



2020 ANNUAL REPORT

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All Faiths Unitarian Congregation**Annual Meeting****March 22, 2020, Sanctuary, 10:00 - 10:45 A.M.****Agenda****Call to Order:** Chris Stotler, President/Board Chair**Lighting Chalice and Blessing:** Rev. CJ McGregor, Minister**Welcome:** Chris Stotler**Approval of Minutes: 2019 Annual Meeting** (in the Annual Report): Chris Stotler**Presentation and Approval Vote of 2020 - 2021 Congregational Budget** (in the Annual Report): Chris Stotler; Joyce Ramay, Finance Committee Chair**Vote on the Waiver of the One-Year Membership Requirement in the Bylaws for This Year** (Wording is on the ballot): Chris Stotler**Presentation of Nominees to the Board and the Treasurer** (in the Annual Report): Kathleen Weber, Nominating Committee Chair**Election of Nominees to the Board and the Treasurer by Ballot 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 or Voice Vote** (if no floor nominations): Chris Stotler**Recognition of Outgoing Board Members:** Doug Cartwright, Barbara Gaiser, and Sharon Gray: Chris Stotler**Other Business:****Honoring Rites of Passage:** Rev. CJ McGregor**Extinguishing Chalice:** Rev. CJ McGregor**Motion to Adjourn:** Chris Stotler*where diversity is treasured, and all are welcome*

Annual Meeting Minutes
All Faiths Unitarian Congregation
March 24, 2019

The meeting was called to order by the President/ Board Chair, Chris Stotler at 10:03 am.

The chalice was lit by the Reverend CJ McGregor, as he spoke inspirational words.

All Faiths members were welcomed by Chris Stotler, who thanked Regina and others for assembling the comprehensive Annual Report.

Susan Meissner moved, Carol Heilsberg seconded, and the congregation accepted the Minutes of the 2018 Annual Meeting, as presented in the Annual Report.

Joyce Ramay, Chair of the Finance Committee, summarized the annual budget for 2019-2020. Carol Heilsberg moved, Carol Elrod seconded, and the congregation approved the budget as printed in the Annual Report.

Carol Elrod, Chair of the Nominating Committee, presented the Nominating Committee's recommendations for election to the Board of Directors:

Peter Erickson (1st term)
Rachel Spiller (1st term)
Annely Hudanick (2nd term)
Sharon Gray (a one-year term as Treasurer)
Ed Elrod, (a 2-year term as Secretary)

There being no nominations from the floor after three calls by Chris, Robert Bennett moved, Carol Siferd seconded, and the congregation approved the appointment of the Board members.

Carol Elrod then introduced the recommended additions to the Nominating Committee:

Kathleen Weber (2nd term)
Susan Meissner (1st 2-year term)
Bill Snider (1st 2-year term)
Donalie Benyak (one-year term)
Jane Broadstone (one-year term)

There being no nominations from the floor after three calls by Chris, Kay Riegler moved, Lewis Robinson seconded, and the congregation approved the appointment of the Nominating Committee.



Chris recognized the services of the outgoing Board members, Jeanne Ezell and Lisa Leonhardt.

[Emmie Spiller first presented a proposal for support of the “8th Principle” to the Board, which the Board agreed to submit to the Congregation. If approved by the congregation, All Faiths will submit a letter to the UUA stating our support for this action and its adoption at the General Assembly.]

Emmie Spiller then presented the motion: “We, the member congregations of the Unitarian-Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse, multi-cultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

Emmie moved, Janet Falk seconded, and the congregation approved Emmie’s plan.

Rev. McGregor honored the memory of those members who passed away since the last annual meeting: Bill Benyak, Barb Pizzini, Doug Jeranson, and Matt Stark.

Chris encouraged the congregation to assemble at the flagpole immediately following the annual meeting so that we could raise the Planet Earth Flag.

Rev. McGregor extinguished the chalice and spoke inspirational words.

Kathleen Weber moved for adjournment and the congregation retired to the flagpole.

Respectfully Submitted,
/s/ Ed Elrod, Secretary

MINISTER'S REPORT

In May I will be moving into my fourth year serving All Faiths. It is a privilege to serve the congregation and watch as we become who we want to be. All Faiths is a mighty congregation growing in numbers and in spirit, welcoming children and families, fine tuning our systems and process to become more efficient, our social action programs are thriving and making real changes in our community, we have received recognition from our denomination, and we will likely add additional staff. These are some of the signs that we are happy and healthy.

We have become the congregation of choice for those looking for a welcoming and supportive community where they won't fall through the cracks and are encouraged to mature spiritually. Within the pages of this report you will learn the successes of our ministries and our congregational leadership. We maintain a special place for the mind and spirit.

Over the next five years we look forward to adapting our building to meet our needs and initiate a capital campaign and assess our staffing needs to include an Administrative Assistant and Child/Youth Religious Education leadership, and a greater role for our Sexton. We will need to work hard to recruit a volunteer Program Coordinator to manage our growing programs and program coordination. We will need to develop a maintenance plan and ways to fund large routine maintenance projects. We will need to be thoughtful about future congregational leadership and membership as our wonderful long-time leaders and members age. We will need to continually assess our ministries and outreach to ensure they meet the needs of the congregation and the community and that we have the people and resources to remain effective.

I tell people that this is an exciting time to be at All Faiths because it truly is. We are vibrant, growing in many ways, and continue to be a welcoming family. I am grateful for your support of my ministry and for your encouragement. Onward!

