



**Annual Committee Reports  
2022**

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## Boards, Committees and Working Groups

Board of Trustees - Elected trustees serve the congregation by providing leadership, governance, and communication consistent with UU principles. The Board of Trustees meet the second Sunday of the month.

Contact Dan Sturtevant to add an item the Board's agenda. Trustees for 2022-2023:

Dan Sturtevant – President, Donna Riebel - Vice President,

Steve Koehler - Treasurer, Lori Sargent – Secretary,

Ellen Bishop, Larry Hopkins, Debbie Lawther, Dawn Moretz, Betsy Reeves and Rev. Bruce Beisner - ex officio.

*The three following committees advise the Board:*

**Administration Committee** – In responsible for maintaining the Operating Budgets, including savings accounts of the Church, secures money for Church operating expenses and other Church purposes by the use of any and all appropriate fund-raising techniques and procedures, and works with the Board of Trustees to develop a yearly budget. Contact Jane Gross or Karen Roberson.

The Personnel Committee is an advisory committee to the Minister/Head of Staff in managing all personnel/human resources related matters. Contact Rob Kingsolver

**Stewardship Committee** – Works to involve the Congregation in connecting the mission of the church with support of Church programs through gifts of time, skills and money and has primary responsibility for developing and implementing a plan for the Annual Pledge Drive. Contact TBA

**Endowment Fund Board** – Elected to facilitate planned gifts, invest endowment assets, and sponsor acts of good works. Contact Steve Sargent, Endowment President, or other Supervisors Debbie Lawther, Martha Flack, Sedic Saunders, Todd Gruenig.

**Nominating Committee** –Submits the names of qualified candidates for election to positions to be filled on the Boards and Congregational Committees. Contact Lisa Steiner.

**Justice Center** - Justice Center – Works to develop the capacities and confidences of our congregation and the surrounding communities to engage in meaningful justice activism and advocacy; coordinates activities of justice committees. Contact Rus Funk.

**Green Sanctuary** – identifies ways our congregation, committees and worship can make changes that nurture the earth. Contact Martha Flack.

**International Justice Committee** – Educates, inspires and connects our congregation with issues of worldwide social and environmental justice. Contact Sheila Ward.

**Social Justice Committee** – engages the congregation in justice issues, including on issues of racial, immigrant, LGBTQ and reproductive justice – contact Henry Austin or Dennis Neyman

**Committee Council** – Committee chairs coordinate and encourage programming opportunities for the congregation – contact Donna Reibel.

**Aesthetics Committee** – Ensures an inviting appearance in the church’s architecture and furnishings, maintains the artwork collection, and schedules Marx Gallery exhibits. Contact Lori Sargent, Aesthetics Recorder, or for the gallery, contact Jill Baker.

**Caring Ministry Committee** – Builds connections and a supportive network for individuals and groups to reach out to members, friends and families. Contact Roxanne Sturtevant or Margie Fry.

**Choir** – Makes beautiful music for our Sunday Services. Contact Katie Donner.

**Grounds Working Group** – Maintains an attractive, safe, and welcoming grounds around the buildings and beyond. Contact Diane Guenther.

**House Working Group** – Provides oversight of maintenance, repairs, and improvement of the church property. Contact Steve Sargent.

**Lifespan Faith Engagement** is comprised of two working groups. These groups operate in coordination with the Director of Lifespan Faith Engagement and the Minister. Contact Barb Friedland, DLFE.

**Family Ministry Program Team** is focused on programs for children, youth, and families.

**Adult Exploration Advisory Group** is focused primarily on visioning programming for adults with some multigenerational program overlap.

**Membership Committee** - Works to grow membership and help integrate new members into congregational life. Contact Rick McChane.

**Promotions Committee** – Assists committees to present All Peoples to the community; promotes rental opportunities, arts and social action on digital media. Contact Ellen Sisti Wade.

**Sunday Service Committee** – Supports the minister, recruits speakers and plans services when the minister has time off; provides Worship Associates/service co-leaders for each service. Contact Deborah Novgorodoff.

