



**ALL FAITHS**  
UNITARIAN CONGREGATION

# **2022 ANNUAL REPORT**

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## All Faiths Unitarian Congregation

### Annual Meeting

March 27, 2022, 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: 2021 Annual Meeting (in the Annual Report): Chris Stotler

Presentation and Approval Vote of 2022-2023 Congregational Budget (in the Annual Report):  
Chris Stotler; Joyce Ramay, Finance Committee Chair

Presentation of Nominees to the Board of Directors and the Treasurer (in the Annual Report):  
Lisa Leonhardt, Nominating Committee Chair

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

Presentation of Nominees to the Nominating Committee (in the Annual Report): Lisa Leonhardt  
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: Eileen Moran, Ernie Reid, and Chris Stotler: Chris  
Stotler

Congregational Adoption of the Mission Statement and Vision Statement as approved by the  
Board of Directors (in the Annual Report) by Ballot, Virtual or Voice Vote: Chris Stotler

Other Business:

Honoring Rites of Passage: Rev. CJ McGregor

Extinguishing Chalice: Rev. CJ McGregor

Motion to Adjourn: Chris Stotler



**All Faiths Unitarian Congregation  
Annual Meeting  
March 28, 2021  
Sanctuary and Virtually**

The meeting was called to order at 9:32 am by Chris Stotler, Chair of the Board of Directors.

The chalice was lit by Rev CJ McGregor, Minister

Chris Stotler welcomed the congregants.

Donalie Benyak moved, Kathleen Weber seconded, and those in attendance approved the Minutes of the 2020 Annual Meeting.

Sharon Gray moved, Marsha Bates seconded, and those in attendance voted to first consider the change in the Bylaws concerning electronic voting.

Marsha Bates moved and Donalie Benyak seconded and those in attendance and voting by absentee ballot approved the changes in the Bylaws:

Article VI, Sections I and II – Add: “The meeting may be conducted in whole or in part, using communication technology authorized by the Board.” Article VI – Section IV – “Voting may be done in person, (add) by using communication technology authorized by the Board, or by absentee ballot .... (add) 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. “

Marsh Bates moved, and Donalie Benyak seconded and the Congregation approved the change in the Bylaws:

Article V – “Members must be at least 14 years of age.” (changed from 18)

Richard Keelan moved, Marsha Bates seconded, and the congregation voted to approve the creation of a new staff position: Director, Child and Youth Programs

John Conrad moved, Ed Elrod seconded, and the congregation voted to accept the proposed budget for the fiscal year April 1, 2021, to March 31, 2022, in the total amount of \$235,023, as outlined in the Annual Report.

Chris Stotler presented the nominees for Directors to the congregation.

There being no nominations from the floor, Barbara McFarland moved, Dottie Mayol seconded, and the congregation voted to accept the slate of Directors as presented by the Nominating Committee:

Position	Nominee	Note	Term
Secretary	Ed Elrod	(2nd Term)	2021-2023
Director	Rachel Spiller	(2nd term)	2021-2023
Director	Peter Erickson	(2nd Term)	2021-2023
Director	Ernie Reid		2021-2023

Chris Stotler presented the nominees for the Nominating Committee to the congregation.



There being no nominations from the floor, Marge DiGalbo moved, Bob DiGalbo seconded, and the congregation voted to accept the slate of Nominating Committee members as presented:

Nominee	Note	Term
Susan Meissner	(2nd Term)	2021-2023
Janet Falk		2021-2023
Dottie Mayol		2021-2023

Chris Stotler recognized the valuable contributions made by the retiring Board member, Annely Hudanick.

Rev. CJ McGregor paid homage to those who experienced Rights of Passage during the preceding year.

Rev. CJ McGregor extinguished the chalice.

Carol Heilsberg moved to adjourn, and the Congregation approved her move.

/s/ Ed Elrod, Secretary

## MINISTER'S REPORT

We've experienced another year of anxiety and isolation due to the pandemic. As we close this year we find ourselves able to gather, a return to programs and fellowship. Your generosity and spirit has carried All Faiths through. Through this pandemic we welcomed new members, children, added staff and found ourselves financially sustainable. We welcomed a new Director of Music and Director of Child and Youth Programs. We are the exception as many congregations closed their doors, lost staff, and suffered severe consequences of the pandemic. Future generations will look back on this time in our congregational life and will be impressed by our innovation, our connections, our resolve. 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 difficult and exhausting leading a congregation through a pandemic and meeting your needs. But it is made easier by having staff, especially Regina, who is invaluable to us, who continue to innovate and respond creatively. The task of rebuilding congregational life remains. We'll need to think about renewal, who we want to be and where we want to be given all that the pandemic has revealed to us. Our space does not serve us well. If we cannot add space, we at least need to think about how to renovate to meet our growing needs. We will need to inspire volunteerism and participation. We will need to think about how we can become relevant, necessary, to our surrounding communities and reinforce our existing ministries. It is a pleasure to serve All Faiths and be among you.