Submitted by The Rev. CJ McGregor

BOARD OF DIRECTORS CHAIRPERSON'S REPORT

The Board had another productive year working together to keep operations running smoothly, make improvements to the All Faiths building, and plan for the future. The year started with the board electing its Chair, Chris Stotler, and Vice Chair, Doug Cartwright. The board members and other officers for the past year were Treasurer, Sharon Gray; Secretary, Ed Elrod; Directors Barbara Gaiser, Annely Hudanick, Peter Erickson, Rachel Spiller, and Eileen Moran; and past President, Diane Cartwright. Rachel and Peter were new to the Board this year.

The Board of Directors met 10 of the 12 months, typically on the third Wednesday at 1:00 pm. The following summarizes some actions taken by the Board during the year.



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Election of Officers -- In accordance with the Bylaws revised at the 2019 annual meeting, the Board elected its Chair and Vice Chair at the April meeting to serve for the 2019-2020 church year.

Building Improvements – The interior of our building received a facelift with fresh paint throughout and new LED lights in the community room. On the exterior, new pavers were installed in back which lead to the sidewalk. The improved walkway was needed to make it easier and safer for those moving trash cans to the street and to reduce trip and fall hazards for anyone walking around the building. The costs associated with the painting, lights, and paver installation were covered by special donations. A special thanks to everyone for those donations.

Parking – Our parking shortage was discussed in many meetings and alternatives continue to be evaluated. The situation has been eased by more congregants parking along Poinciana Street and a few parking at Susan Anthony's home. The crosswalk on McGregor that we requested was denied by the City following their traffic study.

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: new lights for the community room, hearing assistance devices, and large print hymnals.

Green Sanctuary Program – Finally all the work of the Climate Action Team (CAT) paid off and we received the Green Sanctuary Certification from UUA. For the past three years, the CAT had been developing the application for and following the process of becoming a UUA-designated Green Sanctuary. The process identified and the congregation adapted energy saving and environmentally-friendly actions. For example, the new outdoor lights are LED lights and LED bulbs were installed inside. Rain barrels were installed to collect roof runoff which is used to water plants. A compost bin is now being used to make compost for our gardens. We have reduced our environmental footprint. During the past year we evaluated the feasibility of installing solar panels on the roof to reduce our electricity purchases. The Board thanks all who stuck with the process to obtain this important recognition.

Welcoming Congregation – At General Assembly this past year we discovered that All Faiths had never been certified by UUA as a Welcoming Congregation. A committee consisting of Marsha Bates, Emmie Spiller, and Rev. CJ researched the background of All Faiths' prior work on an application, the requirements for a new submittal, and documentation needed for the application. The application was approved by the Board and submitted. UUA conducted a phone interview with the committee and quickly approved the application. Everyone was surprised at how fast All Faiths received the certification. A big thank you to the committee. Now we need to implement the proposed actions that are not already being done.

Youth Racial Justice Summit at All Faiths – In October the first Racial Justice Summit for Youths was successfully held. Emmie Spiller is continuing contacts with participants. They anticipate repeating the Summit next year.

Building and Grounds –Through Michael Pierre’s leadership, the gardening expertise of Judy Alberda, plus their hard work and that of their crew of helpers, our gardens continue to be in great shape. By emphasizing the use of native plants, the gardens now require less water and are more self-sustaining.

Stewardship Committee – The Stewardship Committee this year included co-chairs Janet Falk and Howard Silverman and members Mary Ellen Fritz and Marsha Bates. They developed timely materials for the pledge drive that started in mid-January and ended on Founders’ Day. The pledge drive successfully obtained commitments for over 80 percent of the pledge goal and obtained pledges from over 85 percent of AF members and friends.

Burn the Mortgage Campaign – The Board approved a proposal from Howard Silverman to conduct a special campaign to pay off All Faiths’ mortgage early. He encouraged members to make special contributions to the campaign. It has been highly successful. Approximately \$50,000 of our mortgage principal has been paid this year. If the same rate of giving continues we will meet the goal of paying it off by 2024.

Joyce Ramay Flamekeeper Service Award – The award plaque was presented to Joyce in June for her many years of support and service to All Faiths. The award was created to preserve Joyce’s legacy into the future. She has implemented a criteria for the service award and will select the next recipient. This will be a continuing award which recognizes individuals for exceptional service to our community.

Bylaws Change – The Board requested the Bylaws Committee to evaluate a change regarding the age of membership that was requested by the Membership Committee. Most congregations of UU and other faiths have their minimum age for membership between 12 and 15. The change in our Bylaws is not being presented for vote at the annual meeting because an issue was raised about Florida laws regarding voting rights of youth under the age of 18. Once this issue is resolved a change will be presented for a vote by members.

Long Range Planning – A portion of most Board meetings included agenda items related to looking ahead to solve problems or make improvements to our facility or programs. After several months of information gathering a committee was formed to develop a Five-Year Plan. The committee evaluated several facility and parking options. The Board looked at the potential of acquiring another church in the area or trading with another church that is downsizing. After looking at the limited options, the Board concluded that the potential for acquiring a different building is low. The best overall option is to expand our existing building to provide educational classrooms and more seating. An architect was hired to conduct a preliminary evaluation and develop drawings of potential building changes. A pre-permit application meeting was held with

the City of Fort Myers to understand their concerns regarding any modifications. The City raised several concerns regarding parking, buffer zones, and landscaping requirements. The Committee will continue to work with the architect to resolve those concerns and define possible options for expansion. The Board also evaluated the potential of installing solar panels on our roof. The pay back in electricity cost savings is not as fast as hoped because we are not eligible for tax credits that home owners and businesses can receive. However, installing solar panels is feasible and will be included when considering future building modifications. Regarding parking, the Finance Committee and the Board explored the feasibility of purchasing an empty lot that is located about one block from our building; however, the cost was too high for the limited number of additional parking spaces that would be obtained. Parking improvements and options will continue to be an action item in the Five-Year Plan. Besides focusing on our physical building, the Five-Year Plan will also evaluate all aspects of congregational programs. The Plan should be available for distribution by mid-2020.