## Adult Exploration (AE) Committee Annual Report 2022

Chairs: Agnes Steilberg and Lisa Steiner

Committee members: Diana DeVaughn, Alan Godsave, Mel Lasseter, Nancy Thomas, Arlene Tuttle, and *ex officio* members Rev. Bruce Beisner and Barb Friedland

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**The central purpose of this committee is** to support, inform, and inspire the adults in our community by developing and offering inclusive and meaningful educational and religious exploration experiences that enable members and friends to go deeper, soar higher, see farther, reach wider and live better one day at a time. Inspired from "Kicking Habits"

**Our accomplishments this year have been:** The AE Committee offered numerous classes and events. After the Winter 2022 Open Campus we moved away from the semester format and began to focus on offering classes on a continuous basis throughout the year.

- **Fall 2021 Open Campus classes:** **1619 Project**, Rob Kingsolver & David Cooper, Facilitators; **Collage - a non-conventional small book**, Lori Sargent, Facilitator; **Retirement Planning**, LeAnne Bernier, Facilitator; **10 Commandments**, Rev. Bruce Beisner, Facilitator; and **Coming Out of the Closet as an Atheist**, Nancy Thomas, Facilitator. Fall classes kicked-off with a virtual program featuring Rus Funk as keynote speaker.
- **Winter 2022 Open Campus classes:** **Islam – Myth versus Reality**, Dennis Neyman, Facilitator; **Cofán Indigenous People and Their Million-Acre Rainforest**, Danica & Deborah Novgorodoff, Facilitators; and **Climate Crisis**, Martha Flack, Facilitator. Winter classes kicked-off with a virtual program featuring Agnes Steilberg and Lisa Steiner as keynote speakers.
- **Sunday Morning Discussion Group** met each Sunday morning from 9:30-10:45 a.m. throughout the year and addressed a myriad of subjects.
- **Building Better Angels**, facilitated by Nancy Thomas. This is a spiritual practices group that met the first Monday of each month by way of Zoom. The group is designed to strengthen your spiritual core and build a community of better angels.
- **Ministerial Start-Up Workshop**, facilitated by Rev. David Pyle with the UUA's MidAmerica Regional staff. The event was conducted on March 18 and 19, 2022, and was a team building exercise designed to strengthen the congregation's relationship with Rev. Bruce and each other.
- **Bible 101**, facilitated by Nancy Thomas. This was an overview of the Bible presented in eight weekly classes which began on April 7, 2022.
- Several other educational and religious classes and events were held throughout the year without the involvement of the AE Committee. These included:
  - **Beloved Conversations** began in the Spring of 2022 and is a highly engaging program about personal racial identity and faith development. A follow-up group to this program was facilitated by Rus Funk.
  - **Anti-Racism Challenge**, facilitated by Roxanne Sturtevant was held in July 2022. The month-long, weekly sessions focused on racial justice and engaged participants in discussion and a variety of activities.

**Our committee's hopes and dreams are** to expand our reach to more community members beyond our congregation and to support a growing community of lifelong learners who will know that they are lovable beings of infinite worth and are better prepared to meet the challenges and seize the opportunities that life presents.

## AESTHETICS COMMITTEE

### 2022 Yearly Report

**Purpose:** Aesthetics Committee members ensure an inviting appearance in the architecture, furnishings and artwork of All Peoples, and manage the Roberta Marks Gallery.

**Meets:** Monthly, on the second Thursday

**Members:** Steve Reeves, Jill Baker, Pat Sturtzel, Juda Hellmann, Jim Temple, Lori Sargent (Recorder), Diana Fulner, Wanda Ferrell, Ann Dorzback. (Aesthetics has a rotating chair and Council representative)



#### Accomplishments include:

- Dedication of a blown glass chalice to honor Rev. Kathy Hurt, donated by Juda Hellmann. This was selected by Aesthetics from proposals by several artists. The chalice, by Michael Hudson was dedicated October 16, 2022.
- Aesthetics coordinates the Marx Gallery, including exhibits by regional artists, and a yearly members show.
- Aesthetics has coordinated relocation of several artworks including the Penny Sisto: *Raising the Hood*, quilted fabric artwork (hallway), Jefferson sculpture (Hearth Room), and Calligraphy by Dr. Saleem Seyal (Hearth Room). Additionally, furnishings for several rooms, such as an oak table for the Gathering Space, were approved, and proclamations hung.

#### Projects in process include:

- New 16' banners for the sanctuary are being painted by Jill Baker.
- A new UUA banner designed by Pat Sturtzel and Lori Sargent will soon be finished.
- Furnishings needed for the new entry are being discussed.
- Donation of a bench for the labyrinth was approved.

