



2024-25 ANNUAL REPORT

You Are Not Alone...

*There is more love somewhere.
There is more love at All Faiths.*

CONTENTS

Leadership	3
Agenda for March 16, 2025 Annual Meeting	4
Minutes of March 24, 2024 Annual Meeting	5
Minister's Report	6
Board of Directors Chairperson's Report	7
Congregational Administrator's Report	8
Music Director's Report	9
Committee and Program Reports	
Adult Programs	10
Child & Youth Programs	11
Building and Grounds	11
Communications	12
Finance	13
Membership	15
Social Action and Outreach	15
Stewardship	20
Sunday Services	21
Nominating Committee Slate	22
Proposed FY 2025/26 Budget	24
Absentee Ballot	27
List of Attachments	28



LEADERSHIP

Commissioned Lay Minister

Alberita Johnson

Staff

Congregational Administrator: Regina Kilmartin

Director of Music: Carlos Garcia

Child and Youth Programs: Sharon Heinrich

Sexton: Joe Gayton

Board of Directors

Board Chair: Frank Geltner

Vice-Chair: Richard Scudder

Treasurer: John Conrad

Secretary: Barb McFarlane

Directors: David Donovan, Carol Heilsberg, Rosalie Kuehn, Ken Malkin, Lewis Robinson

Ex-Officio, Non-Voting Members:

Marge DiGalbo, Past Chair; Alberita Johnson, C.L. Minister; Regina Kilmartin, Cong. Admin.



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**All Faiths Unitarian Congregation
Annual Meeting
March 16, 2025, 9:30 A.M.
Agenda**

Call to Order: Frank Geltner, Board of Directors Chair

Lighting Chalice: Alberita Johnson

Welcome: Frank Geltner

Approval of Minutes: 2024 Annual Meeting (in the Annual Report): Frank Geltner

Presentation and Approval Vote of 2025-2026 Congregational Budget (in the Annual Report): John Conrad, Treasurer

Presentation and Approval of Revisions to Bylaws (Annual Report): Ken Malkin

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

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

Presentation of Nominees to the Nominating Committee (in the Annual Report): Sharon Gray, Nominating Committee Chair

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

Recognition of Outgoing Board Members:

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

Congregational Survey: Frank Geltner

Extinguishing Chalice: Alberita Johnson

Motion to Adjourn: Frank Geltner



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**All Faiths Unitarian Congregation
Minutes of Annual Meeting
March 24, 2024, 9:30 A.M.**

The meeting was called to order by Marge DiGalbo, Board of Directors Chair. Our minister, Alberita Johnson, lit the chalice. A quorum was present.

There being no corrections or additions to the **Minutes of Annual Meeting, March 26 2023**, and **Special Meeting, November 20, 2023**, the Minutes were approved as published in the Annual Report.

The proposed Fiscal Year **2024-2025 Congregational Budget with a total amount of \$233,158**, as published in the Annual Report, was presented by John Conrad, Treasurer. The Budget was approved.

The proposed **Revisions to Bylaws** as published in the Annual Report were presented by Chris Stotler.

Article VII: NOMINATING COMMITTEE

“A Nominating Committee shall have the responsibility for interviewing and recommending to the Congregation candidates to serve as Directors on the Board of Directors, Treasurer, Secretary, and the Nominating Committee.”

Article VII Nominating Committee, Section IV Vacancies

“Any vacancy for the balance of a Nominating Committee Member’s term shall be filled by a vote of a majority of the regular Nominating Committee Members at a regular or special-called Nominating Committee Meeting”.

The revisions to the Bylaws were approved

Nominees to the Board of Directors and the Treasurer were presented by Sharon Gray, Nominating Committee Chair:

2024-2026 -Treasurer: John Conrad

2024-2026 - Directors: Lewis Robinson, David Donovan, Frank Geltner and Ken Malkin.

There being no additional nominations from the floor, the nominees were elected.

Nominees to the Nominating Committee were presented by Sharon Gray, Nominating Committee Chair;

2024-2026 – Linda Runkle, Sharon Gray

There being no additional nominations from the floor, the nominees were elected.

Outgoing Board Members were recognized and thanked for their service: **Michelle Gemma, Linda Runkle, and Marge DiGalbo.**

All Faiths’ adoption of The 8th Principle was proposed by Frank Geltner:



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“We, the members of All Faiths Unitarian Congregation, covenant to build a multicultural Beloved Community free of racism and other oppressions by making inclusion a part of our spiritual journey.” The 8th Principle was approved.

Members who passed away this year were honored by Joyce Ramay, Care and Support Coordinator.

The Chalice was extinguished by our minister, Alberita Johnson

Motion to adjourn was approved.

Respectfully submitted, Diane Chernow, Secretary

MINISTER’S REPORT

It was Wednesday, June 19th aka Juneteenth 2024 that my contract as Commissioned Lay Minister was renewed and became effective September 1, 2024. With the renewal of my contract through March 2026, it was a day of rejoicing for me and All Faiths. As of today we (All Faiths) are in a good space. In the past year since I became Minister we have lost a few members due to age, sustained illness and life transitions. We have also gained several new members and friends. During our last new members ceremony we welcomed over 15 new members. Which I have been told is a record, with so many joining at the same time. Much appreciation to our Membership Committee and all of All Faiths who offer Beloved Community to visitors and friends.

As I write this I have offered 21 Sermons/Reflections all of which have been well received. I have also presided over six memorials, officiated a Wedding, and offered several special services, including Animal Blessings, and as emcee at All Faiths Fundraiser, “Bible Bad Girls Comeback.” Additionally as part of outreach, I have offered Poetry Workshop Retreats for UU Women and Friends, participated in an “Evening of Prayer for our Nation,” with several congregations and spiritual leaders from diverse beliefs and practices and became a member of the Interfaith Alliance of SWFL. We have begun to offer as part of our Multigenerational Sunday services, plays and skits quarterly, with a small group of All Faiths Thespians.