Congregational Manual – The Board reviewed all policies and procedures and the edited version will be consolidated into a Congregational Manual. The Manual should be available by summer 2020.

We can all be grateful for the work of our dedicated group of Board members in their governance of our congregation. We are also thankful for the hard work of our staff and the many people who serve on committees or volunteer in other ways. They keep our church running smoothly and efficiently.

Submitted by Chris Stotler

CONGREGATIONAL ADMINISTRATOR'S REPORT

2019 was hard on my heart. We lost several members who were so important to the congregation. It's hard not to be personally affected when people you've known for over a decade pass on, especially to long illnesses or unexpected death. They were founders and friends that had a hand in making All Faiths what it is today. I'm happy that I knew them, and I will never forget them.

The new fiscal year will start with the election of a new treasurer. I have been working closely with Sharon Gray as the treasurer for the past five years. Six years ago, Sharon agreed to finish out the second year of a prior treasurer's term, resulting in Sharon being on the board for six years, and treasurer for five. I'm sure she will enjoy having more free time and less responsibility. I will miss working with Sharon. We have spent many long hours making sure procedures were followed properly and the work was done accurately. Thank you, Sharon, for your time, talent and commitment.



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Every year seems busier than the prior one. I'm looking forward to getting some administrative assistance this year, should the budget pass. I am hoping a part-time administrator could assist me with numerous data entry tasks, i.e., attendance records, membership data (Breeze), account entries, UUA database entries, directory updates, filing, creating signup sheets and bulletin board notices, help with planning programs in the absence of a program committee, running errands, filling in when I am on vacation or need to take a day off, et cetera. Most of these things are not difficult, just very time consuming.

I am extremely grateful for the many thoughtful volunteers who help me on a regular, and non-regular, basis. It is with their help that I am able to get things accomplished, so I want them to know just how much I really do appreciate their help - and that includes committee volunteers. Committee volunteers, who we see and appreciate, move us closer to fulfilling our mission. I'm also thankful to have a minister that is very self-sufficient and really doesn't ask much of me. Rev. CJ is always the first to offer help when he sees my eyes starting to glaze over. My plate is full, but it is truly a joy to work for All Faiths. Our future is so bright, and I can't wait to see where the journey leads us.

Submitted by Regina Kilmartin

DIRECTOR OF MUSIC REPORT

This year, the music director has worked to continue providing diverse and relevant music to challenge and inspire the congregation. The choral program has seen a slow but steady increase in attendance and community involvement. Over the holiday season, we brought music to area nursing homes and hospitals. These outreach events have brought community awareness and attention to All Faiths, and have led to positive conversations with care workers, patients and families about our congregation.

In the coming year, we plan to continue to increase community outreach through music. We plan to continue bringing skilled and diverse guest musicians into services. As our congregation steadily builds, we look to engage the youth in musical activities.

We currently have some space/logistic limitations including the following:

- No designated rehearsal space outside the sanctuary
- No soundproofing between the sanctuary and gathering space
- Limited space on stage for multiple instruments/choir

While these are not major issues at this time, they may need to be addressed in the future as we gradually expand the music programming.

We look forward to continuing to minister to the congregation through music as we grow and evolve.

Submitted by Joseph Bauer

COMMITTEE REPORTS

Adult Programs

On Sunday mornings throughout the year, we provide Adult Education Forums for our members at 9:30 a.m. when we have one service, and at 10 a.m. when we have two services. At All Faiths, we believe in encouraging our members to benefit from all the Sources of our Living Tradition. During the summer of 2019, we had weekly discussions on the six sources that were also featured in our Summer Program Sunday services. In the summer of 2020, we will have forums on UUA Seven Principles of our covenant.

During the past year, we completed a 60-part series on Great World Religions, by presenting professional DVD lectures, followed by discussions led by Joyce Ramay. In prior years we covered Hinduism, Buddhism, and Judaism. In the past year we had lectures and discussions on Christianity and Islam. This enabled our people to expand their opportunities for learning from and being inspired by the many great faith traditions that have inspired people through thousands of years.

In January through April of 2020, Doug and Diane Cartwright have shared their many years of teaching and loving literature by conducting two forums each month on Great World Short Stories. We regularly offer programs arranged by our Social Action Teams who are doing a tremendous job in helping to create a more humane and more sustainable world. Two sessions were conducted by Mano a Mano on uplift work in Bolivia. We had a presentation on the work being done to help patients with HIV/AIDS at the McGregor Clinic. Our Racial Justice Team presented programs including one on The Change Program at the Alliance for the Arts, which is encouraging more minority participation in theatre arts. Our Climate Action Team presented forums on the local Conservation 20/20 program and on Nature's Bill of Rights. Hearts for the Homeless addressed the issue of homelessness in Lee County. Richard Keelan gave a program on understanding mental illness and risk factors.

We are very fortunate to have so many people who are genuinely interested in and devoted to becoming positive agents of greater understanding and change in our world.

Submitted by Joyce Ramay



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Buildings and Grounds

The old lighting in the front sign was replaced with LED lights, as well as the lighting in front of the church building. An automatic watering system was created to be used on the south of the building. The white fences were bleached. The deck was painted. The broken patio umbrella was replaced. The analog lighting in the community room was provided with LED lighting.