# **Caring Ministry Annual Report**

## **November 2022**

### **Vision**

To help create a caring community where everyone feels supported in times of crisis and in times of joy.

### **Mission**

The mission of the Caring Ministry is to build a supportive network of individuals and groups to reach out to church members, friends and their families in challenging times and to foster positive connections within our church community.

**Members:** Margie Fry, chair, Roxanne Sturtevant, co-chair, Donna Riebel Janet Taylor, Juda Hellmann, Rev Bruce Beisner and Lynn Owens, Kelly Riska, Marty Hoskins and Ann Dorzback.

### **Accomplishments**

- Responded to individuals within the congregation who are experiencing loss
  - Keep the minister and congregation aware of individual needs
  - Provide meals, rides and visits
  - send e-cards
- Collaborated with the minister and the congregation to provide memorial receptions
- Collected emergency phone numbers
- Disposed of the medical equipment library
- Established the Caring Support Group for those who have a need for the continuing support of others
- Created a new brochure advertising our activities

### **Up-coming**

Spotlight our committee in a Sunday Service through the stories told by 3 members who have received services.

Educational Programming is planned for the fall concerning investigating senior living options.

# Congregational Life Coordinator Council Report

October 20, 2022

## Communications:

- Informed Caring Ministry of congregants in need
- Sent postcards to Sunday Visitors
- Reported new members and member concerns to Membership Committee
- Reminded greeters of schedule on weekly basis
- Conducted member entrance and exit interviews
- Conducted yearly Welcoming survey
- Conducted congregational survey regarding fun events
- Advertised events and programs to new members and visitors

## Tracking:

- Tracked membership as to who has joined, transferred membership, resigned or died.
- Tracked visitor and congregational Sunday attendance.
- Tracked members and friends involvement in committees, pledging and Sunday attendance.

## Training:

- Trained Chalice Circle and Connection Group facilitators
- Trained greeters on welcoming and safety procedures

## Recruitment:

- Recruited Chalice Circle and Connection Group facilitators
- Recruited for the Choir Recruitment Party
- Recruited greeters, committee members and special events.

## Committee Involvement:

- Attended Staff, Membership, Caring Ministry and 8<sup>th</sup> Principle meetings.

## Membership Development:

- Co-lead newcomer classes and follow-up
- Referred members to Chalice Circles, Covenant Groups and committees
- Interviewed new members as to interests, spiritual background, special needs and church involvement.
- Assisted the Membership Committee regarding events and programming.



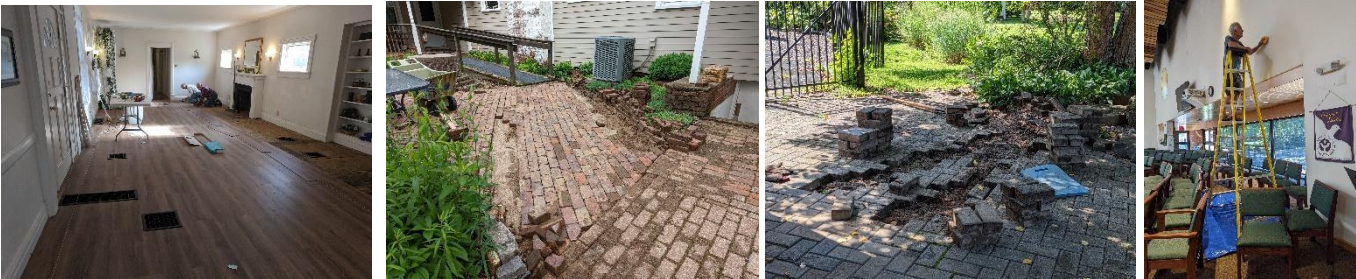
# House Work Group

## 2022 Yearly Report

*Goals:* Maintain, repair and update facilities as needed; Plan and initiate capital improvements to enhance appearance and improve energy efficiency of the buildings; Coordinate facilities projects with the Aesthetics Committee, Green Sanctuary Committee, and other committees as appropriate.