Submitted by The Rev. CJ McGregor



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## **BORAD OF DIRECTORS CHAIRPERSON'S REPORT**

Your Board of Directors successfully guided our ship through another year of challenges that included COVID shutdowns and restricted openings, personnel changes, and continued improvements to assure sustainability of our congregation. We sustained the steady progress from prior years in maintaining programs and projects to better our church home.

The board members and officers for the past year were Chair, Chris Stotler; Vice Chair, Rachel Spiller; Treasurer, John Conrad; Secretary, Ed Elrod; Directors Peter Erickson, Linda Runkle, Marge DiGalbo, Eileen Moran, and Ernie Reid; and past President, Diane Cartwright. Ernie was new to the Board this year.

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

**Live Streaming Services** – At every board meeting, COVID statistics were reviewed and the question of whether services should be open was evaluated. Adjustments were made as the COVID rate changed. Fortunately, we were able to slowly re-open services during the year although we were closed briefly during the summer surge. With limitations on attendance at services and because some members preferred virtual services, we continued streaming live services on Facebook and posting recorded services on You Tube. Remotely operated cameras, recording equipment, and lighting improvements were installed to improve the quality of filmed services. Attendance for both live stream and recorded services remained good. We plan to continue live streaming services even in the post-COVID era.

**Children and Youth Programs (CYP)** – The program name was changed to better reflect the breadth of the program. Chantel Rhodes served as the CYP director until November. Following her resignation, Kathy Fanny was hired as the director in December. The CYP Committee was formed to help plan programs and assist in their implementation. Rachel Spiller chairs the group.

**Music Program** – Joseph Brauer, our Music Director for several years, resigned to accept a full-time position. We were sad to see Joseph leave but knew this was a good opportunity for him. For several months, we searched for a new music director. During the search, Robert Bidney and other performers provided inspirational music. In November we hired Carlos Garcia as Music Director. The process of reestablishing the choir began in January, 2022.

**Building Improvements** – The deck replacement has been more of a challenge than anticipated. COVID created extra demand for services from contractors and building supply costs sky-rocketed this past year. Thus, obtaining bids was difficult, and their prices were higher than planned. Therefore, we have gone to an alternative plan. We obtained a contractor to perform the demolition. Once demolition is complete, we will determine whether to lay sod or install pavers.

**Sustainability of All Faiths** – The Board took steps to better protect assets of the church and assure that we would have funds to provide major maintenance and system replacements. We had an evaluation study performed to ensure we were properly insured. We identified a couple of items that needed to be added to our insurance policy and adjusted the policy accordingly. We also conducted a reserve study that evaluated the major replacement expenditures that would be needed over the next 30 years. Those expenditures total about \$184,000. These included everything from carpeting to roofing and air conditioners. The conclusion was that we needed a reserve fund that would initially have \$20,000 in it from the legacy fund and would require an additional \$13,800 per year to build and sustain the fund for meeting long-term system replacement costs. The reserve fund will be created in the next fiscal year.

**Burn the Mortgage Campaign** – This program has a goal of burning the mortgage by July, 2024. However, this past fall we initiated a challenge to members to accelerate the Burn the Mortgage program. We proposed that members could pay ahead, contributing what they would have donated over the next two and half years all this year. Once achieved, we will not have a mortgage payment which provides room in the budget for other needs such as the cost of the Reserve Fund. The response has been great; over \$70,000 was collected in the first ten months of this year. This tremendous response means we will pay off the mortgage during this next year, if not this year.

**Mission Statement** -- The Board voted to adopt a new, concise mission statement: All Faiths Unitarian Congregation is Committed to Justice, Equity and Compassion. This brief statement summarizes our values and gives us direction for everything we do. A Vision Statement is also being developed. Both will be presented at the Annual Meeting for adoption by the congregation.

**Long Range Planning** – Although the Long Range Planning activities have been put on hold during the past two years, we have implemented items that would have been in a Strategic Five Year Plan. Adopting a mission statement, performing the reserve study, and re-evaluating our insurance needs are examples of board actions that look to the future.

**Budget and Paycheck Protection Program Loan (PPP)** – All Faiths applied for and received a PPP forgivable loan of \$27,300 in 2020. During the summer of 2021, we learned that the loan was fully forgiven. With tight controls on expenditures, we were able to avoid further budget cuts this year. After two years of extremely tight controls of costs, including no pay increases this past year, the new budget will include pay increases and funds for other delayed needs.

We are thankful for our dedicated Board members and the many people who serve on committees or volunteer in other ways. We are extremely thankful for the hard work of our staff. Together they kept All Faiths running smoothly and efficiently during this past year of many challenges. We look forward to our bright future.

Submitted by Chris Stotler



## CONGREGATIONAL ADMINISTRATOR'S REPORT

All Faiths remained resilient and forward thinking despite the continued challenges of a prolonged pandemic. We continue to adapt and find innovative ways to carry out our mission and keep our community strong. We hired a new Director of Music and a new Director of Child and Youth Programs.

The 2020/2021 “All In For All Faiths” stewardship campaign was successful thanks to a great team. Complimentary face masks with “All in for All Faiths” embossed on them were sent with the mailing. Joseph Brauer and Ernie Reid put a lot of time and effort into creating videos to promote the campaign.

The Small Business Administration offered a second round of Payroll Protection Program (PPP) loans, however, we were not eligible to apply because we did not meet the percentage of quarterly losses they required (a good thing).

We went from recording the services, to live services on Facebook, to limited (15 people) in-house services in February. Invitations to RSVP were sent out to congregants and we developed a lottery system to choose who would attend. For the first time there was no in-house Founders’ Day celebration. Instead, Joseph Brauer put together recordings by Rev. Wayne Robinson, Rev. CJ and others. The program was available on Facebook.

After the realization that COVID was not going anywhere soon and our reach on Facebook live was greater than our average service attendance before COVID, we invested in substantial recording equipment for the sanctuary. We purchased two cameras, two consoles, a laptop computer was donated, and track lighting for the stage was installed. Again, we have Joseph to thank for putting it all together and making it work.

We had a Farmers Market rent our lawn on the weekends in the spring. They provided monthly donations and a percentage of their proceeds. This was an ideal situation, however, the young couple who ran the market had a lot of personal problems and were not consistent with setup times, so it wasn’t as successful as it could have been. I doubt they will be back this year.

LIFE (Lee Interfaith for Empowerment) had a busy 2020/21 year, wrapping up with the Nehemiah Action in April 2021. Marsha Bates and Lana Cowell stayed on as team leaders, and Barb McFarlane replaced Donalie Benyak. They all did a great job keeping All Faiths justice ministry network people involved and informed. They continue to make strides on an Affordable Housing Trust Fund.

Becky Ross took over as our webmaster. Becky has experience with websites and a marketing background. This was a huge weight lifted off my work schedule. She spent many hours researching analytical data and completely rebuilt our website. She obtained professional vector art images of our logo at no cost to All Faiths. The site looks much more professional and is very



functional. She also developed the “members only” page and created an online directory of congregants. I’m very grateful.

John Conrad, Bob DiGalbo and I met with Steve Brubaker in the spring, a reserves specialist, who we hired to assess our future maintenance and repair projections. He developed a reserves study which was approved by the Board and was integrated into our 2022/2023 fiscal year budget. This reserve fund will help us prepare for future anticipated capital expenses like the roof, air-conditioners, parking lot, et cetera.

Howard Silverman’s Burn-the-Mortgage campaign has been hugely successful. We went from \$151,000 owed in January of 2019 to under \$4,000 as of this report. Even if we don’t pay it off by our goal date of March 31, 2022, it looks like it could be paid off in the first few months of the new fiscal year.

We had a string of bad luck with the front doors and the northern windows. The doors were barely operational so we had the hardware replaced to the tune of \$1,800. Then the hardware didn’t operate properly for months. We also had four broken windows on the north side of the building. We can only assume that the lawn company kicked up stones. Bob DiGalbo placed plexiglass over the new windows in an effort to protect them.

After a quiet COVID spring and summer, new programs were developed beginning in September via Zoom. In November, we began to open the building to some in-house meetings, and the ACMA, who had suspended concerts due to COVID, resumed one or two in-house concerts a month. We did close again briefly with a rise in the Omicron variant. The board diligently monitored CDC and Lee County COVID numbers each month to determine that status of in-house services and programs.

The deck was demolished in February after months of trying to pin down reasonable contractors. It will not be replaced with a deck due to the prohibitive cost (\$30,000). There are no plans at the moment as to how the space will be utilized.

Through a lot of compromise, generosity, love of community, and outstanding leadership, we were able to hold everything together through some very difficult times. I am grateful to Rev. CJ, the Board of Directors, the committees, justice teams, and the many volunteers who contribute to the success of this awesome congregation.

Submitted by Regina Kilmartin

## 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 2020, 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.

Richard Keelan continued leading discussions on our News Talk programs on Sunday mornings before services, on Zoom, and then in the sanctuary starting in December. Participants review what has been happening in our world, and share their opinions, hopes and dreams about making this a better world.

Our Adult Education program, the Ten O'clock Scholar, met on Zoom on Wednesdays, at 10 a.m. throughout most of the year. It replaced Teaching Tuesdays. Rev. CJ McGregor led many of the sessions, including UUA series Building Your Own Theology, the Long Strange Trip on UU history, and Wellsprings. Joan Marshall and Ensign Cowell led a session on Less is More. Donalie Benyak led the summer program on Our Whole Lives.

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

#### COMPLETED WORK

Replaced the front sign and installed new LED lighting on the sign and flag

Power washed all sidewalks surrounding building, power washed the Memorial Garden, parking lot and front entryway (doors, ceiling and walls) and furniture.

Natural weed killer applied in parking lot, and power washed

Repaired, aligned and power washed the fence

Installed new mailbox post and posted warning signs about surveillance

Installed new bathroom faucet



Removed fencing and 55-gallon drums around air conditioning units. Cleaned out the garden area

Trimmed the trees on the side of the deck and cleaned roof and gutters

Installing Lexan over Vestibule and bathroom windows to prevent further damage

#### FUTURE PLANS

Once deck is removed will finish repairing and power washing the remainder of the fence

Would like to paint the entire front entryway if approved.

Continue power washing and repairs as needed

Submitted by Robert DiGalbo

## Communications

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.

New recording equipment was installed for live-streaming the services, or any other events we may want to publish to the public. Right now there are only two people who know how to use the equipment. We need more regular volunteers. We launched the new All Faiths website on June 14, to better reflect our mission and messaging and ensure that it is easy to use. The new website accomplished several objectives: via headlines, short text and photos it quickly gets across who we are; the design encourages visitors to move around our site to learn more and engage with us; it works equally well on a cell phone; and it increases the number of people who find us via search.

The newsletter is underutilized by the congregation. It is an important part of communications and staying connected. I would encourage people to send in photographs and share family milestone or important events, short stories, poems, et cetera. Some months we struggle to fill 12 pages. Any ideas or suggestions for better communications is always welcome.

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. While we were not able to hold open services for many months, 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.

Although for many months we did not have income from other usual sources such as Sunday plate collections, rents, concerts, fundraising events, or auctions. We are happy to report that our people have honored their pledges and also sent extra contributions for reducing our mortgage principal, our Share the Plate beneficiaries, Employee Bonuses, and Minister's Discretionary Fund.

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 Stewardship Team has done a great job in getting pledges for the coming year, and they will follow up with those who have not yet returned their pledge forms.

Our Proposed Budget for the coming year is for \$236,293 for Operating Income and Expense, and an additional \$13,800 for Capital Reserve Fund to accumulate money for anticipated major capital expenditures. The total proposed budget for April 1, 2022 through March 31, 2023 is \$250,093.

At All Faiths, people matter most. Our employee payroll and benefits total \$192,030 which is 77% of the budget. The other major expenses are for our facilities, including remaining mortgage payments, utilities, insurance, lawncare, repairs and maintenance.

During the first ten months of this fiscal year, we have reduced our mortgage principal by \$74,551 by both regular monthly payments and extra contributions for our "Burn the Mortgage" campaign.

While we have experienced some extreme challenges during this past year, we are optimistic about our future.

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*

Two major focuses occurred throughout the year. A continued effort to try to Burn the Mortgage as quickly as possible was the first. And then, when it became apparent that we were not focusing enough on the long-range need to fund the replacement of our capital assets in the future, the Board decided to authorize a Capital Reserve Study. Both of these initiatives dovetail because there was the opportunity to fund capital reserves if the congregation was able to Burn the Mortgage. We have been budgeting annually \$19,200 for the mortgage. Our future contributions for Capital Reserves in the 2022-2023 Budget is \$13,800.

To date as this Report is being prepared, the mortgage has been reduced to \$9,807.11. And with the monthly mortgage payment being factored in, the balance will be reduced to at least \$8,277. There is a chance that the mortgage can still be burned by March 31! Thank you for your continued generosity to allow us to come so far, and in so little time!! Over 50 members financially participated in this effort. And I want to acknowledge and offer a special thanks to Howard Silverman who's wisdom allowed us to begin this quest.

By funding our capital reserves beginning in the 2022-2023 fiscal year, the Board of Directors and the congregation is recognizing the need to adequately fund our future need to replace our assets and infrastructure. Examples of this are replacing the shingled roof, or the air conditioning systems, repainting, resurfacing the driveway, or replacing the various finishes inside the building, etc. By funding these capital reserves, the congregation will be less dependent on asking for "Wish List" donations as our infrastructure begins to wear out.

It is with hope that as we begin to "return to normal" from the Pandemic that the weekly service attendance continues to increase. We all need to stay connected and feel the support of one another. It has been a pleasure to work with the Board, Finance Committee and the staff, especially Regina.

Submitted by John Conrad

*Special Collections***2021-2022 Fiscal Year Share the Plate – Second Sundays**

<b><u>Month</u></b>	<b><u>Team/Ministry</u></b>	<b><u>Collection For</u></b>	<b><u>Donations</u></b>
April	CAT	One Tree -	\$245
May	Operation Joy -	Operation Joy	\$325
June	Racial Equity	Change Program, Alliance for the Arts	\$148
July	Operation Joy	Operation Joy	\$425
August	Heart for Homeless	Angel Wings	\$270
September	CAT	One Tree	\$150
October	Hunger	Meals of Hope	\$255
November	Operation Joy	Operation Joy	\$919
December	Employee Bonuses	Employees	\$6,108
January	Racial Equity	Change Program, Alliance for the Arts	\$280
February	MDF	Minister's Discretionary Fund	\$2,273



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March Heart for Homeless Angel Wings

**2022-2023 Fiscal Year Share the Plate – Second Sundays**

<b><u>Month</u></b>	<b><u>Team/Ministry</u></b>	<b><u>Collection For</u></b>	<b><u>Donations</u></b>
April	CAT	One Tree	
May	Homeless	Angel Wings	
June	Racial Equity	SURJ (Showing Up for Racial Justice)	
July	LGBTQ	Visuality	
August	Operation Joy	Operation Joy	
September	CAT	SWFL RESET Center	
October	Homeless	Angel Wings	
November	Operation Joy	Operation Joy	
December	Employee Bonuses	Employees	
January	Racial Equity	SURJ	
February	MDF	Minister's Discretionary Fund	
March	Operation Joy	Operation Joy	

**McGregor Clinic – Third Sundays – Coordinated by Joyce Schaffer**

Collections of non-perishable food and clothing were suspended for many months due to the COVID-19 pandemic. Monthly collections will resume on March 20, 2022.

**Pet Shelters – Fifth Sundays – Coordinated by Sharon Gray**

Collections of pet food and supplies were suspended for many months due to the COVID-19 pandemic. Collections resumed on January 30, 2021, and will continue in those months that have a fifth Sunday.

**Mano a Mano Craft Sales – Coordinated by Charlotte Blitt**

In December 2021, our annual sale of hand-made crafts raised \$693 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 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. By board policy, those who have not participated or contributed in the past two years are removed from active membership. As of January 2022, All Faiths has 145 active members and 47 friends. Eleven new members were welcomed in 2021 and one former member reinstated. Membership numbers have remained stable during the pandemic.

The traditional count of service attendance, visitors, and religious education attendance was altered during the pandemic. In-person services began with restricted attendance in June and then



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suspended in mid- August when the community COVID-19 infection rate rose. In- person services resumed in October with distancing and mask precautions. Coffee hour was suspended and attendees were encouraged to socialize outside the building following service. Limits on numbers attending were removed in October. Attendance has averaged 56 participants.

Counts are kept of the internet service log-ons, including the live broadcast and subsequent viewing on the website and You Tube. The number of service viewers range from low 100s to over 700, As expected, on-line viewing was higher during the periods when there were no in-person services. During these periods, viewing averaged 277 per week. Since in-person services resumed, on- line log-ins have dropped to an average of 135 per week. It should be noted that internet numbers are not comparable to the counts at in-person services. Log-in counts do not count more than one person viewing the service. Nor do the on- line numbers differentiate between those who log in only briefly and those who watch an entire service.

Thanks to the expertise of new member Becky Ross, our All Faiths website now has a mechanism for website visitors to sign in and request our newsletter and announcements. A follow up letter is sent welcoming them. As with those who fill out guest cards at in- person services, those who wish to receive announcements were sent personal email invitations to our newcomer orientation class. In 2021 twenty-four individuals filled out guest registration forms on the internet and six have already become members.

The membership committee met in June and November. Committee members hosted, and participated in, the November orientation class and December membership recognition ceremony. The committee extends a special thank-you to the greeters who stepped up to take on new pandemic related duties. You have graciously assured that members and guests coming for services are masked, and observe social distancing whenever possible. Appreciation goes to our board of directors, to Rev. CJ, Regina and our staff who so vigilantly acted to keep us safe yet functioning as fully as possible. And to our members who participated online or who enjoyed resuming in-person attendance while cooperating fully with ongoing precautions.

Submitted by Fran Way

## **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

The Racial Justice Team has changed its name to the Racial Equity Team. The team has been on hiatus and expects a relaunch in April 2022. However, the congregation continues to offer support, service, and witness in this area.

### Climate Action Team (CAT)

Despite the pandemic, the Climate Action Team has had an active and productive year. Our activities have been focused on the following efforts:

1. Fostering the development of a local climate movement through strengthening our ties with local partnering groups. These groups include the SWFlorida RESET Center, Fort Myers Citizens Climate Lobby, Lee Chapter of Climate Reality, the Sierra Club Calusa Chapter, Pachamama Alliance, Growing Climate Solutions, the Shell Point Green Team. Leaders from these groups frequently participate in our CAT meetings.
2. Outreach to FGCU with presentations by professors from the Water School and the Agriculture School.
3. Support for the Rights of Nature petitioning campaign.
4. Letters to government officials such as the recent letter to the FDEP re oil drilling in the Big Cypress Nature Preserve.
5. Participation in various national and international events (i.e. World Clean Up Event and Global Climate Strike.)
6. Special events like the “Other Side of the Hill” film screening/discussion and the “Less is More” book discussions.

These actions have all been taken on behalf of our congregation, yet we feel that we have not yet fully engaged All Faiths congregants in our mission of meaningfully addressing the climate crisis that threatens our civilization. Since much of our recent activity has been directed outward toward the larger environmental community, Carol Heilsberg has stepped forward as co-leader of CAT to help strengthen congregational engagement and involvement. This begins this month with a visit to the Lee County Waste Management facilities on Friday, March 4th and the film screening and discussion of “Kiss the Ground” on Tuesday March 22nd. On Saturday, April 2nd, CAT will be hosting a Pachamama Alliance symposium and luncheon here at All Faiths called “Awakening the Dreamer.” We are hoping for broad participation from our congregation in this powerful and highly motivational experience. In the coming year we will endeavor to stimulate more congregational involvement as we continue our outreach to the larger community. We are specifically looking to expand our engagement with youth and to helping foster an interfaith climate movement here in Southwest Florida.

Submitted by Joan Marshall

### *Hearts for the Homeless Team*

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, and Pine Island Triage Center.

All Faiths members gave their time to: Habitat for Humanity, Annual Standdown and Resource event through the Homeless Coalition, advocating for affordable housing and services for people without housing through LIFE (Lee Interfaith for Empowerment), letters to city and county officials, and letters to the editor, meal preparation.

The 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 2021, All Faiths' network of LIFE supporters grew to 40 members and friends. Three Team Leaders (Lana Cowell, Barb McFarlane, and Marsha Bates) kept the congregation informed about LIFE's activities. Marsha Bates also serves as secretary for LIFE's Board of Directors. All Faiths has been well-represented at LIFE activities. We were among the 1,500 attendees at the April Nehemiah Action (held via zoom). Sheriff Marceno responded to LIFE's request that Lee County deputies receive crisis intervention training by mental health professionals. Since that time, deputies and dispatchers have received such training from the National Alliance on Mental Illness (NAMI). LIFE also asked that Lee County law enforcement use civil citations rather than arresting youth involved in non-violent incidents. In the past few months, their use of civil citations has increased markedly. This avoids creating an arrest record that would follow individuals for the rest of their lives.

Throughout the past three years, All Faiths has supported LIFE's efforts to encourage the Fort Myers City Council to pass an ordinance that would establish an Affordable Housing Trust Fund. Our members wrote letters to pertinent officials urging the passage of the ordinance, attended gatherings outside the city building to show widespread support for the fund, testified at Council meetings, and were at the January 31st Council meeting when the long-awaited ordinance



establishing such a trust fund was passed. All Faiths' participation helped attain this major victory for LIFE.

Submitted by Marsha Bates

### *Mano A Mano*

All Faiths members have supported Mano a Mano (a non-government organization founded by All Faiths members, Joan & Segundo Velasquez) by purchasing Bolivian crafts and making donations. It is hoped that in the next year, in addition to supporting craft sales, some of our members will be able to visit Bolivia and see the amazing accomplishments that have been achieved and are currently underway.

Submitted by Charlotte Blitt

### *Operation Joy*

Operation Joy has been able to continue their mission to support some families in financial difficulties with donations from this generous congregation. We have established connections with Counselors at Golisano's Children's Hospital and will continue to support families at "Back to School" and Christmas. A fund-raising effort this summer is being considered.

Submitted by Annely Hudanick

### *Animal Ministry*

Donations are accepted every month that has a 5th Sunday. We have 4-5 collections annually of animal supplies. In the past we have made occasional collections for a specific animal shelter or sanctuary. Some of those who received our gifts were Peace River Animal Sanctuary, Shelters in FL Panhandle who were affected by Hurricane Michael, C.R.O.W. Wildlife sanctuary/ hospital on Sanibel, Lee County Cell Dogs (a program run at the county jail by Lee County Sheriff) and Lee County Domestic Animal Services in Fort Myers, just to name a few past recipients. 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,

During the Pandemic we've still been able to collect from our generous members and friends who would leave the items at our building or even bring them to my home. The donations have been driven to various local shelters who remain open to receiving them. The past 2 years, most donations have been rotated between ARC (Animal Rescue Center) and PAWS both in No Fort Myers, 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.

If you have suggestions for a shelter/ sanctuary for us to work with, in our area, please let me know. We've had several members who have lost their pets during these past 2 years. Our hearts go out to all those who mourned their loss.

Submitted by Sharon Gray

## Stewardship

The Stewardship Committee members (Mary Ellen Fritz, Ariel Hoover, Becky Ross, Marsha Bates and Board Representative Ernie Reid) planned and executed the annual pledge drive with extensive support from Regina Kilmartin. Becky Ross led the committee through an exercise to identify reasons congregants attend All Faiths. Based on that brainstorming session, the committee decided on the theme 'Where You Belong'.

The launch of the annual pledge drive was delayed one week due to inclement weather (tornadoes) on January 16th. On January 23rd, service attendees received the brochure and pledge form. The following week, the brochure and pledge form were mailed to Members and Friends who had not attended Sunday's service. The pledge brochure included the Finance Committee's proposed budget and other budget-related data.

Throughout the campaign, congregants were encouraged to evaluate why they attend and support All Faiths. Becky Ross modified All Faiths website to include stewardship materials. Ernie Reid edited short videos from congregants stating why they belong to All Faiths. Those videos were posted to the website and YouTube.

The success of the campaign will be determined after all pledge cards are received.

Submitted by Marsha Bates

## Sunday Services

It has been a great pleasure to work with our Minister, Rev. CJ McGregor, our Music Directors, Joseph Brauer and Carlos Garcia, and our team of Worship Associates in planning and delivering our Sunday services. Our worship associates set the tone with their greetings, announcements, and guidance through our services. They include Donalie Benyak, Doug Cartwright, Carol Elrod, Michelle Gemma, Regina Kilmartin, Susan Meissner, Greg Monk, Joyce Ramay. Ed Elrod operates the sound system, and Regina Kilmartin and Sharon Gray operate the camera for livestreaming. Our Sexton Joy Gayton directs parking and greets people when they arrive. Our Greeters welcome our members and visitors.

Rev. CJ McGregor leads us in selecting our monthly themes and providing a wide range of inspiring and interesting messages, which are presented in a sincere and heartfelt manner. We particularly appreciate his authenticity and willingness to share his personal journey with us. When our minister is away, we are fortunate to have messages delivered by our own talented people and outside guest speakers, who tell their stories and bring their insights to us.

We were blessed by the beautiful music offered by Joseph Brauer through July, our interim musician Robert Bidney August through November, and our new Music Director, Carlos Garcia, beginning in December. Due to COVID, we had a limited number of guest performers. People regularly express their appreciation for the variety of our music and its relevance to the themes of our services.

For several months our services were closed, but were available by livestreaming on Facebook. Eventually we opened services to people wearing masks and those who are vaccinated. We continue to livestream the services for those who cannot attend or prefer to remain at home during the pandemic. Surprisingly, we have had many visitors coming to our services and some have become members. They appreciate the inclusiveness of our messages and the warm welcomes they receive from our members.

Our Founders' Day celebration was a heart-warming reunion with our founding minister, Rev. Dr. Wayne Robinson, and the inspirational music provided by Darlene Mitchell, Nancy Frasca-Cabazares, Robert Bidney, Joan Marshall and Carlos Garcia.

We find many ways to remain together at our All Faiths family. May the Spirit of Life continue to lift us up together throughout the coming year.

Submitted by Joyce Ramay

## 2022 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:

Treasurer	John Conrad (2nd term)	2022-2024
Director	Marge DiGalbo (2nd term)	2022-2024
Director	Linda Runkle (2nd term)	2022-2024
Director	Michelle Gemma	2022-2024
Director	Lewis Robinson	2022-2024
Director	Judy Alberda (1 year)	2022-2023

### Nominating Committee:

Lisa Leonhardt (2 <sup>nd</sup> term)	2022-2024
Carol Heilsberg	2022-2024



## 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.

<b>2022-2023 Fiscal Year Proposed Budget</b>		<b>Prior Budget</b>
	<b>2022-23</b>	<b>2021-22</b>
<b>Income</b>		
<b>Operating</b>		
Pledges	209,973	209,000
Cash	12,000	13,000
Rents	5,000	2,600
Rites of Passage	100	100
Subsidies	0	1,700
Fundraising Events	3,200	5,023
Food & Beverage	600	600
Interest Income	200	400
Social Action	220	600
Other - UUA collection	0	2,000
<b>Total</b>	<b>231,293</b>	<b>235,023</b>
<b>Expense</b>		
<b>Operating</b>		
Advertising/Promo	200	0
Bank Charges	250	120

Bus Licenses Permits	61		61	
Mortgage	<b>0</b>		19,200	
Landscaping	300		300	
Lawncare	1,740		1,700	
Worship Supplies	120		300	
Insurance				
Wind	3,983		2,867	
Flood	<b>2,199</b>		2,230	
Umbrella & Liability	<b>3,675</b>		3,408	
Workers' Comp.	<b>1,078</b>		1,200	
<i>Total Insurance</i>		<i>10,935</i>		<i>9,755</i>
Performers	1,200		1,000	
Music Supplies	120		120	
<b>CYP Supplies</b>	200		0	
Guest Speakers	200		0	
Fundraising	500		500	
Outside Services	925		600	
Payroll Expenses				
Clergy S&H	83,136		78,504	6,928/mo
Clergy				
Retirement	1,500		1,500	
Administrator				
Salary	47,340		43,032	3,945/mo
Music Director	15,000		16,224	1,250/mo
Sexton	7,020		6,630	26 wk 127,26x 243 36wk
CYP Director	7,632		7,000	212
<i>Total Salaries</i>		<i>161,628</i>		<i>152,890</i>
Payroll Tax FICA	12,365	12,365	11,766	11,766
Staff benefits	0		576	
Admin. Health	<b>14,860</b>		11,893	
Admin. Dental	576		576	
Admin				
Retirement	1,680		1,680	
Admin Life Ins	361		346	
Admin				
LTDisability	560		535	
<i>Total Staff Benefits</i>		<i>18,037</i>		<i>15,606</i>
<i>Total Payroll Expenses</i>		<i>192,030</i>		<i>180,262</i>
Payroll Process Fees	1,236		1,200	

Food & Beverage	300	300	
Office Supplies	750	700	
Postage Delivery	150	150	
Printing	500	1,000	
Professional Fees			
Website	200	150	
Other	100	300	
<i>Total Prof. Fees</i>		300	450
Janitorial Expense	<b>300</b>	500	
Rent Expense	1,296	1,080	
Repairs and Maintenance	5,000	5,000	
Utilities			
Electric	2,000	1,864	
Water Sewer	2,200	2,040	
Phone Internet	1,700	1,596	
<i>Total Utilities</i>		5,900	5,500
Committees/Activities			
Membership	280	280	
Stewardship	200	200	
Community			
Events	200	200	
<i>Total Committees/Activities</i>		680	680
Social Action			
LIFE	2,000	2,000	
Homeless	200	200	
Racial Justice	200	200	
Climate Action	200	200	
LGBTQ	200		
<i>Total Social Action</i>		2,800	2,600
UUA			
Gift	3,000	2,000	
Scholarships	<b>300</b>	0	
<b>Total Operating Expense</b>	<b>231,293</b>		235028
<b>Capital Reserve Fund</b>			
<b>Income</b> Pledges	13,800	0	
Subsidies	0	0	
Total	13,800	0	

Expenses			
	Capital Reserve	13,800	0
	Total	13,800	0
<b>Combined Total</b>			
<b>Operating</b>		<b>231,293</b>	
<b>Capital</b>		13,800	
<b>4.3% Increase</b>	<b>Total</b>	<b>245,093</b>	<b>235,023</b>

### Proposed Mission and Vision Statements

#### *Mission Statement:*

All Faiths Unitarian Congregation is committed to Justice, Equity and Compassion

#### *Vision Statement:*

Recognizing our role as each other's keepers, we strive to be an inclusive, loving community who works to bring harmony to the world.

All Faiths Unitarian Congregation - 2022 Annual Elections Meeting – March 27, 2022  
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:**

Position	Nominee	Term	Vote for
Treasurer	John Conrad (2 <sup>nd</sup> term)	2022-2024	_____
Director	Marge DiGalbo (2 <sup>nd</sup> term)	2022-2024	_____
Director	Linda Runkle (2 <sup>nd</sup> term)	2022-2024	_____
Director	Michelle Gemma	2022-2024	_____
Director	Lewis Robinson	2022-2024	_____
Director	Judy Alberda (1 year)	2022-2023	_____
<b>Floor Nominee (if any)</b>			
Treasurer	_____	2022-2024	_____
Director	_____	2022-2024	_____
Director	_____	2022-2024	_____
Director	_____	2022-2024	_____
Director	_____	2022-2024	_____
Director	_____	2022-2023	_____

**Nominating Committee Elections**

**Nominated by the Nominating Committee:**

Nominee	Term	Vote for
Lisa Leonhardt (2 <sup>nd</sup> term)	2022-2024	_____
Carol Heilsberg	2022-2024	_____
<b>Floor Nominee (if any)</b>		
_____	2022-2024	_____
_____	2022-2024	_____

**Vote to Approve Budget 2022-2023**

As proposed in the *All Faiths Unitarian Congregation 2022 Annual Report*, I hereby vote on the proposed budget for fiscal year April 1, 2022 to March 31, 2023, in the total amount of \$245,093.

\_\_\_\_\_ Approve \_\_\_\_\_ Oppose

**Vote to Approve Mission Statement**

All Faiths Unitarian Congregation is committed to Justice, Equity and Compassion

\_\_\_\_\_ Approve \_\_\_\_\_ Oppose

**Vote to Approve Vision Statement**

Recognizing our role as each other's keepers, we strive to be an inclusive, loving community who works to bring harmony to the world.

\_\_\_\_\_ 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 27, 2022 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*