Monthly I contribute to our Connections Newsletter and have implemented the use of our Soul Matters Subscriptions Social Media Platform to better leverage our Social Media network. As part of Lifespan Education, and Adult Programming, I have offered All Faiths Common Read, “A House for Hope.” It was an evening study group and well attended including new members. Our next AF Common Read is scheduled for spring 2025. And also arrange for a webinar to grow our congregation presented by the Florida Sunshine cluster.

Annually I attend the UUA General Assembly, the last one was June 2024 and was one of importance as I was a delegate representing All Faiths. And had an opportunity to vote on the Article II amendments which are part of the Bylaws of our Association. As such *Values* are a part of our UUA of Congregations and Societies. As part of my responsibilities I have visited



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numerous homes, hospitals, rehab centers, and so forth checking in on our congregants. And mailed, emailed and called checking on our membership.

My staff Carlos, and Sharon are both outstanding and committed to All Faiths and both have stepped up to offer guidance and participation in our plays and services.

All Faiths Unitarian Congregation is a wellspring of joy, love while embracing DEI.

May we continue to be so.

Submitted by Alberita Johnson

BOARD OF DIRECTORS CHAIRPERSON'S REPORT

The Board of Directors for the past year, following the Annual Meeting, included Chair, Frank Geltner; Vice Chair, Dick Scudder; Treasurer, John Conrad; Secretary, Diane Chernow (who resigned for health reasons and was replaced by Barb McFarlane, who completed the year as Secretary); Directors, David Donovan, Rosalie Kuhn, Kenneth Malkin, Barb McFarlane (was replaced by Carol Heilsberg), Lewis Robinson; Past Chair, Marge DiGalbo; Minister, Albie Johnson. The board continued meeting on the third Wednesday of the month.

Your Board of Directors has guided All Faiths Congregation through 2024 with some challenges, including some severe weather.

I personally want to acknowledge the importance of our Congregational Administrator to the smooth running of the business of the congregation. It is no small task to juggle the responsibilities of what could easily occupy the talents of more than one person. Thank you Regina!

The passing of All Faiths founding minister, Rev. Dr. Wayne Robinson, which was noted with a major Celebration of Life, was given the importance it deserved. The passing of other beloved founding members, including Bob Way, Roy Kennix, Carol and Ed Elrod, were also recognized.

Monthly reports in our congregational newsletter, *Connections*, will give more detailed aspects of what was accomplished over the past year.

I am thankful to the dedicated Board members, the All Faiths staff, the many people who serve on the Committees and Teams and all the volunteers who contribute so many hours of their time and talents to help All Faiths be the progressive religious haven it has become.

Lastly, I want to acknowledge the work of our Minister, Alberita Johnson. She has stepped into big shoes and filled them more than adequately.

Submitted by Frank Geltner



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CONGREGATIONAL ADMINISTRATOR'S REPORT

2024 was a busy year. Our Board Chair, Frank Geltner, took on the daunting task of conforming our official documents, Congregational Manual (containing all of All Faiths policies and procedures), Bylaws, Articles of Incorporation. It was a year-long process involving the entire board. Thank you, Frank and the Board.

John Conrad and Marge DiGalbo reviewed and revised All Faiths' Strategic Plan, which is a guide to the future direction of All Faiths. In Strategic Plans past, the subject of building expansion has come up. Started many Boards ago, John Conrad took on the task of dusting off the dream and investigating what would actually be needed to accommodate more efficient existing space and possible expansion to include classrooms, storage and redesign of the foyer and existing bathrooms. He has met with architects and civil engineers to obtain site plans and potential cost estimates to determine if this can be accomplished. If we can meet the requirements of the City of Fort Myers, we would move forward to involve the congregation and commence a future capital campaign. Stay tuned.

We did get new glass doors installed at the entrance to the building and in my office, the parking lot was repaved, the bathrooms got new commodes, the old ones were the source of a long-standing foul odor in the foyer. A new fence and street sign are in the works with permits pending and should be installed once the city signs off on them.

In January, for the first time we had an All Faiths Family and Friends Appreciate Day held at Lakes Park. It was well attended and a lot of fun, but it was cold! It was nice to get together at a beautiful location right in our back yard. Next year we will hold off until the weather is a little warmer.

In 2024, I turned 65 and was finally able to discontinue my UUA Health Insurance. Again, I am grateful to work for an employer that values their employees and provides fair compensation and benefits. Not an easy task in today's economic climate.

Sadly, we lost several dearly loved members in 2024, our beloved founding minister, the Rev. Dr. Wayne A. Robinson, and three other founders. Having been here for over 15 years I have seen so many people pass on. It is the most difficult part of my position, and while extremely heartbreaking, I am grateful and feel so blessed that I knew and loved everyone who called All Faiths their home. May they rest in peace.

I think we are in good shape. I look forward to another year of challenges and growth. We are keeping it together in trying times -- political chaos, assaults on human rights, democracy, and freedom -- because at All Faiths, we truly are Committed to Justice, Equity and Compassion.

Submitted by Regina Kilmartin



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MUSIC DIRECTOR'S REPORT

It is with great joy and gratitude that I present my annual report as your Music Director. Since joining this incredible congregation in 2022, I have been blessed beyond measure by the warm welcome, the passion for music, and the strong sense of community that permeates our worship. Each year brings new experiences, new friendships, and a deeper appreciation for the power of music in our faith journey.

One of the greatest highlights of my time here has been the opportunity to engage with so many talented musicians from all backgrounds and genres. Whether collaborating with instrumentalists, vocalists, or enthusiastic members of our congregation, I have been continually inspired by the dedication and love for music that fills our sacred space. The spirit of this congregation is one that truly embraces music as a joyful expression of worship, and I am humbled to be part of it.

Having worked with various congregations of different denominations throughout my career, I can say with certainty that this congregation stands out in a special way. The way you all sing—loudly, passionately, and with full hearts—is nothing short of extraordinary! Every service is an uplifting experience, and I cherish each moment of leading you in song.

Our choir, "All Voices," has continued to thrive this year. Meeting for weekly rehearsals lasting an hour and a half, this dedicated group of singers brings their best to our performances twice a month, as well as occasional weekly services. Their commitment to musical excellence and heartfelt worship is truly inspiring. Want to sing with us? I am always excited to welcome new members to our choir, and I encourage anyone interested in singing to come and be a part of this wonderful musical family. No prior experience is necessary—just a love for music and a willingness to share in the joy of singing together!

As we continue to grow musically, I am excited to announce a couple upcoming summer courses in 2025 for all members of the congregation, their families, and friends who have an interest in expanding their musical knowledge. These courses will be a great way to deepen our understanding and appreciation of music:

- **Music History:** A journey through the evolution of music, from its origins to modern-day genres, exploring key composers, styles, and cultural impacts.
- **Music Theory:** An introduction to the fundamentals of music, including notation, harmony, rhythm, and melody, designed for anyone wanting to develop a deeper grasp of musical structure.

I am excited about the future and all that we will accomplish together through music. Let's continue to lift our voices in praise and share the gift of song with all who enter our doors.

With gratitude and excitement for the year ahead.

Submitted by Carlos Garcia



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COMMITTEE AND PROGRAM REPORTS

Adult Programs

If you don't have anything to do, it's not our fault!!! We encourage our people and teams to lead and participate in programs that will enable us to gain more knowledge and increase our understanding of the world in which we live.

Some Adult Education classes are held in the sanctuary on Sunday mornings before services. During the past year, **News Talk: Civil Discourse** discussions were held at 9:15 a.m. on Sundays, led by Michael Pierre. Participants reviewed some questions for thought, and discussed what was happening in our world.

Our Book Club, led by Diane Chernow, met at noon on the third Mondays of each month to discuss books that they have read.

Starting February 14th, our minister, Alberita Johnson, and Helen Dixon conducted a 13-week course on Wednesday mornings on ***Rise Up and Call Her Name*** – an exploration of the divine female deities around the world.

On February 10th, Doug and Diane Cartwright directed and presented the play, ***Vagina Monologues***, performed with other members of our congregation.

On April 15th, our Climate Action Team, led by Joan Marshall, showed the movie ***Common Ground***, followed by discussion.

On June 2nd, our Racial Equity Team, led by Frank Geltner, showed the film ***What if White People Led the Charge to End Racism***, followed by discussion.

Starting June 11th, a weekly class on ***A Course in Miracles*** was held on Tuesday evenings, led by Frank Stephens. The program has continued into the new year.

On June 26th, Dottie Mayol conducted a training program on ***Veil Dancing***.

On June 30th, All Faiths hosted a special **Tropical Storm** concert.

On July 13th, our Racial Equity, Climate Action and Heart for the Homeless Teams presented the movie ***Cooked: Survival by Zip Code***, followed by discussion.

On August 17th, we had a concert – ***A Bob Dylan Tribute Show***.

On October 25th, our Tamiami Tale Tellers presented their program: ***Story Telling Comebacks of the Bad Girls***.

Starting November 18th, Alberita Johnson led seven weekly discussions on Monday evenings on the UUA Common Read book: ***A House for Hope: The promise of Progressive Religion for the Twenty-first Century***.

Submitted by Joyce Ramay



Child & Youth Program

The CYP Program has met regularly on Sunday mornings mostly according to the preset schedule. Six young ones, ages from 5 to 14, have been part of our group. Curriculums from Soul Matters and Tapestry of Faith provide resources and inspiration to explore monthly themes. Albie and I work to align the themes in CYP to the Sunday messages. In the spring of 2024 we explored the gifts of our UU faith: March- transformation, April - interdependence, and in May - pluralism In 2024-25 we explored the following practices of our faith: invitation, listening, repairing, presence, stories, and inclusion. This spring will focus on trust, joy and imagination. We explore the themes through age appropriate stories, discussions, art, crafts, games, walks and other activities. This year we have kept Gratitude Journals, written our own covenant where we promise to abide by agreed rules, learned and practiced the Yoga UU Values poses, helped with gardening and have written stories and drawn pictures to illustrate ideas that we discuss. To keep love at our center when making choices and solving problems is the consistent message of each lesson.

The children enjoy sharing with the congregation, and they had several opportunities through the year. They hid eggs and helped members of the congregation find them on Easter, helped hand out flowers for Mother's Day, participated in the Water Communion service, played camels in play about the Wise men at the Nativity, made Christmas/Solstice ornaments, and offered Valentines. Two members of our congregation have been guests in our group and one shared a special interest and another read the story.

As the congregation and youth in attendance changes so will the program to meet the needs of our community. I have a concern that the space we have available for CYP to meet on Sunday morning is so small that it will not be comfortable for more that 4 children at a time. We are currently restricted in the activities that our group can do together. Outdoor space may be an option but sun and insects can make that venue undesirable. With the current children in the program we manage, but if we want a robust CYP with a larger and enthusiastic group we will need to look for solutions to the space issue. Our faith offers youth a way to relate in this confusing world. It is more important than ever to give our young people an understanding of the gifts and practices of the UU faith so as they grow up it is natural for them to accept and love themselves, appreciate and respect all people and to feel love and gratitude for our amazing earth.

Submitted by Sharon Heinrich

Buildings and Grounds

This committee is less a committee and more of a project involving many different members and friends of the congregation, plus outside contractors. Improvements and maintenance are usually generated by individuals who see a need, or in direct response to a need identified by members of the congregation. A great deal of what falls under Building and Grounds is often coordinated by



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our Congregational Administrator. Work of a “building and grounds” nature includes touch-up painting, pressure washing, work in the gardens, tree maintenance, gutter work, repairs to toilets, window repair, and related maintenance. Of course, much of what falls under this department is in response to general wear and tear, plus, over the years, natural disasters. As this is being typed, we are still waiting on new signage and fencing. Building and Grounds is basically the entire congregation either seeing word that needs to be done, or individual congregants working to deals with needs.

Submitted by Frank Geltner

Communications

Website

Our website (allfaithsuu.org) is kept up-to-date and maintained to a high degree of professionalism. Weekly updates to the page (posting Sunday service, weekly activities, newsletters, etc.) helps us maintain high search results on Google and other search engines. We also use the website to inform and remind about deadlines, stewardship drive, emergency closures, etc. In 2024 we converted to a new Google Analytics program to ensure that we can continue to measure our site performance.

Visitors to our website spend more time on the Newsletters page than any other page, while the most visited page is the Events page. Approximately half of our visitors access our website via mobile devices and this is growing.

Submitted by Becky Ross

Social Media

We continue to maintain a public and private Facebook page. Weekly service announcements and invitations to join us on Sundays are posted regularly. Any upcoming events are posted on both pages. Our minister, Albie, began contributing to our social media presence with subscription marketing posts designed to grab people’s attention. They can be scheduled in advance and are working on out well. We are also currently working on an Instagram page. We continue to livestream the services on Sundays mornings and post them to our website and YouTube pages.

Much gratitude to Becky Ross and Sharon Gray who help with the administration of our website, calendar, social media, and livestreaming.

Submitted by Regina Kilmartin



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Finance

Finance Committee

We are grateful to all of our members and friends who have supported All Faiths in so many ways during this challenging year.

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

At the end of 2024, contributions during the past fiscal year were 10% below the budget. We appreciate all of the cooperation that we have had from our staff, board, and committees in enabling us to keep our expenses down close to our level of income.

We encourage all of our members and friends to submit their pledge forms for the coming year to support all of our staff, facilities and programs.

Our Goal Budget for the pledge drive was set at \$237,488 for the coming year for Operating Income and Expense. ▸

At All Faiths, people matter most. Employee payroll and benefits total represent about 70% of the proposed budget. Other essential expenses for our facilities include utilities, insurance, lawncare, repairs and maintenance. There are very few discretionary expenses.

While we have experienced some extreme challenges during this past year, we are optimistic about our future. Over the past 24 years, our members have been loyal and generous in their financial support, and many continue to contribute their valuable time and talents to enable All Faiths to be a welcoming, inspiring, and actively engaged community of choice, where you are not alone!

Submitted by Joyce Ramay

Treasurer

In 2024-2025, we had an exceptionally good cash flow throughout the fiscal year. We did not have to transfer/borrow funds from the Operating Reserve Fund. Our budgeted funds for the various insurance policies were adequate to cover those expenses.

Each month \$1,530 was transferred from the General Fund to the Capital Reserve account. Authorized expenditures in this fiscal year have included: repaving the parking lot, deposits on the replacement of the sign and repair of the fence (caused by Hurricane Milton), carpet shampooer, side door replacement and 2 new toilets.

The savings and CDs at Live Oak have generated good income from interest. The CDs are currently receiving 5% interest, and the savings accounts have fluctuated from 4% to 3.7%.



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The 2024-2025 Budget had a “Pledge” goal of \$200,200 based on the Stewardship Celebrate pledge drive; as of February 24, 2025, \$173,432.57 has been raised (86.6%). By March 31, we should be close to reaching the goal.

The Stewardship Pledge Drive Not Alone for 2025-2026 has a goal of \$202,086 and as of February 21, 2025, \$175,713 (87.0%) has been pledged.

Thanks to all the congregants for your continued generosity.

Submitted by John Conrad

2025-2026 Fiscal Year Share the Plate

The social justice teams choose their beneficiaries every year. Representatives of the beneficiaries will be invited once a year to make a 5-minute presentation at a Sunday Service. The Worship Script will refer to the “**Social Justice**” teams for share the plate. Teams may make recommendations to change their beneficiaries as needed.

April	CAT	SWFL RESET Center - OK
May	Homeless	St. Matthew’s House Shelter for Women & Children -
June	Rainbow Connection	Cape Coral Pride – OK
July	Operation Joy	Back to School
August	Racial Equity	Quality Life Center - OK
September	CAT	SWFL RESET Center
December	Homeless	St. Matthew’s House Shelter for Women & Children
	Operation Joy	
December	Employee Bonuses	Second Collection
December	Mano a Mano	Craft Sale
January	Racial Equity	Quality Life Center - Scholarship
February	MDF	Minister’s Discretionary Fund – Second Collection
March	Operation Joy	Operation Joy
	McGregor Clinic – Food and Clothing –	Third Sundays every month
	Pet Shelters – Food and Supplies –	Months with Fifth Sunday

McGregor Clinic – Third Sundays – Coordinated by David Donovan

Monthly collections of non-perishable food, clothing and other supplies resumed in March of 2024. A guest speaker from McGregor Clinic was at a Sunday service, informing us of all the wonderful work that they do for HIV-AIDS patients and families.

Animal Shelters – Fifth Sundays – Coordinated by Sharon Gray

Members continued to contribute food and supplies for animal shelters on the fifth Sundays. Sharon Gray delivers the donations to local animal shelters.

Submitted by Joyce Ramay



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Membership

After many years of service as our membership chair, Fran Way decided it was time to pass the baton. We are grateful for her dedication and commitment to one of our most important committees. We also extend our gratitude to Carole Latino and Dottie Mayol who stepped in to co-chair the committee. They are off to a fantastic start with the induction of 17 new members in January 2025.

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

As of January 2025, All Faiths had 110 active members, 38 active friends. The membership committee periodically examines the members and friends roster, and removes some who were judged to be no longer involved with, or contributing to, the congregation. The committee also conduct quarterly Newcomer Orientations to educate people on All Faiths' history and Unitarian Universalism.

Submitted by Regina Kilmartin

Social Action and Outreach (SAO) Committee

The Social Action and Outreach Committee originally formed in late 2017 and was charged to become a clearing house for social justice and outreach opportunities for the congregation. Over the years the committee had diluted and eventually dissipated. The Committee was revitalized in late 2024 to coordinate event planning and calendaring for the Social Justice Teams: Racial Equity, Climate Action, and Heart for the Homelessness and Rainbow Connection. Each team has a leader which makes up the Committee. The congregation also participates in the Lee Interfaith for Empowerment (LIFE) organization along with many other local congregations.

Racial Equity

"The Racial Equity Team completed its reading of Layla F. Saad's *Me and White Supremacy*. It met twice a month throughout the year while focused on the readings. It spent time following the reading of Saad's book with the big question of "followup." What should the team take on as its 'outreach' activity for the future? After discussing various options, the team set its focus on the SWFL Quality Life Center, which has also been the recipient of its Share the Plate collections. Involvement in the Racial Equity Team seems to be quite good compared to the other teams.



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This has included: Lewis Robinson, Rebecca Ross, Joanne Hilliard, Carole Latino, John Conrad, Nicole Racine, Joyce Ramay, Ken Malkin, Melissa Schramme (now moved away), and more recently Joan Keller, Susan Snow and Giovanni D'Oto. Minister Albie has attended several of our meetings. Other outreach activity included the MLK Unity Breakfast, the MLK Parade and the information booth following the parade. The team also sponsored a film showing for the congregation. The team leader is now a part of the Social Justice Coordinating Team which has, initially, been meeting monthly.

Submitted by Frank Geltner

Climate Action Team (CAT)

The Climate Action Team has evolved, over the past few years, into a partnership of numerous climate-concerned organizations working together in mutual support to address the impact of the climate crisis on our lives and our community. These organizations include, among others, the SWFL RESET Center, the Lee County Climate Reality Chapter, the Citizens Climate Lobby, the Shell Point Green Team and the League of Women Voters. Our CAT meetings are essentially intense discussions among the leaders and supporters of these partner organizations about pressing environmental issues and actions we can take to address them. Add your name to the CAT mailing list if you would like to receive a detailed summary of these monthly meetings.

This year our efforts have been focused around two primary campaigns:

1. "The Right to Clean and Healthy Water," a petition campaign to place an amendment to the Florida Constitution on the 2026 ballot.
2. The creation of a comprehensive coalition of environmental groups working together to achieve shared environmental goals.

"The Right to Clean and Healthy Water" campaign initially was aimed at placing the amendment on the 2024 ballot. Unfortunately, the petition gathering fell short of the nearly 900,000 petitions signed by Florida voters required to make it onto the ballot.

So we are beginning again and redoubling our efforts to secure the signed petitions needed to make it onto the 2026 ballot. All of CAT's partner organizations are assisting in gathering these petitions. We are asking for the help of All Faith's members and friends to not only sign petitions, but to ask friends and neighbors who are Florida voters to sign petitions as well. Petitions are available online at: <https://floridarighttocleanwater.org/petition>. You can also pick up petitions at the Welcome Table on Sunday mornings.

CAT is happy to report that the campaign to create a coalition of local environmental groups is alive and well and growing. In May of 2024, several organizations gathered at the Conservancy in Naples to explore ways we could work with them and learn more about their existing programs. The Conservancy welcomed our efforts to form a coalition and offered the use of their facilities for coalition events. Under the leadership of Hilary Kobrin and Tami Renkowski, a steering



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committee was formed and a name for the new organization was chosen...the SWFL EcoAlliance. Here's a description of who we are and what we do:

Partner. Amplify. Augment. Connect. Support.

Who we are: We are independent programs of sustainability, environmental, climate and conservation that coordinate & share efforts to enhance sustainable and pragmatic practices, provide education, promote effective change, influence decision makers, and foster conversations.

SWFL EcoAlliance purpose: To collaborate & coordinate our many groups in SWFL for hyper-local, inclusive, concrete, measurable, achievable effective impacts. We are creating a collaboration that connects, engages, nurtures, shares knowledge, develops and amplifies our ability and effectiveness to take action on our community projects.

The EcoAlliance is still in its formative stage and in the last couple of months members of the participating organizations have been getting acquainted with each other at social events hosted by Tami Renkowski. CAT will keep the congregation informed about future coalition activities and campaigns.

This year the Climate Action Team is preparing a series of Sunday morning workshops at All Faiths to engage and inform our congregation about the current status of the climate crisis and explore the many ways we can turn this threat into an opportunity for positive change in our care for life on this planet. The workshops will take place from 9:15 to 10:00 a.m. each Sunday, beginning on March 23rd and continuing until May 4th.

Submitted by Joan Marshall

Hearts for the Homeless Team

The Heart for Homeless team continued to collect and deliver bikes to North Shore Alliance church for repair and distribution. The team has donated 284 bikes over the last six years for people experiencing homelessness.

St. Matthews House Women's and Children's Shelter in Fort Myers was the recipient of the team's Share-the-Plate collections in 2024. Staff from St. Matthew's presented to the congregation in October 2024. All Faiths members have signed up to serve a monthly meal at the shelter.

The team organized the presentation of the documentary *Razing Liberty Square* in January 2025. It was well attended by All Faiths members, LIFE congregations, and members of the community.

For the sixth year, All Faiths members worked on a Habitat for Humanity House in January 2025.

The team purchased gloves and stocking hats for the county's street outreach teams. The congregation collected insect repellent, for the outreach team to distribute in May 2024. Team members handed out the Homeless Coalition's little green (now white) resource books to people in need.



A speaker from Lutheran Services Refugee Resettlement Program met with the team. As a result, a few team members donated school supplies and a congregant donated furniture to newly arrived families.

Robert Bennett has volunteered to co-chair the team with Judy Alberta's assistance for the coming year.

Submitted by Barb MacFarlane

The Rainbow Connection

2024 was a very successful year for The Rainbow Connection. Our team made a meaningful impact supporting social justice for the LGBTQ community as well as helping to promote the message of our Congregation. Significant events include the following:

- All Faiths was recognized by the UUA for renewing our “Welcoming Congregation” status in December 2024. This was a yearlong process and was a significant accomplishment for the Congregation. It is intended to be an annual requirement; however, this was our first renewal since we achieved original certification in 2019. We have already begun the renewal process for 2025.
- All Faiths was THE major sponsor of Cape Coral Pride held on March 1st, 2025 due to a generous donation of \$10,000, by a couple of our members and their friends. This was the second year in a row that we were able to support Cape Coral Pride in that way. All Faiths members proudly supported the event by representing us at our booth, handing out literature and prizes, as well as marching in the parade.
- All Faiths joined the SWFL Harmony Chamber of Commerce in April 2024 which is an organization of gay and gay-friendly businesses that provides an opportunity to network with like-minded people and promote our organizations through monthly mixers. The Rainbow Connection represented All Faiths at these events.
- The Rainbow Connection attended Naples Pride in June 2024 and plan to do it again in 2025. We will also attend the newly revived Fort Myers Pride this November.
- The Rainbow Connection raised approximately \$1600 for Cape Coral Pride this past year by hosting two fundraisers and June's Share the Plate donation from the Congregation. The fundraisers included An Evening of Poetry and Song, featuring TROPICAL STORM in June, and a Lasagna Luncheon in December.
- In August, The Rainbow Connection honored Rev Wayne Robinson by donating a plaque to recognize the Rev Wayne Robinson Memorial Library at All Faiths.



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I encourage anyone interested in making a difference in the lives of the LGBTQ community to join our team. We are a growing team and are active in the community. Our aim is to support the community and be a voice for social justice while promoting All Faiths at various events.

Submitted by David Donovan

LIFE – Lee Interfaith for Empowerment

The LIFE Board will be inviting more congregations to join LIFE so that our people power will be even larger in numbers. It also has plans for strengthening its financial foundation so it can hire a new lead organizer to help the organization achieve its ultimate goals of changing discriminatory and harmful laws and procedures.

Over the past two years, LIFE has overcome many obstacles — embezzlement and the resulting problem with IRS, not to mention three recent hurricanes and the destruction of church facilities and congregants’ homes — but LIFE is now back in the black and heading for a robust balance sheet for the year.

Before returning to the task of identifying new injustices and fighting for change, LIFE’s board members agreed to build its people power first.

LIFE’s “people power” is the foundation of its strength, as it has learned that politicians will show up and listen only when LIFE shows up with hundreds of Lee County citizens who want to see justice prevail. Once LIFE again has a strong foundation, it will resume the important work of collecting and sharing congregants’ concerns about injustices, prioritizing research on solutions, and urging politicians to change their laws and behaviors to end the injustices.

Submitted by Robert Bennett

Mano A Mano

It was a tough year for Mano a Mano. Very sadly Joan Velasquez, co-founder of Mano a Mano, lost her life time battle with polio in December. (She and her husband and co-founder Segundo have been members of All Faiths for many years.) In addition to the loss of Joan, their nephew, Ivo Velasquez, died tragically in an airplane accident. He was the lead pilot in Mano a Mano’s rescue aviation program. In spite of these hardships Segundo has been able to keep the wonderful projects going; recently 3 shipping containers were filled with 83,518 pounds of hospital-discarded equipment and supplies and are en route to Bolivia. Roads, water reservoirs, medical clinics & school construction projects are always underway by the staff in Bolivia.

Submitted by Charlotte Blitt



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Operation Joy

It was a very good year for Operation Joy, thanks to the generous donations from our congregation.

The St. Martin de Porres Mission was most grateful for the "Back to School" donations of new shoes and clothing .

The 2024 Holiday Drive allowed us to gift warm outerwear for the children, and by special request, toys for the very young children of needy families. All was gratefully received.

Our present political climate will not improve the lives of the families that struggle on a daily basis and we look forward, with the help of this congregation once again, to bring some needed joy in the coming year!

Submitted by Annelly Hudanick

Animal Ministry

Donations to local animal shelters are accepted every month that has a 5th Sunday. We had 4 collections of animal supplies in 2024.

Donations include items such as: cat & dog food, cleaning and paper supplies, cat litter, leashes and collars, cat boxes, animal beds and crates, towels and rags, pet dishes, brushes, crates, litter boxes, flea & tick products, pet shampoos, medical and cleaning products, and sometimes cash.

This past year, donations have rotated between ARC (Animal Rescue Center), Gulf Coast Animal Shelter. If you have suggestions for a shelter/ sanctuary for us to work with, in our area, please let me know.