*Meets:* As needed and in coordination with the Congregational Administrator

*Members:* Steve Sargent - Chair, Steve Reeves, Jim Temple, Tony Sweazy, Lori Sargent



# INTERNATIONAL JUSTICE COMMITTEE

## Annual Report 2022

### KEAP [Kenya Education and AIDS Program]

- KEAP will receive a \$10,000 grant from the Sisters of Charity of Nazareth in the Fall. We are very grateful to them for their support of this project.
- We currently have 5 children in Secondary School (one graduating this year), 3 at Mago trade school, and 2 in University. All children will complete Secondary School by the end of 2023.
- Debby Sublett did a projection of costs into the future. We have decided to apply for one more grant through the Sisters which would pay for the costs of the program above what the sponsors pay (e.g. Sheila Vwamula's salary, William's fees for accounting, cost of a rented room to house children as needed, medical expenses, etc.).

### Days for Girls

- Held a successful plant sale in May that raised nearly \$2,000. Money will be used to pay for materials for 100 period kits to take to Ecuador and 100 kits being purchased from the Ecuadorean enterprise.
- As above: our Louisville team is making 100 kits that we will take with us in September to the Cofan women. A Fort Collins Days for Girls team is contributing some pieces for these kits.
- A distribution is set for September 28. Assembly of these kits will occur on September 18 after the church service at All Peoples. All are welcome to participate.

### Cofan Indigenous Peoples

- We have been asked by the Cofan Survival Fund to cover the costs of health care for 100 indigenous families. This is approximately \$20,000 per year and we are hoping to develop a sponsorship program similar in design (although less expensive!) to our KEAP program. Paying for health care supports these indigenous families in critical ways, enabling them to protect their million + acre rain forest. A generous anonymous donor from All Peoples covered the cost of this program for its first year, allowing the IJ Committee time to explore the possibility of supporting this program in our congregation.
- Seven travelers will go to Ecuador to meet the Cofan in September/October and will report back to the congregation in November. Five travelers are from All Peoples and two are from the Days for Girls team.

### Kentucky Refugee Ministries

- We have now settled three (!!!) refugee families from Afghanistan this year, thanks to the amazing generosity of All Peoples and friends and to Sheila Ward's leadership. We have partnered with the Muslim Americans for Compassion for the most recent family.
- The most recent family joins the father in the family who settled in Louisville last year. He has a job with KRM and is fluent in English. This family includes two grandparents, mother and four children.

The International Justice Committee hosted our church auction event at the Ballard-Neyman's in early July – a fun evening of dinner and games.

We welcome new members to the International Committee and we welcome anyone who can support individual projects. We thank Carolyn Dean who has recently joined our committee and is our new bookkeeper.



*Giving Live the Shape of Justice*

**Annual Report  
2022**



Dear Friends;

As I reflect on the past year the first feeling I have is “whew!” It has been quite a year for me and for the Justice Center. I became “Coordinator” of the Justice Center and of KUJJAN in August of 2021. The responsibilities were to coordinate and support the development of both entities, while also doing the work of engaging in meaningful justice activism and advocacy *and* mobilizing our (the All Peoples) congregation and community to engage in justice activism and advocacy and UU’s across the state. It’s been a daunting ask – to build both buses while driving down two different highways.

And yet, we did it. The Justice Center is in a much stronger place (organizationally and administratively) than it was a year ago! This report will review some of the progress we have made while also acknowledging some of the primary areas of growth that we are still seeking to meet. As I reflect, there is a lot for All Peoples, and particularly the Justice Coordinating Council to be deeply proud of.

The progress made this past year has put the Justice Center in an excellent position to continue down the highway. We still have more to do on building the bus, but the foundation seems solid. There are significant reasons to be excited about where the Justice Center is, and our trajectory in the coming months and years – continuing to work to solidify our foundation while also growing our reach and expanding our impact.

I am deeply grateful for the support I am offered by the All Peoples Congregation broadly, and from the Justice Coordinating Committee in particular. And recognize the privilege I have to be able to do the work that I am called to do!

*Rus Ervin Funk,*  
Director

**The mission of the Justice Center at All Peoples is to work to develop the capacity of our congregation and the surrounding community to engage in meaningful justice activism and advocacy.**

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## **History**

The Justice Center at All Peoples was launched in the spring of 2020 as a result of a capital campaign from All Peoples Congregation. Along with the traditional “bricks and mortar” type capital campaign, All Peoples added the idea of a justice center as a way to expand its mission.