Outdoors watering, weeding and trimming has been maintained. Bromeliads that were overgrown were divided and replanted in appropriately spaced areas. Extras were potted and will be offered for sale at the Climate Action Earth Day event. Brian Bigelow helped dig up a huge bunch, divided it, planted some and potted some for our sale. We appreciate his assistance. New additions are forthcoming for the urns and the butterfly garden when the new budget goes into effect and when we have plant sale profits to use. Orchids should be fertilized, and we would appreciate someone with expertise in this area to assist. The sea grape in the front was removed and we are contemplating what to put there to replace it. The little old caterpillars come and eat all the milkweed, then leave. Haven't seen much activity lately in the butterfly department. It's an ongoing process and a labor of love. Chair: Michael Pierre

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.

Our website is the gateway to our identity as a congregation and key to attracting new visitors and faith seekers. It's time for us to upgrade to a professional website and the board has okayed looking into a professional web designer. If you know someone, please share that information with me or Rev. CJ.

We currently utilize our website, monthly newsletter, *Connections*, a private and public Facebook page. I send out weekly Facebook and email communications, we make announcements at service, we post information in the order of service and on the bulletin boards.

This committee 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

We appreciate our members and friends who support All Faiths in so many ways, not only financially, but also by volunteering their time and talents to the success of our congregation. We are happy to have such a large percentage of our people who regularly attend and participate in helping to fund the costs for our personnel, facilities, services, programs and outreach to the community.

The Finance Committee meets monthly for oversight of our financial status. We 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 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.

Here at All Faiths, we understand the importance of people. We are fortunate to have devoted employees who work conscientiously in making the most of the resources provided to them. Our lay leaders also demonstrate responsibility in enabling us to accomplish our mission and goals within our financial capabilities.

In 2019, our Stewardship Committee launched a new “Burn the Mortgage” campaign, inviting people to make extra monthly donations designated to reducing the principal on our mortgage. Since January of 2019, we have made extra payments on principal totaling \$23,934. We hope that we will be able to pay off the entire principal prior to the balloon date of June 2024 so that we will not have to arrange for re-financing.

From time to time, we encounter needs for expenditures not covered by the budget. In those instances, members have made extra donations for items on the “Wish List” or for capital expenditures. We are grateful to all our people who make these essential contributions in addition to their annual pledges.

This year our Stewardship Team was successful in obtaining pledges from most of our contributors. We have proposed that our members approve the goal budget of \$237,980 for the fiscal year April 1, 2020 to March 31, 2021, which represents a 2.2% increase over the budget for the current fiscal year. Because people matter most, 76% of the budget is for staff salaries, benefits, and workers compensation. 17% goes for mortgage payments, property insurance, utilities and maintenance of our facilities.

We are confident that All Faiths has a bright future. We are committed and engaged in doing our part to help each other, and also to extend our service to our community and the planet on which we live. May we all continue in whatever way we can to bring compassion, peace and love to our world.

Submitted by Joyce Ramay



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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 (UUA) in February each year. (All Faiths' annual contribution to UUA is no longer based on membership numbers, but on our budget size and other factors.)

As of January 2020, All Faiths has 147 active members and 58 friends. Nineteen new members were added in 2019. Sixteen members were lost due to death (4); relocation (8); and/or resignation (1). By board policy, three who had not attended or contributed in the past two years were removed from active membership.

Service Attendance – Total 2019 service attendance was 4,752, a slight decrease from 2018, but above the five-year attendance average. At 230, the number of first time visitors also decreased slightly from 259 in 2018. Children attending services increased 10% to 115. Adult religious education attendance was 683, a slight (4%) drop from 2018.

The Membership Path – The membership journey begins with greeting visitors; immediate follow-up contact by the minister; and an email contact from a committee member one month later. Visitors are welcomed from the pulpit at every service and invited to visit the membership corner for additional information. Personal invitations to one of the newcomer orientation classes are sent to those who have filled out guest cards. The two hour class is held three times each year and is open to members and newcomers alike.

Those interested in membership are invited to fill out *Intent to Join* forms, to attend the welcome ceremony and sign the membership book. A designated committee member contacts new members to assure they are connected with their areas of interest.

Committee Activities – The membership committee meets every other month and oversees: greeters under Marsh Bates' leadership; care and concern under Joyce Ramay's leadership, and outreach to potential members under Richard Keelan's leadership. The committee hosts, and participates in the orientation classes and membership recognition ceremonies. In 2019 the committee submitted a request that a special membership category be considered for teens.

Submitted by Fran Way

Social Action and Outreach (SAO)

The SOA 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 Team

This year, the Racial Justice Team has been impactful and has furthered the reach of All Faiths and our racial justice vision into the community at large, as well as put in the necessary work within the congregation. Our year began with the congregation voting to recognize the 8th Principle of Unitarian Universalism, as proposed by Black Lives of UU, or BLUU. BLUU has asked us to adopt this principle on the congregational level until it can be passed at a UUA general assembly. The 8th principle is as follows: “We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

All Faiths and the Racial Justice Team lived into this work in a number of ways throughout the year, including our adult education forums where we had open, congregant-led conversations about white supremacy. Open discussion caused congregants to become more comfortable with naming white supremacy, even within our own institution, and now we are able to more fully begin the work of dismantling and becoming actively anti-racist.

Emmie Spiller, with the blessing and support of the RJ Team, held SWFL’s first Youth Racial Justice Summit. Emmie put in months of work pounding the pavement with fliers and contacting local leaders in search of speakers. The turnout wasn’t large, which just underlines how much work is left to do. Though it was small, it was mighty in impact. The summit featured dynamic speakers like Lee Schools chair Gwynetta Gittens and Alliance for the Arts director Sonia McCarter. The students that attended kept in contact and have formed lasting friendships. They later attended Sonia McCarter’s performance at the Alliance, “The Mountaintop,” which is a reimagination of Dr. Martin Luther King Jr’s last hours.

RJ team members, along with All Faiths members, also attended two showings of “The Mountaintop” together. The show was very impactful and reminded us that it is our job to carry the torch forward. The RJ team hopes to focus on attending more events together and building a larger presence in the greater community. The RJ team recognizes that this is especially important in an election year where we find ourselves again with an all-white slate in the top slots in our country. We accept the labor of working to make sure more minority voices are



amplified and acknowledged. Our team, which meets on the 3rd Wednesday of each month at 10 a.m., remains small. We hope that more members of the congregation will join us in the year ahead as we continue to bend the arc of the moral universe toward justice.

Submitted by Rachel Spiller

Climate Action Team (CAT)

2019 was a banner year for your Climate Action Team. All Faiths successfully achieved its goal to become a Green Sanctuary. This capped a nearly three year effort in virtually every aspect of our congregational life to incorporate sustainable practices and to foster environmental sensitivity in our daily lives.

We will be repeating the survey we conducted at the beginning of our Green Sanctuary certification process. Look for it soon in your email. We want to see what impact our efforts so far have made on our actual environmental behavior.

The 2019-20 fiscal year began with our *Bring a Plant – Buy a Plant* fundraiser plant sale during our April 14th Earth Day Celebration. We were joined in this effort by the Garden committee with their offerings of “offspring” from our garden plants. This will continue to be an annual event for our two groups. This year CAT will be sponsoring an *Adopt-a-Tree* fundraiser to raise the funds for a tree-planting event to take place later in the spring at the Dunbar property of the Apostolic House of God. We will be coordinating this event with the Community Forum Foundation and a non-profit tree-planting organization called One Tree.

Our 2019 Earth Day Celebration also included a special Adult Education Forum presentation by Joe Bonasia from one of our partner organizations, the Citizens Climate Lobby, in which he explained the Carbon Fee and Dividend legislation currently in the House of Representative. Later in the summer, CAT arranged for Jason Boeckman from the Lee County Conservation 20-20 staff to address our Adult Education Forum about current 20-20 activities. In December, Joe Bonasia returned with an informative presentation about the Rights of Nature initiative being sponsored locally by the Calusa Waterkeepers.

Following the June CAT meeting we held a Watch Party for the Ninth Circuit Court of Appeals hearing in the *Julianna vs. U.S.* case in which a group of children are suing the federal government for their failure to protect against the damages climate change is causing to their life, liberty and pursuit of happiness. Ultimately, as it turns out, the court ruled two to one against them and they are now trying to appeal that decision to the full Ninth Circuit Court.

In September, several All Faiths members participated in the Global Climate Strike event inspired by Greta Thunberg who was addressing the United Nations in New York. We were present at three events: in Fort Myers, in Naples and on the campus of FGCU. Joan Marshall



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performed an original song she had written for the occasion called “Rise Up Children” at the events in Fort Myers and Naples.

Our work with the Community Forum Foundation in Dunbar continues with current plans for a second spring break training session for the Resiliency Volunteer Youth Corps we helped them to establish last year with a grant from UU Justice Florida. This year the training will incorporate new members into the Corps from an organization called Independent Butterflies.

In January, the All Faiths’ Board endorsed a solar initiative just getting underway in Lee and Collier counties called the Southwest Florida Solar Co-op. This is a program run by a national organization called Solar United Neighbors which helps communities lower the costs of solar installations by forming co-ops to negotiate as a group. All Faiths will receive an estimate of the cost of installing solar as a member of this Co-op. However, it is under no obligation to do so. You can sign up to become a member yourself until the end of April 2020 to receive a free, no-obligation estimate to install solar on your home or business.

At 7:00 p.m. on March 19th, All Faiths will be hosting a presentation by Professor Fritz Roka, the head of the new Agri-business program at FGCU. We hope our congregation members will turn out to learn about the impact of local agriculture on our climate and environment and how FGCU is helping.

We are currently in the planning stage for a vegan event to take place, most likely next fall, on the campus of FGCU. Other events for the coming year include a Pachamama Alliance *Awakening the Dreamer* symposium to take place at All Faiths on Saturday, April 11th and an Adult Education Forum presentation on April 19th by Ariel Hoover, the leader of the Climate Reality Lee County chapter.

As we hope this summary clearly demonstrates, the Climate Action Team is actively engaged in helping build a collaborative movement to address the impact of climate change on our community. We encourage the entire congregation to look for ways to help make a difference in how we care for this precious earth we have inherited; it is the most significant legacy we will leave for future generations.

Submitted by Joan Marshall

Heart for the Homeless Team

Collections – The team has collected linens and kitchen items. They were donated to the Salvation Army program for homeless families called Rapid Rehousing. Terryn Streets is the person in charge. We assembled personal care bags and gave them to three agencies - Salvation Army, Gladiolus Food Pantry and City Gate Church. We purchased feminine hygiene products for homeless college women. Richard Keelan made us aware of this need from his work at



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FCGU. We purchased school uniforms for distribution to schools that have a high percentage of homeless students at Colonial Elementary and Edgewood Academy. This project will continue over time with an undetermined duration. The congregation was asked to assist in this project. There have been 125 items donated so far. Twin blankets were collected for cold weather protection for the homeless.

Congregational Education – There have been four speakers addressing the adult education class on the topic of homelessness. They were Jamie Campbell from Community Cooperative, Don Berdan from All Souls Episcopal Church, Sheena Torres-Nunez, the homeless student liaison for Lee County Schools, and Helen Gierke of Angel Wings home for older homeless women. All were well attended.