All the shelters are greatly appreciative of the gifts from All Faiths members. David Donovan has offered to help with some deliveries to the shelters.

In Peace and Paws,

Submitted by Sharon Gray

Stewardship

The 2023-2024 Stewardship Campaign was chaired by Marsha Bates, who has since moved to Colorado. The theme of the campaign was *Celebrate All Faiths*. Over 85% of the pledge goal of \$200,200 was achieved thanks to Marsha and her team.



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In late November of 2024, I took over as Chair of the Stewardship Committee with no experience as to All Faiths' procedures for conducting a pledge drive. Other members included Jack Kennedy and Lewis Robinson. Giovanni DeOto joined for a short period of time before having to step down for personal reasons.

We put together a campaign entitled *You Are Not Alone*. We were facing the loss of members who as a whole made a substantial contribution to our pledge drive. Nevertheless, we got through it. Our pledge drive for 2025-26 was successful receiving over 87% of the pledge goal of \$202,086, and we were able to meet our budget goals. The best part was that our employees were able to get a well-deserved pay raise. I want to thank all the members and friends of All Faiths who made this possible.

Submitted by Ken Malkin

Sunday Services

It is a great pleasure to work with our Commissioned Lay Minister, Alberita Johnson. She selects our monthly themes and provides a wide range of inspiring and interesting messages, which are presented in a heartfelt manner. From time to time, we also invite our members or outside guest speakers who inspire us in many ways.

We are delighted with the lively performance of Carlos Garcia who plays piano and sings regularly, along with our All Voices Choir and soloists who perform frequently.

Our worship associates include Diane Cartwright, Doug Cartwright, Helen Dixon, Michelle Gemma, Annely Hudanick, Regina Kilmartin, Susan Meissner, Nicole Racine and Joyce Ramay.

Our Child and Youth Program Director, Sharon Heinrich, leads enriching activities for our children. At Christmas time they made Christmas ornaments which they gave to all of our members.

Our Greeters welcome our members and visitors.

Brad Davidson and David Donovan operate the sound system, and Regina Kilmartin and Sharon Gray operate the camera for livestreaming. We encourage additional people to learn to operate the camera and sound system.

Our Sexton, Joe Gayton, prepares the coffee, directs parking and greets people when they arrive. We are grateful for the hospitality which was coordinated by Frank Geltner and Nicole Racine, and Frank Stephens. Others are welcome to participate in Sunday's hospitality and to help when we have lunches.

Our in-house Sunday service attendance has increased. We livestream on Facebook for those who cannot attend in person.



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We are always happy to welcome new people to our services. They find us through friends, our website, or seeing our building and sign while driving by. Some attended our Newcomers Orientations and have become members.

On our Founders' Day celebration, we honored our founding minister, Rev. Wayne Robinson, who passed away last year.

At All Faiths, you know that **You Area Not Alone**. We are here for each other, and welcome people to share their Joys, Sorrows and Gratitude during Kindled Concerns time in the Sunday Services.

May our people continue to *Enter, Rejoice and Come In* and may the *Spirit of Life* lift us up together throughout the coming year. **We Are Each Other's Keepers!**

Submitted by Joyce Ramay

2025 NOMINATIONS

The following are the candidates have been nominated:

Nominating Committee:

Jack Kennedy	2025-2027
Nicole Racine	2025-2027
Michele Gemma	2025-2027

Board of Directors:

Secretary	Barb McFarlane	2025-2027
Director	Helen Dixon	2025-2027
Director	Carol Heilsberg	2025-2027
Director	Richard "Dick" Scudder	2025-2027

Submitted by Sharon Gray

Candidates for the Board of Directors

Barb McFarlane – Barb has been attending All Faiths since late 2017 and became an official member in 2019. She has been a member of the Heart for Homeless Team since the summer of 2018 and served for two years as secretary of the team and five years as chair.

In addition, Barb has been a member of LIFE for six years. She serves as a greeter, has been part of the choir in the past, and currently co-chairs on the Program Support Team. Barb has served



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on the Board as a member for two years, and took over as Secretary when Diane Chernow had to step down for medical reasons.

Helen Dixon - Helen has been a Unitarian Universalist since 2005. After retiring from teaching public school, she served for several years as treasurer of two non-profit organizations--Femina Global, Inc. and SWFL Voices. She is a native of Atlanta, Georgia, and has lived in North Fort Myers for 21 years.

Carol Heilsberg – Carol was born and raised in Maine, for which she is eternally grateful - always close to the woods, shown good examples of how to behave in society by family, teachers and neighbors.

After living and working in Portland for the first forty years of her adult life she moved to the little cowboy town of Red Bluff, California, to join a long-time friend who eventually became her husband. After nine years there they decided to move back to the east coast to be closer to family, and have been in Fort Myers for the past seven years.

Music has been a central part of Carol's life. She joined her first church choir at the age of 12 and has been singing in choirs and choruses ever since. She currently sings in All Faiths' All Voices Choir.

Carol's early life being close to nature in Maine formed the foundation for her interest in the work done by our Climate Action Team, and her civilized upbringing laid the foundation for her interest in all of our Social Justice teams. She is very happy and proud to be a member of All Faiths UU.

Richard "Dick" Scudder

Dick graduated from Georgetown College in 1969. From there went into buying and merchandizing for several large chains of discount stores. Dick was in charge of budgets ranging from 8 million dollars to 50 million dollars a year. He put together programs seasonally for clothing departments and traveled overseas to China, Thailand and Singapore to implement those programs. He negotiated prices so he could get the best product for the least amount of money to maintain a required mark-up at retail level. At his last job he was promoted to merchandise manager where he oversaw 3 other buyers. After retirement he worked part-time at the Memphis Visitors Center advising visitors where to go and what to do in Memphis.

His husband, Dan, and he became members of the UU Congregation in Memphis several years before coming to Fort Myers and joining All Faiths. He now sings in the choir and is in charge of the greeters here at All Faiths. Dan and Dick have a lovely daughter, son-in law and two wonderful grandchildren.



Highlights of Proposed Budget for April 1, 2025 to March 31, 2026

The proposed budget for the new fiscal year is \$237,488.

We believe in the importance of people, so priority has been given to salaries and benefits for our staff, including 5% cost of living increases for our Administrator, Music Director, Child and Youth Program Director and Sexton..

We have included \$4,000 for routine repairs and maintenance. We are also including \$19,680 for Capital Reserves to provide funds for future essential capital expenses like air conditioning, building improvements, and office equipment.

We have included \$600 for music performers and \$600 for guest speakers. We have included a \$4,500 contribution to UUA, and \$1,000 for LIFE – Lee Interfaith For Empowerment. We continue to provide funds for our Committees and Social Action Teams.

This past year has presented many challenges, but they have been met through the outstanding performance of our staff, our Board and all of our committees and volunteers. We particularly appreciate the great job done by our Administrator, Regina Kilmartin, and our Treasurer, John Conrad, who kept good control of our expenses. We appreciate the work of our Stewardship Team led by Ken Malkin on our annual Pledge Drive for the next fiscal year.

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

Submitted by Joyce Ramay, Finance Chair

2025-2026 Budget

	Budget 2024-2025	Budget 2025-2026
Operating Income		
Pledges	200,200	202,086
Cash	15,158	15,000
Rents	5,000	6,000
Rites of Passage	1,000	250
Fundraising Events	6,000	6,000
Food & Beverage	600	652
Interest Income	3,200	5,000
Subsidy - Other	2,000	2,500
Social Action	0	0
	Total	
	Income	237,488

Operating Expenses



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Advertising Promotion	200	923
Bank Charges	250	250
Bus License Permits	61	61
Capital Reserve	18,360	19,680
Landscaping	300	300
Lawncare	1,740	1,740
Worship Supplies	725	900
Insurance	7.5% over 2025 actual	
Wind	6,300	4,800
Flood	3,272	3,735
Liability Umbrella	4,600	5,000
Workers Comp	1,965	900
Performers	600	600
Music Supplies	200	200
CYP & Adult Ed Supplies	200	200
Guest Speakers	600	600
Fundraising Expense	0	0
Outside Services, Breeze, QB, InDesign	900	2,163
Payroll Expenses - 5% Salary increases		
Clergy S&H	56,611	60,648
Administrator	52,500	55,128
Music Director	18,000	18,900
Sexton	7,644	8,060
CYP Director	2,880	3,024
Payroll Tax FICA	10,529	11,151
Employee Benefits		
Clergy Prof Expense	750	1,000
Clergy		
Dental	576	624
Clergy Retirement	1,500	1,500
Clergy Life Ins	462	462
Clergy LTD	715	715
Admin Health Ins 3 months	4,642	0
Admin Dental	576	624
Admin Retirement	3,000	3,000
Admin Life Ins	420	265
Admin LTD	650	683
Total Payroll Expense		
Payroll Process Fees	1,800	2,200
Food & Beverage	150	224
Office Supplies	1,200	700
Postage Delivery	150	174



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Printing	450	900
Professional Fees		
Website	300	200
CPA	1,300	1,000
Janitorial Expense	150	150
Rent Expense	1,920	2,016
Repairs & Maintenance	4,000	4,000
Utilities		
Electric	3,500	3,400
Water & Sewer	2,390	2,100
Phone Internet	2,500	2,200
	Total	
	Utilities	
Committees/Activities		
Membership	280	280
Stewardship	200	200
Community Events	200	200
	Total Comm/Activities	
Social Action		
LIFE	2,300	1,000
Homeless	200	200
Racial Equity	200	200
Climate Action	200	200
Rainbow Connections	200	200
	Total Social Action	
UUA Gift	5,000	4,500
Scholarships - UUA GA	840	840
Subsidy Expense	2,000	2,500
Rites of Passage	0	68
Reconciliation		0
Total Expenses	233,158	237,488



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All Faiths Unitarian Congregation - 2025 Annual Elections Meeting – March 16, 2025
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
Secretary	Barb McFarlane	2025-2027	_____
Director	Carol Heilsberg	2025-2027	_____
Director	Richard "Dick" Scudder	2025-2027	_____
Director	Helen Dixon	2025-2027	_____
<i>Floor Nominee (if any)</i>	_____	2025-2027	_____
Secretary	_____	2025-2027	_____
Director	_____	2025-2027	_____
Director	_____	2025-2027	_____
Director	_____	2025-2027	_____

Nominating Committee Elections
Nominated by the Nominating Committee:

Nominee	Term	Vote for
Jack Kennedy	2025-2027	_____
Nicole Racine	2025-2027	_____
Michelle Gemma	2025-2027	_____
<i>Floor Nominee (if any)</i>	_____	2025-2027
_____	2025-2027	_____
_____	2025-2027	_____
_____	2025-2027	_____

Vote to Approve Budget 2025-2026

As proposed in the All Faiths Unitarian Congregation 2024/25 Annual Report, I hereby vote on the proposed budget for fiscal year April 1, 2025 to March 31, 2026, in the total amount of \$237,488.

_____ Approve _____ Oppose

Vote to Approve Revision of Bylaws

Proposed changes are shown in the 2024/25 Annual Report with deletions crossed through and insertions underlined.

_____ 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 16, 2025 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 _____



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Attached Under Separate Cover:

Proposed revisions to the Bylaws

Printable Budget

Printable Absentee Ballot



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