The Justice Center was originally conceived of as a way to coalesce the work of the three justice committees of All Peoples (Social Justice, Green Sanctuary, and International Justice), while also working to develop opportunities for the Congregation to become more deeply involved in justice organizing. Launching in the spring of 2020, just as the Covid Pandemic was shutting everything down created some challenges and opportunities. The biggest opportunity this created was to launch the Kentucky UU Justice Action Network (initially as a project of the Justice Center). “KUUJAN”, as this network has become known, was intended as an opportunity to network the UUs across the state who are engaged in justice activism and advocacy, help build the capacity of UUs in their justice efforts, and be a state-wide UU voice for justice.

The biggest challenge posed by Covid was continuing to focus on the grassroots community-based work of the Justice Center at a time when there were no opportunities (and little appetite) for face-to-face meetings, relationship building, advocacy or activism.

Still, the perseverance, passion and commitment of the Justice Committees of All Peoples, through the Justice Coordinating Committee saw the Justice Center through this extremely challenging time!

The Justice Center hired the First coordinator in March of 2020, who returned to parish ministry in the summer of 2021. The current Director (at the time, hired as the Coordinator) was hired in August of 2022.

## **The Year in Review**

I started as the Justice Center Coordinator following one hour of “onboarding” from the previous Coordinator, and during a period of time when we were still in the midst of COVID. The original position was a ½ time FTE position that was divided between coordinating the Justice Center, and coordinating the Kentucky Unitarian Universalist Justice Action Network (KUUJAN). I also started in this position roughly one month prior to the new minister of All Peoples (who also acts as Chief of Staff) began his new role. The initial three months or so was spent getting a sense of the position, including reviewing what foundation and infrastructure had been created in the past in order to help the Justice Center grow and flourish. One of the key lessons is that my predecessor had primarily focused on KUUJAN, and spent little time or energy focusing on Justice Center infrastructure and foundation development.

At the same time, there was a deep desire amongst the Congregation of All Peoples (who provided the initial funding for the Justice Center through a Capital Campaign back in 2019) to see the Justice Center doing things that invited the congregation to participate. Even as I was getting a sense of the ground that I was trying to plant my feet on, we got busy with opportunities to mobilize our community.

In quick succession, we were able to mobilize our congregation to show up for a reproductive rights rally, an NAACP sponsored “Protect Voting Rights” event, the annual Earth Walk, and the annual Pride Parade (which had been moved from June to October due to Covid).

On December 10, the Justice Center piloted the first Human Right Day celebration (to our knowledge, this is the first local event that recognized/honored Human Rights Day in Louisville). This event, due to Covid, was an online event. We had a bigger than expected turnout, and our presenters included jazz pianist Harry Pickens, former Director of the Office for Women Tina Ward-Pugh, singer-songwriter Dawn Landes and youth activist Kyndia Motley. This year’s event was so successful that we have decided to make it an annual event, and to make it one of the signature events of/for the Justice Center.

In the winter, the Justice Center partnered with the Green Sanctuary Committee of All Peoples to launch a campaign with Metro Council and the Mayor's office to support their passage of the 2020 REAL Proposal – which focused on the Metro

Government's commitment to move to carbon neutral by 2050. The premise of this campaign was putting funds into the current budget to support this effort! A part of our campaign included reaching out to congregations in the area (focusing on the Eastern part of Jefferson County) to engage them in the campaign. We were able to identify fifteen congregations that committed to participate to some level. We were not, however, able to follow through to track the degree and ways that they participated.

Throughout the year, the Justice Center also explored and developed collaborative relationships with other organizations (both faith based and lay) in metro Louisville. A partial list of these organizations includes:

- Americana Community Center ● Louisville Urban League ● Drepung Gomang Center for Compassion
- The Listen, Learn, Act Initiative of the Earth and Spirit Center ● Kentuckians for the Commonwealth
- Highland Baptist Church ● Interfaith Paths to Peace
  - Protect Kentucky Access ● Association of Community Ministries
  - Eastern Area Community Ministries
  - Jeffersontown Community Ministries
  - St Matthews Community Ministries
  - The Temple

One of the biggest (and most time consuming/intense successes) was the separation of the Justice Center and KUJJAN. Initially, KUJJAN (the state action network) was a project of the Justice Center. During the fall of 2021, KUJJAN achieved its own 501c3 nonprofit status and for this and other reasons, the decision was made for it to formally separate from All Peoples. Much of this year was spent disentangling the finances of these two, as well as the administrative infrastructure and the programmatic offerings. As of July 1, 2022, we finally and fully separated the finances between these two, and continue to work to support KUJJAN to operate as its own functioning organization.

**Note: Tremendous Thanks to Steve Kohler for his tireless work in this daunting task!**

We created the Justice Center Logo in the spring of 2022. While the Justice Center is a project of All Peoples, it is also a distinct entity. The Justice Coordinating Council and the Board of Trustees agreed that a separate logo, that incorporated the logo of All Peoples, makes sense as we continue to “brand” the Justice Center. **Jen Reid, Martha Flack, Diane Guenther, Henry Austin, Deborah Novgordoff and Lori Sargent took up the task and created a lovely and noteworthy design!**

In April, we launched the Justice Center Newsletter. The vision of the Newsletter is to keep folks updated about the efforts of the Justice Center, as well as a means to amplify the activities and efforts of our growing partners. Since we launched the Newsletter, the readership has grown to 825 (the Congregation of All Peoples is 324) and continues a steady growth.

## **Financial Overview**

As noted above, the initial funding of the Justice Center came from the generosity of the All Peoples Congregation in the Capital Campaign of 2017 - 2019. These funds provided the basis for the first three years of



the Justice Center (and the launch of KUJJAN). As KUJJAN has continued to develop, some additional funding streams have been identified to support these efforts, leaving much of the Capital Campaign funding to focus on the Justice Center.

The bulk of funds for the Justice Center go to pay for staff who provide direct services/resources and . All overhead for the Justice Center (rent, office expenses, utilities, insurance, etc) are being covered by the All Peoples Congregation leaving all funds generated by the Justice Center to focus on direct impact.

The Justice Center is working to develop its funding plan, with a focus on donor development and special events. Because the Justice Center is a church-based project, grant funds are limited, but we are exploring the possibility of those grant opportunities that are available.

At the end of FY 2022, the Justice Center was in deficit by a bit over \$2000. Funds from the capital campaign had not yet been transferred to the operating account, and funds from expected sponsorship for the Human Rights Day event have not yet been received.

Break down of the funds are as follows:

- Salary
- Travel (travel to GA)
- Professional Development (GA)
- Events
- Printing

## **Looking Forward**

We are excited and mobilized about the foundation we've built (and continue to build) and the direction we're heading. We feel more confident than ever that we're going to be able to increase our impact in meaningful ways,. Here are some of the efforts we'll be engaging in the coming months:

- **Get out the Vote 2022**

The Justice Center is working on an ambitious GOTV effort for the 2022 elections. Working with Kentuckians for the Commonwealth, the League of Women Voters, and the Louisville Urban League, we are working to register and mobilize voters. A primary focus of these efforts will be identifying disenfranchised voters and disempowered communities in the Eastern part of Jefferson County

We are also working closely with the other UU congregations in Jefferson County, as well as some of our other Congregational partners to engage in community-wide GOTV efforts.

- **Mobilizing to Support Reproductive Justice**

The Justice Center is one of the lead organizations in Jefferson County working with Protect Kentucky Access and efforts to defeat Amendment 2, and is working to provide meaningful supports for people who are seeking abortion and other reproductive health services that have been restricted as a result of the Supreme Court's decision to overturn Roe V Wade.

- Finding Joy

Joy is a critical ingredient in living a full and nourishing life – as well as in justice advocacy and activism. Joy can also be in short supply in the midst of a constant and seemingly endless surge of heart-jolting news. The Justice Center will be developing offerings to support activists and advocates in finding and sustaining joy as a part of our work.

- Deepening a Human Rights Framework

In 2021, the Justice Center launched the first local celebration of Human Rights Day. This experience had demonstrated a need for us to develop efforts to deepen the understanding and analysis of a Human Rights framework as a foundation for our justice activism and advocacy. In the coming months, the Justice Center will work with community partners to develop classes, training and other resources to help deepen a Human Rights Analysis and the Human Rights Framework of our advocacy and activism.

We're already planning to expand our Human Rights Day celebration in 2023 to include a one-day conference.

- Fighting Racism & White Supremacy

All Peoples as a whole has doubled down in recent months on their commitment to fight racism and white supremacy. This includes work to adopt the 8th principle ("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") and our congregation's engagement of the "Beloved Conversations" program.

The Justice Center actively supports these efforts and works to connect these efforts with other efforts in our community. We will work to deepen our internal commitment to recognize our own connection with and relationship to white supremacy and as a result, our efforts to expand justice and human rights for all.

The Justice Center is also working to engage in more efforts in the community. We will be working to grow and deepen our partnership with both the Listen Learn Act Initiative of the Earth and Spirit Center, with the Louisville Urban League to create accessible and meaningful ways to support and expand racial justice. We will also continue to deepen our partnership and collaboration with other congregations throughout Metro Louisville, and our connection with other justice-seeking organizations.

## **Support US**

The Justice Center launched in 2020 as a result of the generous support of the All Peoples Congregation and their Capital Campaign. Continuing our progress, however, requires support from you! We have been able to build a *strong* foundation over the past year – and are looking forward to a period of growth. We are increasing our efforts and more important, our impact! You know how critical this work is. And you know how critical it is that we do this work actively and visibly in Eastern Jefferson County. Please consider supporting our work by making a generous contribution today!



## **Kitchen Crew Annual Report 2022**

### **Kitchen Crew**

**Chair: Mary Goodwin**

**Committee members: Ann Dorzback, Wanda Ferrell, Diane Guenthner, Lauri McDougall, Betsy Reeves, and Debbie Weeter.**

### **The central purpose of this committee is...**

To coordinate 40 Sunday service coffee hours and 12 monthly potlucks and maintain the kitchen's needed equipment and supplies. The Kitchen crew also regularly cleans and organizes the kitchen, scullery and storage areas.

### **Accomplishments since the last annual report**

- Restarted (had stopped due to the pandemic) coffee hour and potluck and made appropriate adjustments to better align with COVID precautions.
- Simplified coffee hour and potluck for COVID and the decrease in volunteers available
- Purchased new dishes with the goal to eventually have all dishes the same (uniform in color and size).

### **Needs and wishes**

Engage all able-bodied members to participate and commit to helping with coffee hour and potluck.  
Recruit additional committee members.

### **Lessons Learned**

Coffee hour and potluck can be handled in a more efficient manner and thereby use fewer volunteers; this was figured out during the period of restarting after stopping for the pandemic.

**Chair:** Ellen Sisti Wade

**Committee members:** Jennifer Reid & Gary Guss Facebook and Website Management

**Facebook Editors:** Janet Taylor, Jill Baker, Rev. Bruce Beisner

**The Central Purpose of this committee is...**

To refine All Peoples marketing strategy to attract prospective members who are looking to belong to a meaningful church community including young members, families with children and social justice partners. Through our various committees and causes we show support for issues that are “breaking news” while we promote our program activities that our members find rewarding.

**Accomplishments from the past year**

The Digital Media team is proud of our website that is customized to attract newcomers and to help our All Peoples members find what they need. It is updated constantly to provide the latest promotions and activities within our church community and beyond.

We also have a vibrant community-connected Facebook Page that highlights our Ministry and our valuable affinity for other like-minded organizations. Sunday Services are announced to a broader community and many visitors have found us through our Facebook events. Digital media is our lifeline to the world. Our Instagram platforms provide further outreach. We are pleased to welcome social media contributions from Rev. Bruce who keeps the spotlight on celebrating our church members and our values.

We continue to support the KY Pride Parade/Festival demonstrating our values through TJ’s display booth to welcome the LGBTQ+ community. Festival visitors often remark, “We’ve heard about your church!”

**Hopes and Dreams**

By sharing our website and promoting our upcoming All Peoples programs and activities on Facebook with our community, All Peoples can effectively engage newcomers to join us! We need help from all our committees and members to welcome diversity at our Sunday services and program events. We wish to be more inclusive in our outreach. We are all Ambassadors for All Peoples!



## **SOCIAL JUSTICE COMMITTEE- 2022-23**

**Committee cochairs: Dennis Neyman, Henry Austin**

**Committee members: Lisa Austin, Bernie Novgorodoff, Danielle Gibeault, Joe Brennan**

### **Purpose of Committee**

The SJC's mission is to support equality and justice for marginalized groups in Louisville and Kentucky, and to educate and empower congregation members to take action on behalf of that support. Our congregants respond well to the SJC's leadership on justice-related projects that provide community outreach. