot	26



All Faiths Unitarian Congregation

Annual Meeting

March 28, 2021, Sanctuary and Virtually, 9:30 A.M.

Agenda

Call to Order: Chris Stotler, Board of Directors Chair

Lighting Chalice and Blessing: Rev. CJ McGregor, Minister

Welcome: Chris Stotler

Approval of Minutes: 2020 Annual Meeting (in the Annual Report): Chris Stotler

Presentation and Approval of Bylaws Revisions (in the Annual Report, vote by absentee ballot and in person): Chris Stotler

Presentation and Approval of New Staff Position, Director of Child and Youth Programs: Chris Stotler and Rev. CJ McGregor

Presentation and Approval Vote of 2021 - 2022 Congregational Budget (in the Annual Report): Chris Stotler; Joyce Ramay, Finance Committee Chair

Presentation of Nominees to the Board and the Secretary (in the Annual Report): Kathleen Weber, Nominating Committee Chair

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

Presentation of Nominees to the Nominating Committee (in the Annual Report): Kathleen Weber, Nominating Committee Chair

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

Recognition of Outgoing Board Members: Annely Hudanick: Chris Stotler

Other Business:

Honoring Rites of Passage: Rev. CJ McGregor

Extinguishing Chalice: Rev. CJ McGregor

Motion to Adjourn: Chris Stotler



**Minutes of the Annual Meeting
All Faiths Unitarian Congregation
March 22, 2020, Community Room**

The meeting was called to order at 10:02 by the President/Board Chair, Chris Stotler.

A virtual chalice was lit by Rev. CJ McGregor

There being 57 absentee ballots present, a quorum as required by the Bylaws was clearly established.

Regina Kilmartin moved, Chris Stotler seconded, and the three members of the congregation physically present approved the Minutes of the 2019 Annual Meeting.

There being only three members of the Congregation physically present, the 2020-2021 Congregational Budget as set forth in the Annual Report was approved by absentee ballots.

The One-Year Membership Requirement in the Bylaws was waived for this year's election of Board members by the absentee ballots cast.

There were no nominees for Board membership or Nominating Committee membership present, so there was no presentation of the nominees.

As all of the nominees for Board membership, Treasurer, and Nominating committee were approved by the absentee ballots, the nominees were elected to their respective positions:

<u>Position</u>	<u>Nominee</u>	<u>Term</u>
Treasurer	John Conrad*	2020-2022
Director	Chris Stotler (2nd term)	2020-2022
Director	Eileen Moran (2nd term)	2020-2022
Director	Marge DiGalbo	2020-2022
Director	Linda Runkle	2020-2022
Nominating Committee	Lisa Leonhardt	2020-2022
Nominating Committee	Donalie Benyak (2nd term)	2020-2022

Chris Stotler recognized the services of the outgoing Board members, Doug Cartwright, Barbara Gaiser, and Sharon Gray. Their contribution to the success of our congregation is most appreciated.



The Secretary read the names of Congregational members who have died since the last Annual Meeting:

Ellie Boyd
Tim Brady
Rosemary Loveday
Howard Remson
Joy Ellyn Ryan
Ernie Fierro
Lou Pizzini

The virtual chalice was extinguished by Rev. CJ as those present recited the chalice-extinguishing words.

Regina Kilmartin moved for adjournment, and Chris Stotler adjourned the Annual Meeting.

Respectfully,
/s/ Ed Elrod, Secretary

MINISTER'S REPORT

On March 17, 2020, I made an announcement to the congregation that we would suspend live services and programs, close our building, change how the staff work, and offer a new way of gathering and communicating via Zoom and a Facebook livestream. COVID-19 had begun its strangling of our congregation and community. I was troubled about our connections, our emotional and physical health, our finances, and our ability to sustain our wonderful congregation. It is nearly a year later and I couldn't be prouder and impressed with our staff and congregation. It was during this challenging year that the your generosity of your offerings and spirit were steady, our program for our youth expanded, we increased the number of programs we offered to adults, we committed to new ways to see and hear one another, our music program never wavered, we continued to do the work of the congregation via meetings and social action, we continued to support community organizations with our offertory, we gained members and friends, we put forth one of our most innovative Stewardship campaigns, we celebrated our 20th anniversary, and we reached more people with our message and values than ever before. We stood strong and became pioneering.

I must commend our Board of Directors who worked hard this past year to make sure the congregation was financially viable, functioning, and responsive to the needs of our members and friends. Our staff faced the challenge with exceptional creativity and dedication. And you,



our members and friends, were flexible, supportive, and generous. Thank you. It is testing leading the congregation through a pandemic and meeting your needs. This is uncharted territory for all of us. But we continue to make it through, passing with flying colors.

There is hope on the horizon. Our current situation will get better, but we will never be the same. Living through this pandemic has changed us. I know that we will return stronger, more committed, and with the understanding of what truly matters in congregational life. I look forward to the day we can be together again, rejoice, feel safe, and embrace one another. We are resilient All Faiths! It is a privilege to serve as your Minister.

Submitted by The Rev. CJ McGregor

BOARD OF DIRECTORS CHAIRPERSON'S REPORT

Your Board of Directors worked together as a productive team despite having to conduct all meetings virtually. The COVID-19 shutdown of in-person services created many challenges throughout the year but we adopted new approaches and technology. Through the challenging times the congregation moved forward. We gained new members and friends. The Youth Religious Education (YRE) program grew. We sustained the steady progress from prior years in maintaining programs and projects to better our church home.

The Board held elections in accordance with the Bylaws revised at the 2019 annual meeting. At its first meeting the board elected its Chair, Chris Stotler, and Vice Chair, Rachael Spiller. The board members and other officers for the past year were Treasurer, John Conrad; Secretary, Ed Elrod; Directors Annely Hudanick, Peter Erickson, Linda Runkle, Marge DiGalbo and Eileen Moran; and past President, Diane Cartwright. Linda and Marge were new to the Board this year.

The Board of Directors met every month, typically on the third Wednesday at 1:00 pm. All meetings were conducted via Zoom teleconference. The following summarizes some actions taken by the Board during the year.

Virtual Services – With the closing of all in-person services, we immediately started streaming live services on Facebook and posting recorded services on You Tube. Attendance for both live stream and recorded services had more viewers than anticipated. Some Sunday services exceeded 400 viewers. Snowbird members were able to continue enjoying our services even from afar, as well as all local COVID shut-in members and friends. A reopening plan was developed and approved by the Board. The opening status was evaluated at every board meeting. In February we started limited in-service attendance during the live streaming.

Youth Religious Education (YRE) – One of the exciting developments of the past year has been the growth and interest in our YRE program. The excellent job that Mary Corrigan was doing as a YRE consultant was paying dividends with more youth participating in weekly programs. As



the need for an enhanced program was identified, a stakeholders group met to define an expanded program and requirements for its development. The Board agreed to increase the hours and funding for the consulting position as Director of YRE. Part of the cost increase was covered by increased donations. The Board also recommended that the Director of YRE position change to Director of Child and Youth Programs, and that it would become a new staff position if approved at the Annual Meeting. Funding for the position is included in the proposed annual budget.

Building Improvements – The success of live streaming and posting recorded services demonstrated the advantages of continuing recording services even after the congregation is present. Cameras that can be remotely operated were purchased through special donations and are being installed. A dishwasher with a sanitizing cycle was purchased to replace the old one to meet safety concerns. The alarm system was re-evaluated and updated. The front door required new hardware to avoid the alarm going off during windy conditions. The deck needed repair and upon further evaluation it was determined that replacement for most of the support structure is required in addition to replacement of decking boards. To obtain permits, new structural drawings were required. A structural engineer was hired. Proposals for construction and permitting will be obtained during Spring 2021.

Wish List Items – Each month the Board reviewed suggestions/requests made by various committees or individuals for items that were needed but were not included in the budget. The requests were posted on a wish list. Items that have been funded through the wish list process include: cameras and recording equipment, contributions towards the deck replacement, dishwasher, and a new over-the-ear microphone.

Youth Racial Justice Summit at All Faiths – In October the second Racial Justice Summit for Youth was successfully held as a virtual event. Emmie Spiller again was the primary organizer for the event.

Building and Grounds –Through the hard work of Judy Alberda and her crew of helpers, our garden and grounds continue to be in great shape. By emphasizing the use of native plants, the gardens now require less water and are more self-sustaining. Michael Pierre resigned as chair of the building and grounds team during the year. The team is being reactivated with new members; Judy Alberda, Linda Bigelow, Brian Bigelow, Brad Davidson, and Bob DiGalbo have offered to serve. John Conrad, our Treasurer, and Peter Erickson from the Board will also assist in the revision of the Building and Grounds Long Range Plan which was last revised in 2015. This plan identifies larger maintenance actions needed and a timeline for the actions.

Stewardship –The Stewardship Committee this year included Janet Falk, Mary Ellen Fritz, Ernie Reid, Ariel Hoover, Marsha Bates and Emmie Spiller. Rev. CJ, Regina Kilmartin, and Joseph Bauer also participated in most meetings. Howard Silverman was unable to participate this year



but will remain an active voice in promoting “Burn the Mortgage” campaign. They changed the pledge campaign approach by adding weekly videos during the pledge period.

Burn the Mortgage Campaign – During the previous year the Board approved a special campaign to pay off All Faiths’ mortgage early. Members were encouraged to make special contributions to the campaign. Once the debt is repaid, money going to the current mortgage will be rechanneled to other projects/programs. It continues to be successful despite the COVID shutdown. If contributions continue at the same rate of giving, we will meet the goal of paying it off by 2024.

Bylaws Changes – The Bylaws Committee (Marsha Bates, Sharon Gray, Ed Kleinow, Barbara Goolsby, and Peter Erickson) recommended, and the Board approved, to change the age of membership from 18 to 14, and to allow the Annual Meeting, other special meetings, and voting to be conducted wholly or in part by communication technologies approved by the Board. Currently, our Bylaws allow absentee voting and in person voting but not virtual meetings. The change would keep us compliant with state laws. The changes require approval at the Annual Meeting.

Long Range Planning – Much of the Long Range Planning activities were put on hold during the past year because we were not able to meet in person. However, a portion of many Board meetings included agenda items related to looking ahead to solve problems or make improvements to our facility or programs. During the coming year we plan to reactivate the development of the Strategic Five-Year Plan by expanding the review of the draft by committees and members. The Five-Year Plan evaluates all aspects of congregational programs as well as our physical building. In addition, a related Long-Range Financial Plan will be developed.

Congregational Manual – The Board approved a compilation of all policies and procedures into a Congregational Manual. The Manual is posted on our website and available electronically.

Budget and Paycheck Protection Program Loan (PPP) – This was a challenging budget year. Donations via pledges, burn the mortgage, and special gifts remained strong during the year. Several members contributed part or all of their government stimulus checks to All Faiths. The extra contributions helped offset the lost revenues from no plate donations, rentals, and fund raisers. The Board had to make budget revisions and funding delays early in the year and reduced it at the six month budget review. The planned part-time office assistant position was cut from the budget. All Faiths applied for and received a PPP forgivable loan of \$27,300. This loan allowed us to continue paying staff without imposing pay cuts, although approved pay increases had to be delayed until October. This loan is anticipated to be fully forgiven by the government. We are not eligible for a new PPP loan under the stimulus bill passed by Congress this past winter.

Farmers Market – A farmers market is being held on our lawn several days a week. It started in February. The Church will receive rent as well as donations of a portion of the revenue earned.



We are thankful for our dedicated group of Board members for their governance of our congregation. We are extremely thankful for the hard work of our staff and the many people who serve on committees or volunteer in other ways. Extra efforts were required by all during this past year. Thankfully they kept All Faiths running smoothly and efficiently.

Submitted by Chris Stotler

CONGREGATIONAL ADMINISTRATOR'S REPORT

It goes without saying that 2020 was a challenging year right out of the gate. COVID-19 hit in March just before the annual meeting, forcing a shutdown of the building and a vote-by-absentee-ballot process. Chris Stotler, Ed Elrod and I conducted the meeting at the church, approved last year's minutes, and counted the absentee ballots, which exceeded the required quorum.

We quickly had to figure out an alternative way to hold worship services, so we utilized live streaming on our Facebook page. From there we figured out how to post the services on our YouTube channel and our website. To our surprise, our online reach was significantly greater than our in-house service attendance. Because of that, we decided we should be recording/and or live streaming the services into the future. In order to do that, we recently purchased new track lighting and recording equipment for the Sanctuary. Now we need volunteers to learn how to use the equipment. We will have training sessions once the equipment is installed.

Our regular business meetings were conducted via Zoom teleconferencing. And in an effort to stay connected, social and teaching Zoom meetings soon followed. We have two coffee hours a week, the Solos meet virtually once a month for lunch, there are educational meetings on Sunday mornings and Wednesday mornings. The justice teams, committees and Board of Directors all meet via Zoom, so the business of the congregation has not faltered.

The building remains closed to the public, however, we did conduct our first limited in-house service on February 7th. Congregants were invited via a lottery process. It went well enough, that we will continue limited services into the future.

It is heartwarming to see everyone step up to the plate in times of crises. Since the building closure, we lost our rental income and planned fund raisers, concerts were cancelled, and the Sunday collection bags have been sleeping in the filing cabinet since March. We asked people to give extra if they could, or increase their pledges, and without hesitation you reached into your hearts and pockets, making it possible to pay our bills and keep the staff on salary. We were inundated with cards of thanks, which all of us so greatly appreciated.

Before we could even implement the new Fiscal Year Budget, we had to freeze spending, and the staff deferred pay increases. We applied for and receive the first SBA Payroll Protection Plan loan in March after a grueling application process. I had to provide the bank with literally over 51 separate pieces of documentation, in addition to the multiple page application itself. Many of the documents were kicked back for one reason or another, however, we received the



\$27,300 loan to cover two months of payroll; we did not qualify for the second PPP loan because our quarterly losses were not great enough.

Rev. CJ is constantly reaching out to congregants via phone, email and cards. We both try to keep an eye on the health of our congregational family, and we hope you are all reaching out to each other as well. As with Hurricane Irma in 2017, our strength as a congregation is what keeps us going in hard times. We are resilient, we are strong, and we will get through this tragic pandemic together.

In closing, 2021 marks the 20th anniversary of All Faiths. The first services were held in September of 2001. I came on board in 2009, and I am grateful that I have been part of All Faiths continued growth. It was a privilege to work with Rev. Wayne Robinson until his retirement in 2013, and it continues to be a privilege to work with Rev. CJ McGregor as we carry out the vision and mission of our wonderful congregation.

Submitted by Regina Kilmartin

DIRECTOR OF MUSIC REPORT

This year has been, as for many of us, filled with challenges and opportunities. Due to COVID-19, we were unable to continue rehearsing with our choir. We have had to limit the guest musicians, as well as contact with singers within the congregation. This has put most of the weight of performing music for services in the hands of the music director. This has presented a challenge in finding material that eliminates the monotony of listening to one person consistently, and presenting it in ways that continue to be engaging and uplifting.

In the past year, my role at All Faiths has involved more technical work than previously. I have been spending a lot of time interacting with technology as I find ways to combine and present recordings of guest musicians from a distance and integrate those recordings into services. I have also absorbed some video editing and production responsibilities when we have presented special services with many participants, when our staff had to isolate, and for our pledge video drive.

In the coming year, I look forward to safely resuming choir rehearsals and performances. I am excited to continue our presence online as well, as we have found a great deal of engagement from those who wouldn't normally be with us in person; or who aren't in our immediate area. I look forward to sharing the joy of music with the congregation when we are able to sing together again. I look forward to collaborating with our wonderful roster of guest musicians in person as we once again bring our space to life with music. I plan to present extra summer concert programming to boost morale, and provide a fundraising opportunity.

Submitted by Joseph Bauer



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COMMITTEE AND PROGRAM REPORTS

Adult Programs

All Faiths' Adult Education classes have traditionally been held in the sanctuary on Sunday mornings before or between services. Since March of last year, we have not been able to gather there. All of our activities have been arranged as Zoom meetings on our computers so that people may participate from their homes in safety. This has been very important for some of our people, particularly those who live alone or have health conditions that prevent them from going out.

For the past year, Richard Keelan has been leading discussions on our News Talk programs at 9:30 a.m. on Sunday mornings. We get together to review what has been happening in our world, and to share our opinions, hopes and dreams about making this a better world.

Our Minister, Rev. CJ McGregor, introduced a new program called Teaching Tuesdays, which met via Zoom at 1 p.m. on each Tuesday. A variety of topics were covered in those meetings, and our Social Action Teams also provided speakers on topics related to climate action, the homeless, and racial justice.

Starting in February, we have changed the Adult Education time to Wednesdays, at 10 a.m., and the title to Ten O'clock Scholar. Rev. CJ will continue to lead these discussions. They will include topics like poetry, some Great Courses lectures on religious leaders and scriptures, including God, Genesis, Jesus, and Buddha. Guest speakers will be included from time to time.

These sessions provide a wonderful opportunity to expand our understanding of the people and world around us. We can also share our own viewpoints and experiences from our personal life journeys. All are welcome to join.

Submitted by Joyce Ramay

Buildings and Grounds

Consistent maintenance of the gardens and borders is being provided by nine members of the congregation. The work is made successful in large part due to the fine design and plantings established in past years. The established over-story provides just the right amount of shade in some areas and allows for sun in others. There is an adequate annual budget which is supplemented with generous response to the annual plant sale. We have full cooperation with the commercial yard mowing company to dispose of our yard waste. There are enough native plant nurseries in the area to supply our needs. The one area of need is someone with the expertise of Michael Pierre in maintaining the compost bin, which he built. The frame needs to be repaired so the bin can be used. So, in general, we are thriving and grateful for the support of the Board and the congregation.

Submitted by Judy Alberda



Communications

The goal of the Communications Committee is to keep the congregation, and the general public, informed of our services, programs, events and our involvement in the community.

Currently, there is no formal committee, however, Rev. CJ McGregor, Joyce Ramay, Joseph Brauer and I, attempt to keep the congregation as informed as possible.

We currently utilize our website and public Facebook page to reach out to the general public. Our services are live streamed every Sunday and open to the general public, and our 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, Zoom meetings and social events. 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.

Since COVID-19 has impacted our in-house services, we have had to move to more technically challenging efforts to live stream and recorded services. Since our reach on Facebook has been quite significant, we will continue to record and livestream services into the future. To accomplish this, new lighting and special recording equipment has been purchased (largely subsidized by private donations). We will be needing at least three to four people who are willing to be trained to use this new equipment. Please contact the office or Rev. CJ if you can volunteer for this extremely important role.

This committee still needs to be formalized with three to five people. It is not a job that can be handled by one person. Monthly meetings need to be scheduled and minutes recorded. We really need volunteers in this area. If you can help with our communications processes, or if you have any ideas to improve communications, please contact the office or Rev. CJ.

Submitted by Regina Kilmartin

Finance

Finance Committee

We are grateful to all of our members and friends who have generously supported All Faiths in so many ways during this difficult year. Although we have not been able to hold open services since March last year, you have remained faithful and engaged.

The Finance Committee continued to meet monthly via Zoom. 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 the budget proposed for approval at our annual congregational meeting.

We are happy to report that our people have honored their pledges and also sent extra contributions for our Share-the-Plate beneficiaries and Employee Bonuses. However, we did not have income from other usual sources such as Sunday plate collections, rents, concerts, fundraising events, or auctions.

Because of income reductions, in October of last year we adjusted our budget in order to reduce total expenses by about \$16,000. At the same time, we also added \$3,400 to the YRE consultant fees in order to provide more extensive services online for our youth during these many months of stay-at-home isolation. We appreciate all of the 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.

Our Goal Budget for the coming year is for \$235,023 for Operating Income and Expense. Our Stewardship Team has done a great job in encouraging our people to mail in their pledge forms. At All Faiths, we recognize the importance of people. We have been particularly blessed during the past year to have such devoted employees who went above and beyond their normal duties to enable us to continue to provide services, guidance and support to our members and friends. In our new budget, 78% of the expenses are for payroll and employee benefits. The other major expenses are 17% for our facilities, including mortgage payments, utilities, insurance, lawncare, repairs and maintenance.

We had some Capital Expenses during the year that were covered by “Wish List” extra contributions, and we appreciate very much those who are willing to give more than their pledges. Some recent capital contributions have been made for live-streaming camera equipment, and also for reconstruction of our deck. When conditions improve, we will have to incorporate Capital Reserves into our future pledge drives, to prepare for major capital expenditures like roofing, air conditioners, major appliances, and parking lot sealing.

During the first ten months of this fiscal year, we have reduced our mortgage principal by \$24,285 by both regular monthly payments and extra contributions for our “Burn the Mortgage” campaign. We need to reduce our principal by \$30,000 each year for the next three years in order to pay off the mortgage by the balloon date of June 2024. Once we have met this financial obligation, we may be able to pursue our long-range goal of expanding our building to accommodate our services and classes.

While we have experienced some extreme challenges during this past year, we are optimistic about our future. This too shall pass! You have been especially loyal and generous in your financial support, and many of you have also contributed of your valuable time and talents to make All Faiths a welcoming, inspiring, and actively engaged church of choice.

Submitted by Joyce Ramay



Treasurer

During the Pandemic, the Board of Directors applied for a federal loan and received \$27,300. The Board anticipates that this loan will be forgiven and changed to a “grant”. If this occurs, there will be no need to repay the loan. This PPP Federal loan was authorized by Congress as an encouragement to employers to retain their staff and not lay them off during the downturn of the economy.

During this very unusual year of limited in-person church services, and relying so heavily on virtual attendance, pledge giving did drop off. But the vast majority of congregants continued supporting All Faiths. And that commitment to All Faiths is very much appreciated.

Finally, it has been a pleasure to serve All Faiths as your Treasurer. Your trust in me, especially as such a new congregant is appreciated. There has been a lot to learn and I hope that I have been of assistance to the Board, Finance Committee and staff.

Submitted by John Conrad

Membership

Membership in All Faiths is divided into “members” and “friends.” Members are individuals who have officially joined the congregation as voting and participating members. Friends are those who attend services, are active in All Faiths and/or contribute but have not joined as full voting members. Active membership is certified for the Unitarian Universalist Association in 2020. A total of six members were lost due to death (4); and relocation (2). Congregation size has remained stable over the past five years.

As of January 2021, All Faiths has 141 active members and 72 friends. Eight new members were welcomed.

The “traditional” count of service attendance, visitors, and religious education attendees ceased after March 8th, the last in-person service. Counts were kept of the live internet broadcast services for the remainder of the year. A total of just over 5,000 viewed the live broadcasts, averaging 130 viewers per live service. No count of viewers is available for the service rebroadcasts. The number of non-member viewers appears to be strong, based on viewers who comment on the service. Unfortunately, there is currently no mechanism for following up on these non-member viewers.

With the exception of the February meeting, membership committee meetings and activities have been on hold. The committee hosted and participated in the orientation class and membership recognition ceremony last February.

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 Justice

It has been an eventful year in the realm of racial justice. In March of 2020, the racial justice team went virtual due to the worldwide coronavirus pandemic. Meetings continued monthly via the Zoom application. During the summer of 2020, having witness the unnecessary death of George Floyd in Wisconsin, the racial justice team organized All Faiths members to show up in the ways possible for members. This included members participating in demonstrations in front of Fort Myers Police Department and marches in downtown Fort Myers, organized by Peaceful Protest Lee County. Members also participated in a car caravan organized by Showing Up for Racial Justice. All Faiths members also participated in the Juneteenth Rally and March, a time for reflection but also for the joy in racial justice work.

Due to the quick response to current events needed in racial justice work, the racial justice team established an email registry for those of our congregation who wanted immediate alerts when opportunities to organize and witness arise, as well as a team-dedicated racial justice gmail address. In November, with the blessing and contributions from the RJ team, Emmie Spiller, along with help from community organizer Chantel Rhodes, organized the Second Annual SWFL Teen Racial Justice Summit, held via Zoom. Several community youth joined in to hear messages from Chantel, organizer Willie Earl Sparrow, and teen community organizer Julio Chang. The RJ team looks forward to continuing this event annually as a way of furthering our witness.

The “Share the Plate” recipient for the year was the Change Program at the Alliance for the Arts. As a church with many members holding theater degrees and being active in theater, it’s a mission close to many hearts in our congregation. The program provides free training in theater arts to BIPOC people, training that is often prohibitively expensive, in order to make access to arts and the stage more equitable. The work is paying off, as already Change Program participants have been accepted into some of the most prestigious secondary education theater programs globally. Early in 2020, RJ team members attended a play at the Alliance starring coordinator of the Change program, Sonya McCarter. The play was August Wilson’s “The Mountaintop,” a fictional imagination of the last night on earth for the Rev. Martin Luther King Jr. The play reminded us of our call to witness and participate in justice work with its last line: “And the torch passes.”



Currently, the team is organizing the community in opposing Florida's HB1, a bill aimed at limiting constitutional peaceful protest and even legalizing bodily assault against peaceful protesters. We invite congregants who are not familiar with this bill to connect to a racial justice team member to provide information on this harmful piece of legislation. The team looks forward to meeting the challenges of the year ahead as we bend the arc of the moral universe toward true racial equity.

Submitted by Rachel Spiller

Climate Action Team (CAT)

2020 began auspiciously for the Climate Action Team as we led the congregation in a January celebration of our designation as a Green Sanctuary. We began planning numerous community outreach activities including partnering with the Southwest Florida Solar Co-op effort, a spring-break training session for the Dunbar Resiliency Volunteer Youth Corp, a tree-planting event at the Apostolic House of God church in Dunbar and a possible vegan event. We had several major events planned for March including a presentation by Dr. Fritz Roka from the new Agri-Business Department at FGCU. Then the pandemic arrived and all our plans had to be cancelled.

Gradually, our efforts shifted to what could be accomplished online with a particular emphasis on building strong alliances with various partnering organizations such as the recently formed Growing Climate Solutions Path to Positive Southwest Florida, Climate Reality, Citizens' Climate Lobby, the Pachamama Alliance and the Sierra Club. As the year progressed, our members increasingly focused their efforts on getting out the vote for the November election. We learned about and offered our support to the Rights of Nature movement, to the new RESET Center being formed on the campus of UUCFM, and to the Southwest Florida Regional Resiliency Compact being developed for Lee, Collier and Charlotte counties.

Following the election, we sent congratulatory letters to the winners of local, state and federal elections in our area, encouraging bi-partisan action on climate change and began making plans for 2021, including a campaign to encourage big-box stores to go solar, online guest speaker events, and ongoing letter-writing efforts. We are pleased to report that despite the restrictions imposed by the pandemic, our climate change movement here in Lee County has grown significantly stronger during 2020. We are optimistic that with leadership from the new Biden administration, 2021 will be a year marked by unprecedented progress toward our goal of living sustainably on this precious and vulnerable planet. We encourage each of you to personally be a part of this life-affirming transformation.

Submitted by Joan Marshall



Heart for the Homeless

This fiscal year, our All Faiths congregation generously engaged around the obstacles faced by those without housing. Members donated items, money, and their time. The following are some donations: 123 baseball caps; 98 pieces of school uniforms; personal hygiene products; \$250; \$297 received from Share the Plate; \$1000 towards a car for a woman living at Angel Wings; Masks, quilt, linens, mats; four bicycles. With these donations, we were able to support the efforts of the following local organizations: City Gate Ministries; Angel Wings; All Souls; Colonial Elementary and Edgewood Academy; Gladiolus Food Pantry; Little White Church, Pine Island Triage Center. All Faiths members gave their time to: Habitat for Humanity; Annual Stand Down and Resource event through the Homeless Coalition; Advocating for affordable housing and services for people without housing through LIFE; letters to city and county officials, and letters to the editor; Meal prep. This team also provided speakers to the congregation via Zoom and Teaching Tuesdays: Helen Geirke from Angel Wings, an organization providing temporary housing to single women; Jennifer Nelson, Cape Coral Councilwoman, re: possible city plans for a Homeless drop in/resource center; Matt Wallace from Lee county Homeless Outreach re: the county's efforts to reach people living on the street.

Submitted by Barb MacFarlane

LIFE – Lee Interfaith for Empowerment

In 2020, All Faiths has supported LIFE's focus on justice issues related to affordable housing, criminal justice and mental health. Currently, 32 congregants are network members; three team leaders (Donalie Benyak, Lana Cowell, and Marsha Bates) keep the network informed about LIFE's activities. Donalie and Marsha represent All Faiths on LIFE's Board of Directors; Marsha serves as the board's secretary.

LIFE gatherings and action team meetings have been conducted virtually this year. Our members have attended meetings with various local leaders and persons of influence as LIFE has gathered information about Lee County's criminal justice system, with particular interest in procedures and policies related to situations involving a person with mental health issues. The Action Team will identify an issue that LIFE will undertake in the upcoming year to influence changes that will make the justice system's responses more appropriate for those in need of mental health treatment.

LIFE has continued to challenge the City of Ft. Myers to fund development of housing for low-income residents. Network members have attended Zoom meetings to demonstrate to elected officials that the lack of affordable housing is a concern for a large number of their constituents.

Submitted by Marsha Bates



Sunday Services

Our Sunday Services Team faced and met many challenges this year. Our last fully open Sunday service was held on March 15th, before the start of our new fiscal year. Thanks to the foresight of our Congregational Administrator, Regina Kilmartin, that service was recorded using her smart phone. COVID-19 infections were rising rapidly, and in accordance with CDC recommendations, we started having all of our Sunday services live streamed on Facebook starting on March 22nd and our committee meetings on Zoom.

The only people present for services were our Minister, Rev. CJ McGregor, Guest Speakers, Music Director Joseph Brauer playing piano and singing, Worship Associates, Ed Elrod operating the sound system, and Regina Kilmartin filming with her smartphone camera. Our Worship Associates include Doug Cartwright, Carol Elrod, Regina Kilmartin, Greg Monk, Susan Meissner, and Joyce Ramay. Joseph Brauer even provided the music by pre-recording from home while he was suffering with COVID-19.

We appreciate the dedicated service of all our staff and volunteers in making things happen during this most unusual year. The monthly themes and Sunday messages covered a broad spectrum:

Month	Theme	Speakers
April	<i>Liberation</i>	Rev. CJ McGregor, Joan Marshall
May	<i>Thresholds</i>	Rev. CJ McGregor
June	<i>Good & Evil</i>	Rev. CJ McGregor
July	<i>Summer of Music</i>	Rev. CJ McGregor with Joseph Brauer
August	<i>UU Principles</i>	Frankie Jennings, Lewis Robinson, Donalie Benyak, Carol Elrod, Gerald Goen
September	<i>UU Principles</i>	Greg Monk, Ariel Hoover, Chantel Rhodes Rev. CJ McGregor
October	<i>LGBTQ</i>	Rev. CJ McGregor
November	<i>The Unexpected</i>	Rev. CJ McGregor, Chris Stotler
December	<i>Celebrations</i>	Rev. CJ McGregor, Rabbi Bruce Diamond
January	<i>Consolation/Desolation</i>	Rev. CJ McGregor, Martin Byrd, Joyce Ramay
February	<i>Mercy</i>	Rev. CJ McGregor
March	<i>Brokenness</i>	Rev. CJ McGregor

Our members were able to “attend” the services live on Facebook, and could also see them later on Facebook or YouTube. Virtual attendance was steady throughout the year, and the numbers of people “visiting” our Facebook service videos were in the hundreds – so many new people became acquainted with All Faiths, some became regular attendees, and a few became members. Because of this success in attracting new people, we plan to continue livestreaming our services in the future. To facilitate that, members have made contributions for the purchase of professional filming equipment which will be installed soon.

On February 7th we started to have attendance in the sanctuary by a small number of members. We plan to arrange for attendance for up to 15 people by prior reservation and selection by



lottery. Masks are required and social distancing will be observed. Temperatures are taken at the entrance. Facilities are cleaned, wiped and sprayed before and after services to provide a safe environment

We are happy to report that our members have remained connected. They actively greet each other and comment on the wonderful messages and music each Sunday. The feedback that we have received has been very positive. Many have expressed the feeling that attending these virtual Sunday services has been particularly important to them during the COVID-19 pandemic. It has provided them with not only inspiration and uplift, but also a way to stay in touch with friends.

We are grateful for the continued support of all our members and friends, and for the outstanding performance of our minister and staff during this past year. We look forward to the time when we can all be together again. In the meantime, stay safe, stay well, stay connected – and keep on *Entering, Rejoicing and Coming In* virtually!

Submitted by Joyce Ramay

Youth Religious Education

Lessons and Meetings - The YRE program has experienced many changes this year; gathering times, lesson themes, interactions, and outreach have all fluidly transformed and continue to change. When All Faith's building closed in March due to Covid-19, the youth attended the live streaming of services via the RE instructor's computer on Zoom. After being sung out, lessons were conducted from the Wayne Robinson Room for the remainder of service time. The youth regrouped again via Zoom an hour later, giving the teacher time to return home. During this difficult time, some of these more informal second meetings lasted two to three hours. When services were pre-recorded, the same procedure was followed until summer break. Re-grouping in the fall of 2020, it was evident that the youth needed to contact and interact with each other more than once a week. In addition to Sunday lessons, we began getting together for a couple of hours every Wednesday evening. In accordance with youths' changing schedules, this currently occurs on Thursday evenings. Youth are encouraged to invite friends, and the congregation is invited to join each week. By the end of the 2020 calendar year, an additional seven youth "stopped by" these gatherings. Currently, there are a total of ten youth who regularly attend on Sunday's and/or Thursday evenings.

Parent/Guardian Involvement - Parents and guardians are active partners in their youth's spiritual growth. With the communication challenges of this past year (i.e., no fellowship after service to meet one another), opportunities to meet and interact via Zoom, email, and phone correspondence have been offered. Additionally, parents and guardians are contacted biweekly regarding lessons, concerns, questions, and needs that may arise.



Outreach - The youth chose to continue their participation in the Early Learning Coalition of SWFL Literacy Buddy program. This is the second year in which they have corresponded and sent new books to three preschoolers three times during the school year. They also collaboratively co-created a new birthday postcard which is sent to every All Faiths' member and friend during their birthday month. Other youth involvement has included the Racial Justice Summit, Climate Action Team participation, and active protesting.

Challenges - Some challenges that YRE encountered this year encompassed: distributing lesson materials by mail to ensure equitable inclusion of all youth, increasing the congregation's awareness of youth programming and activities, and continuous communication to ensure participation (How many of us can relate to losing track of what day it is this past year?) The youth have expressed their need for a safe space to gather, communicate, and co-create a better world with others who have similar beliefs. This entails providing meaningful, thought-provoking lessons based on each Sunday's themes as well as a supportive community that values their unique talents, gifts, and wisdom. Building an empowering, sustainable YRE program based upon their strengths, interests, and needs entails prioritizing this vision, elevating this ministry to reflect its relevance to the congregation, and proactively demonstrating support through contribution of members' and friends' time, treasure, and talents.

Submitted by Mary Corrigan

2021 NOMINATIONS

The Nominating Committee was able to meet in person on two occasions last Spring. Bill Snyder had moved away and Jane Broadstone resigned her position so we were faced with two vacancies on our committee. Lisa Leonhardt and Michael Pierre graciously stepped up to fill those positions. This year we "met" via email and phone calls. Once again we were fortunate to have members step up to serve. We present the following candidates:

Board of Directors:

Ernie Reid (first two year term)

Nominating Committee:

Janet Falk (first two year term)

Dottie Mayol (first two year term)

Sue Meisner (second two year term)



Returning Requiring No Vote

Director	Ed Elrod second year, second term
Director	Peter Erickson first year, second term
Director	Rachel Spiller first year, second term
Director	Annely Hudanick, second year, second term
Nominating	Kathleen Weber first year, second term
Nominating	Susan Meissner first year, second term
Nominating	Michael Pierre second year, second term
Nominating	Diane Cartwright second year, second term

The Nominating Committee is pleased to present candidates for the 2021 election as follows:

Ernie Reid - Board of Directors

I was born and raised on the farmlands of Western Pennsylvania. In 1982, I moved to Phoenix, Arizona to complete his Bachelor's Degrees in Psychology and Sociology. In 1990, I moved once again to the Fort Myers, to be with my ailing mother. It was here where I made my home, and met Jim, my 30-year life partner and husband of 10 years. Since my move to Southwest Florida I have earned my Master's degree in Information technology and am now employed as the Director of Business Systems and Information Technology at the Conservancy of Southwest Florida. During this time, I also began to compose, collaborate and produce a wide range of music.

I traveled a long and varied journey through religion and spirituality, immersing myself in both eastern and western religions, specifically in Zen Buddhism. I discovered All Faiths while "browsing" possible spiritual homes in Southwest Florida and found not only welcoming arms but also a place to express myself and my life. Since my membership at All Faiths, I have served on the Audit committee in 2020 and have participated in various activities. I am proud to call myself a Buddhist-oriented Unitarian Universal member of All Faiths.

Janet Falk - Nominating Committee

Janet is a retired teacher. She taught both in Ohio where she grew up, and in New Jersey. Now, she is a certified parliamentary teacher with The National Association of Parliamentarians. Janet is a founding member of All Faiths although she was unable to be active until more recently. She served on the Ministerial Search Committee (which luckily brought Rev. CJ here) and is currently serving the Stewardship Committee.



Dottie Mayol - Nominating Committee

One year after graduating high school in Sweden, Dottie Mayol enrolled in secretarial school. She studied Italian for another year, then took a job as secretary to the administrative assistant of a foreign embassy in Rome. Within 3 years, she immigrated to Miami, where she had gone to school from grades 1 through 7. During the 8th grade, which was in Houston, TX, she returned to Sweden with her mother and brother.

But in 1978, she was back in the United States, working at the University of Miami and attending college. Benefits were excellent at UM, and tuition remission was included. Dottie became a U.S. citizen in 1980. She worked in various capacities at the university and attended classes for 19 years. Then, she received a small scholarship, which she applied to an internship at the Miami Museum of Science. By 1998, she had earned a bachelor's degree in General Studies. She was 48 years old.

When she left the university, she began a new job as assistant to the curator of the Jay I. Kislak Foundation, a private museum specializing in rare books, maps, manuscripts and other historical items. In late 1999, she relocated to Fort Myers, where she had been hired by FGCU, but left there after only three months. To support herself, she worked on the 2000 census and then was hired by Lee Interfaith Volunteer Caregivers, where she remained for two years. Her father, who was a world record holder in free diving, passed away, and Dottie did temp work for a time while dealing with his overseas estate matters.

She has enjoyed volunteering in Ft. Myers for the Animal Rescue Center, CROW, the Bailey-Mathews Shell Museum, the Ostego Bay Foundation and the Visitors and Convention Bureau.

Susan Meissner - Nominating Committee

Susan Meissner was born in Massachusetts in 1954, the oldest of four children. In school, she enjoyed science and music – particularly flute and clarinet, both of which she played until graduating from nursing school. Her first job was a charge nurse in the coronary ICU at Massachusetts General Hospital in Boston, but the pay was low. So she returned to college and earned a degree in business. For the next 22 years, she sold pharmaceuticals in Northern New England, retiring in 2004.

Several years before that, she met her partner, John. They have been a couple 29 years. He has 3 adult children and 6 grandchildren, for whom she is a “bonus grandparent.” Susan says she is also happy being “Auntie Sue” for her siblings’ 7 children and 4 grand nieces.

She and John have homes in Maine and Ft. Myers – and an RV in which to travel up north and to tour the U.S.



A few years after joining All Faiths in 2012, Susan became a member of the worship associates team and “truly enjoys” helping to volunteer in this way. An avid “thrifter,” she and a friend collect sheets, blankets, towels and children’s pajamas at thrift store sales, then wash them, bag them and donate them to charities. Their donations have been given to the McGregor Clinic as well as to the Lee County School System’s Social Service Division. Recipients are children living in cars, shelters and foster care.

Highlights of Proposed Budget for April 1, 2021 to March 31, 2022

The proposed budget for the new fiscal year is for \$235,023.

We believe in the importance of people, so priority has been given to salaries and benefits for our minister and staff. Payroll expenses represent 78% of the budget. The budget provides \$7,000 for the new staff position of Youth Religious Education Director. Paid hospitality help and part-time office help were removed this year.

Our facilities expenses represent 17% of the budget, for mortgage payments, utilities, lawncare, property insurance, repairs and maintenance.

We have reduced paid outside music performers from \$1,800 to \$1,000, and have removed paid guest speakers.

Last year we paid \$5,000 to the UUA. This year we are having a special collection for UUA and hope it will yield \$2,000 or more.

This past year has presented many challenges, but they have been met through the outstanding performance of our minister, our staff, our Board and all of our committees and volunteers who have kept good controls on our expenses. We also appreciate the great job that has been done by our Steward Committee on the pledge drive.

PROPOSED FY 2021/2022 BUDGET

INCOME	Budget	EXPENSES (continued)	
Pledges	209,000	Rites of Passage	0
Cash/Other	13,000	Worship Supplies	300
Fundraising	5,023	Music Supplies	120
Rentals	2,600	Music Guest Perform	1,000
Interest	400	Religious Ed. Consult	0
Rites of Passage	100	Scholarships	0
Food & Beverage	600	UUA Gift	2,000
Soc. Act. Outreach & CAT	600	Guest Speakers	0



where diversity is treasured, and all are welcome

Subsidies	1,700	Fundraising	500
UUA Gift	2,000	Food & Beverage	300
Income Total	235023	Outside Services	600
		Storage Unit	1,080
EXPENSES	EXPENSES	Membership Comm	280
Mortgage	19,200	CAT Comm	200
Bank Service Charge	120	Stewardship Comm	200
License & Permits	61	LIFE	2,000
		Social Just Teams - 2	400
Minister S&H	78,504	Community Events	200
Minister FICA	6,006	Office Supplies	700
Minister Benefits	1,500	Postage & Shipping	150
Minister Prof Exp	0	Printing	1,000
		Professional Fees	300
Administrator Salary	43,032	Janitorial Supplies	500
Admin. Benefits	15,030	Repairs & Maint	5,000
Music Director Salary	16,224	Adv & Promotion	0
Music Director			
Salary		Website Maint	150
Benefits	576	Total	235,023
Sexton Salary	6,630		
Hospitality Help	0		
YRE Director	7,000		
Payroll FICA	5,760		
Payroll Process Fee	1,200		
Workers Comp	1,200		
Office help	0		
Bldg & Liability Ins	8,500		
Utilities	5,500		
Landscaping	300		
Lawncare	1,700		

Proposed Bylaw Changes

Article V: Membership - Currently, the last sentence of the opening paragraph of Article V, Membership reads:

Membership is open to all regardless of race, color, creed, gender, gender identity and expression, or sexual or affectional orientation, subject to the restriction that Members must be at least 18 years of age.

Suggested change: Replace the number 18 with '14' in the last sentence of the paragraph. The revised sentence would read:



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Membership is open to all regardless of race, color, creed, gender, gender identity and expression, or sexual or affectional orientation, subject to the restriction that Members must be at least 14 years of age.

Article VI, Section I: Annual Meeting - Currently, the last paragraph of Article VI, Section I reads:

The Secretary shall send notice of the meeting and issues to be voted upon through the newsletter, church bulletin, and/or via other electronic notification; said notice should be published no less than ten and no more than 30 days prior to the meeting. The Annual Meeting shall be conducted during the month of March unless otherwise directed for good cause by the Board of Directors.

Suggested change: Add a sentence to the end of the paragraph that allows Member participation in Annual Meetings by virtual/electronic means. The revised paragraph would read:

The Secretary shall send notice of the meeting and issues to be voted upon through the newsletter, church bulletin, and/or via other electronic notification; said notice should be published no less than ten and no more than 30 days prior to the meeting. The Annual Meeting shall be conducted during the month of March unless otherwise directed for good cause by the Board of Directors. **The meeting may be conducted, in whole or in part, using communication technology authorized by the Board.**

Article VI Section II: Special Meetings Currently, the last paragraph of Article VI, Section II reads:

No business other than that which is specified in the call for the meeting shall be conducted. The Secretary shall send notice to the Membership as outlined in Section I of this Article no less than ten and no more than 30 days prior to the meeting.

Suggested change: Add a sentence to the end of the paragraph that allows Member participation in Special Meetings by virtual/electronic means. The amended paragraph would read:

No business other than that which is specified in the call for the meeting shall be conducted. The Secretary shall send notice to the Membership as outlined in Section I of this Article no less than ten and no more than 30 days prior to the meeting. **The meeting may be conducted, in whole or in part, using communication technology authorized by the Board.**

Article VI Section IV: Voting – Two changes are suggested for Article VI Section IV which currently reads:

Each Member of record shall have one vote on each item of business. Voting may be done in person or by absentee ballot. The absentee ballot shall be provided by the Secretary. The absentee ballot must be submitted in a manner that ensures confidentiality. All absentee ballots

are to be received in the Congregational office prior to the date and time of the meeting for inclusion in the vote count, and such absentee ballots shall be included in the count for the quorum.

The following changes are suggested to allow virtual voting, to include virtual voters in the quorum count, and to clarify that each person would only be counted once when determining the quorum:

(1) The second sentence would be amended to read: `Voting may be done in person, by using communication technology authorized by the Board, or by absentee ballot.'

(2) The last part of the section would be amended to read: `Members attending the meeting in person, absentee ballots, and Members attending using communication technology authorized by the Board shall be included in the count for the quorum. No person shall be counted more than once.' The amended section would read:

Each Member of record shall have one vote on each item of business. Voting may be done in person, **by using communication technology authorized by the Board,** or by absentee ballot. The absentee ballot shall be provided by the Secretary. The absentee ballot must be submitted in a manner that ensures confidentiality. All absentee ballots are to be received in the Congregational office prior to the date and time of the meeting for inclusion in the vote count. **Members attending the meeting in person, absentee ballots, and Members attending using communication technology authorized by the Board shall be included in the count for the quorum. No person shall be counted more than once.**

ABSENTEE BALLOT

Absentee ballot attached under separate cover as a .pdf file.