Community Involvement – We have joined the Lee County Homeless Coalition, paying an annual membership fee of \$100. We contributed \$50 each to the two organizations from where we had speakers, Community Cooperative and All Souls Episcopal Church. We used some of the money we raised from fundraising to purchase products for four newborn babies at the Center of Hope, a Salvation Army program. We collected \$1,300 for Hurricane Dorian relief in the Bahamas. Presence at public events such as groundbreaking for affordable housing and ribbon cuttings at new businesses related to the welfare of homeless people is encouraged. There we can remind public officials of their responsibility to the needy in our community and encourage them to give that their full attention when decisions have to be made in funding and voting.

Fundraising – There have been two fundraising activities. We made bookmarks using flowers that we dried and laminated. There was a class offered in Mexican paper flower making for \$5.

Team Building and Visible Presence – We developed a mission and a vision statement, after much discussion and thought. A poster was created, printed, and is now on display as a constant presence in the community room of our presence and mission. Various volunteer opportunities will be posted on the bulletin board for the congregation to consider.

Political Action– We're encouraging our members to take the voter registration training so we can register homeless people. Judy will take it in two weeks. We have met with the Executive Director and the COO of the Fort Myers Housing Authority regarding a newspaper article about evictions at one of their properties, Southward Village. The article insinuated a level of possible lack of due process and we came to see for ourselves. One person attends the monthly meeting of the Lee County Homeless Coalition each third Thursday. It's a good place to get acquainted with people who serve in a professional capacity the population of our concern. All Faiths is known as being involved and active. We distribute the *Green Book* with all resources for needy in Lee County, picked up regularly from Janet Bartos' office. We attend LIFE assemblies that advocate for affordable housing and child care. We have attended city council meetings

(actually one) to stand by Janet as she received an award. All are encouraged to keep aware of legislative action and take appropriate steps in communicating with our representatives.

Volunteering – Several people from the congregation spent time helping build a house for Habitat for Humanity. We hope to make this an annual event. Eileen Moran has been a faithful volunteer at City Gate church in preparing and serving their needy in the area. Others on our team have served occasionally. Some of us participated in the Homeless Service Day and Veterans Stand Down sponsored by the Lee County Homeless Coalition. We served as parking lot helpers and guides, accompanying individuals or couples when they selected items they needed for day to day survival. We also helped take a census at outlying locations that serve meals. Some volunteered on a regular basis in the summer for preparing and serving meals at All Souls Episcopal. We try to be sensitive to the needs of people on the street for distributing green books and brochures showing locations that serve meals and provide laundry service and offer showers.

Leadership – There will be a new chairperson beginning in April. Barb McFarlane will lead and secretarial duties will be shared between Dottie Mayol and Eileen Moran.

The two years we have been in existence have been active, intense, fun and satisfying. We hope to keep up the energy and momentum to provide comfort and dignity to the needy community we serve.

Submitted by Judy Alberda

LIFE – Lee Interfaith for Empowerment

LIFE continues to work on issues of youth criminal justice, affordable housing, and affordable child care for infants zero to one year old.

LIFE has had an active research team this year and are confident that they will get the City of Fort Myers to fund an Affordable Housing Trust Fund this year. There is power in having more information than the officials when you attend scheduled meetings with them. The beauty of LIFE, is that they follow a model known as DART, Direct Action and Research Training. By doing this, very little commitment falls on Team Leaders and Justice Ministry Network members. We simply ask you to attend four meetings, make a personal investment, and bring three people to the Nehemiah Action in the name of justice.

DART, is a national network of 22 affiliated grassroots, nonprofit, congregation-based community organizations. DART organizations bring people together across racial, religious and socioeconomic lines to pursue justice in their communities. Since 1982, DART has trained over 10,000 community leaders and 150 professional community organizers, who together have won victories on a broad set of issues, including:



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- Proven approaches to limit out of school suspensions and juvenile arrests
- Reading instruction and fair suspension policies in public schools
- Multi-million dollar investments in affordable housing
- Massive multi-million dollar expansions of public transportation
- Accessible health care reform in several major metropolitan cities Investment in jobs training and opportunities
- Clean-up of drugs and crime
- Dozens of other issues important to low-income communities

I believe it is extremely important for All Faiths to remain a viable congregation in this organization. We have seen the successes that are so vital to our community, and to us as justice seekers. I have served as a team leader for LIFE for six years. It is time for me to pass the torch. I hope that three or four congregants will feel as impassioned about working with LIFE as I have, and agree to be team leaders in the upcoming year. It is important work. Please contact me for more information.

Submitted by Regina Kilmartin

Sunday Services Team

People are the heart and soul of our Sunday services, from the attention they receive in the parking lot from Joe Gayton, to the welcome by our friendly greeters under the leadership of Fran Way and Marsha Bates, and the hospitality provided by Robert Bennett, and our people getting together to have coffee, cookies and conversation before and after services. The Joys and Sorrows part of our service enables people to share their experiences and to receive support. We encourage people to get to know each other.

Our Sunday Services are well attended by our members and we have frequent new visitors, many of whom return and become new members. We have held two services from January through April, and one service from May through December. The feedback that we receive has been very good. Those attending report that they are eager to come on Sunday mornings for the services, and the warmth of welcome that they receive.

Themes and Messages – Through the year we have had a wide variety of themes for our services, including Courage, Unitarian Jesus, Solitude, Balance, Revelation, Mystery, Revelation, Home, Celebration, Freedom and Responsibility, Generosity and Compassion. We are very blessed to have Rev. CJ McGregor, who consistently delivers inspiring, informative and uplifting messages, which also challenge us to live up to our potential and to make this a more

compassionate world. When he could not be in the pulpit, we benefited from the wisdom of messages delivered by our own members, including Doug Cartwright, Gerald Goen, Annely Hudanick, Richard Keelan, Joan Marshall, Joyce Ramay and Howard Silverman. We were happy to have our longtime friend Rabbi Bruce Diamond with us for Hanukkah, and Rev. Kalen Fristad as a guest speaker.

Our 2019 Summer Program focused on the UUA Sources of our Living Tradition. Our speakers included Rev. CJ McGregor, Doug Cartwright, Carol Elrod, Richard Keelan, Greg Monk and Joyce Ramay. In 2020 our summer program will feature the UUA Principles.

Music – We continue to be blessed by the uplifting and spirited music that accompanies our services with the guidance and performance of our gifted Music Director, Joseph Brauer. We are happy to have our All Faiths choir singing from time to time. We are fortunate to have many talented members who enhanced our Sunday services by their vocal performances, including Donalie Benyak, Carol Heilsberg, Joan Marshall, Rebecca Peets, Michael Pierre and Bob Way. We also enjoyed the music of our longtime guest performers like Kat Epple, Nancy Frasca-Cabazares, Darlene Mitchell and Dan Tudor, plus some new talents like Tracy Pavel and Debo Kumi.

Worship Associates – We have a talented and dedicated team of worship associates who help to plan and present the Sunday services throughout the year. These include Diane and Doug Cartwright, Carol Elrod, Regina Kilmartin, Susan Meissner, Greg Monk and Joyce Ramay.

We are grateful for the enthusiastic support of all our participants, members and friends who enrich our experience in so many ways.

Submitted by Joyce Ramay

2020 NOMINATIONS

The Nominating Committee is pleased to present candidates for the 2020-2021 Board of Directors as follows:

Treasurer	John Conrad (first year, first term)
Director	Chris Stotler (second year, first term)
Director	Eileen Moran (second year, first term)
Director	Marge DiGalbo (first year, first term)
Director	Linda Runkle (first year, first term)



ALL FAITHS
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Nominating	Lisa Leonhardt (first year, first term)
Nominating	Donalie Benyak (first year, second term)

Returning Requiring No Vote

Director	Ed Elrod (second year, first 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 2020 election as follows:



Chris Stotler - Director

Chris was born in Twickenham, England, near London, but grew up in Coshocton, Ohio. For ten years, he lived in Denver, where he worked as an environmental engineer in several managerial capacities. Chris and his wife, Marsha Bates, now reside full-time in Florida having sold their farm last fall in Cambridge, Ohio.

Chris became a UU while he was living in Denver. When the couple came to the Fort Myers area, they attended UUCFM a few times, but discovered All Faiths through an ad in The News-Press.

He would like his All Faiths friends to know that he is known as a good coordinator, a good delegator and a person who likes to help groups solve problems. An even temperament comes in handy, Chris says. He has been the chair of several organizations, including a homeowners' association. Inevitably, he said, he ends up on finance committees as he has been at All Faiths.



Marge DiGalbo - Director

I grew up in West Hartford, Connecticut, in a Jewish home. We belonged to Temple Beth Israel the Reform temple where my mother's ancestors were one of the founding families. In 1973 I graduated from nursing school and started working at Mount Sinai Hospital. My husband was brought up as a Catholic, so we needed a place we could both be comfortable. Bob and I were married in 1975 at The Unitarian Universalist Church of West Hartford. Our sons Marc and Scott were brought up there. I served on many committees and the Board of Education. 1995 I received a Bachelor's degree in Community Health Nursing from Central Connecticut University. I worked for The Hartford Visiting Nurses for 17 years. In 1999 I started working at St Francis Hospital in Case Management and then as the Utilization Manager.

We were a Boy Scouting family for many years. Our sons are both Eagle Scouts. Bob was the Scoutmaster and I served on many committees and boards. In 2013 my older sister died from pancreatic cancer. I started volunteering for the Ron Foley Foundation for Pancreatic Cancer Research and Treatment. I am the Fund Director for Ron's Rescue. The Foundation has raised over 2.4 million dollars for research. Ron's Rescue has donated over \$300,000 directly to Pancreatic Cancer patients in financial need. Bob and I retired to Cape Coral 3 years ago.

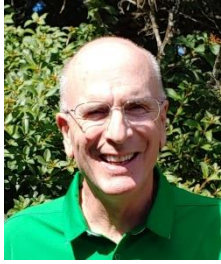


Eileen Moran - Director

Eileen was born in Brooklyn, New York, and grew up in Brooklyn and in northern New Jersey. Before moving to Florida, she lived for 43 years in West Chester, Pennsylvania, in the southeastern part of the state. Although she is currently a part-time Floridian, she and her husband are "working to become full-time. We own here (in Florida) and want to sell our house in Pennsylvania. But those grandchildren (up north) are a big draw!"

In searching for a church, the Morans first went to the UUA website and attended the Unitarian Universalist Church of Fort Myers for a short while. But then they went to the Web again and discovered All Faiths, where they "felt instantly at home. Our closest friends in Fort Myers are here."

Raised Catholic, Eileen responded to a 1974 ad, which read, "Are you Unitarian Universalist and don't know it?" She left the Catholic Church and joined Main Line UU, where she was a member more than 40 years. "I love the people in this congregation – caring, dedicated, living the UUA principle in every way. Being a UU and being part of a UU congregation have made me a better person."



John Conrad - Treasurer

John has been married to his wife, Sandy, for 28 years and has four children, one being our very own Laurie Babcock and seven grandchildren, one being our very own Ainsleigh Babcock. John recently moved from Cape Coral to Fort Myers. He has attended All Faiths since November 2018 when his wife moved into a memory care facility because of her Alzheimer's diagnosis.

John was employed by the State of Maine for 30 years where he began as a Budget Analyst, and then moved on to Director of Support Services for a hospital serving people with developmental disabilities, then Chief of Hospital Services and, finally, Director of Leased Space where he negotiated leases for all of the state agencies. At the hospitals John worked at he functioned as the Chief Financial Officer for organizations that had over 500 employees.

After retirement John moved to South Fort Myers where he immersed himself in his condo and HOA boards serving as President and Treasurer for multiple years. He also worked for QUEST Diagnostics in logistics then moving into leadership.

John says All Faiths has become his spiritual home and a place to be calm, to reflect, to consider how best he can use his gifts, and to grow as a person.



Linda Runkle - Director

Linda grew up in Bloomington, Indiana. She obtained her BS, MS, and JD from Indiana University. Upon graduation from law school, she served as a Navy JAG, stationed in Pearl Harbor, HI. Upon completion of her Navy service, she accepted a position as an Assistant City Attorney at the City of Bloomington Legal Department. Her entry into municipal law evolved into a career spanning 24 years, including 17 years as the Corporation Counsel,

serving under three Democratic Mayors. Her work included collective bargaining negotiations, municipal finance of major capital projects, land acquisition for parks and fire stations, and an oral argument before the Indiana Supreme Court defending a constitutional challenge to a zoning ordinance, where she prevailed.

Linda also served ten years as a board member of the United Commerce Bank in Bloomington, Indiana. After leaving the City of Bloomington Legal Department, Linda was appointed by the Governor to serve as the Assistant Commissioner of Legal Affairs for the Indiana Department of Environmental Management. Although intending to "retire" in Florida, she worked part-time for eight years as a Public Pension Plan Administrator before actually retiring in 2016.

Linda attended All Faiths for several years prior to becoming a member in 2019. “I decided that it was important to demonstrate my appreciation of, and commitment to CJ, the staff, my friends, and the members of the congregation.”



Lisa Leonhardt - Nominating

Born in Fort Myers, Lisa grew up in Fort Myers, too. Unlike the rest of the members of the Board of Governors, and, indeed, many, if not most, Floridians, she didn't come from somewhere else. Lisa is a fourth-grade teacher at Tice Elementary School and is involved in storytelling in the community. She has performed several times at All Faiths, particularly at open mic night.

Lisa found All Faiths when she responded to a letter from Rev. Wayne Robinson to Lee County school teachers, asking them to apply for the All Faiths Academy. The academy was created to organize and carry out a religious education program for the children of the congregation. She applied and was selected to teach. “I am so glad I responded to Wayne's letter and even more glad that Joyce Ramay and Wayne hired me,” Lisa says.



Donalie Benyak - Nominating

Donalie was born in Flint, Michigan in 1936. She was married to her husband, Bill, for 60 years before his passing in 2018. Donalie and Bill had one daughter, Val, who currently lives in Cape Coral. Donalie worked for a Urologist as his medical assistant for years, and has had various other jobs as a bookkeeper, switchboard operator, printing press operator, secretary, office worker, and salesperson. Donalie earned a Master's Degree in Mental Health Counseling in 1995 and practiced for ten years; she is now retired but still licensed. Donalie has been a resident of Fort Myers for 33 years.

PROPOSED FY 2021 BUDGET**April 1, 2020 – March 31, 2021**

2020-2021 Fiscal Year	Proposed Budget for Congregational Approval
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INCOME	Budget		2020/2021 FY		2019 Budget
	Pledges		204,090		199,696
	Cash/Other		16,510		15,000
	Fundraising		7,700		7,000
	Rentals		5,570		7,000
	Interest		600		150
	Rites of Passage		300		1,200
	Food & Beverage		635		750
	SocActOut & CAT		920		600
	Subsidies		1,655		1,500
	Grants		0		0
	Income Total		237,980		232,896
EXPENSES					
	Mortgage		19,200		19,200
	Bank Service Charge		187		200
	License & Permits		61		100
	Minister S&H	6,542/mo	78,504		76,224
	Minister FICA		6,006		5,831
	Minister Benefits		1,500		1,500
	Minister Prof Exp		0		2,000
	Administrator Salary	3,586/mo	43,032		41,784
	Admin. Benefits		15,002		13,527
	Music Dir. Salary	1,352/mo	16,224		15,456
	Music Dir. Benefits		576		
	Sexton Salary		6,834		3,915
	Hospitality Help		1,820		4,500
	Payroll FICA		5,195		5,023
	Payroll Process Fee		1,340		816
	Workers Comp		1,190		2,700
	Office help		2,464		0
	Bldg & Liability Ins		8,391		7,800

	Utilities		5,825		6,150
	Landscaping		450		400
	Lawn care		1,050		1,500
	Rites of Passage		25		50
	Worship Supplies		300		200
	Music Supplies		120		200
	Music Guest Perform		1,800		1,900
	Religious Ed. Consultant		1,050		200
	Scholarships		400		0
	UUA Gift		5,000		6,000
	Guest Speakers		250		250
	Fundraising		920		300
	Food & Beverage		325		350
	Outside Services		700		800
	Storage Unit		984		0
	Membership Comm		280		420
	CAT Comm		200		200
	Stewardship Comm		200		200
	LIFE		2,000		2,000
	SocJustTeams - 2		400		600
	Community Events		200		200
	Office Supplies		700		600
	Postage & Shipping		225		250
	Printing		1,800		1,750
	Professional Fees		500		1,300
	Janitorial Supplies		200		200
	Repairs & Maint		4,000		6,000
	Adv & Promotion		300		300
	Website Maint		250		0
	Total		237,980	2.2% increase	232,896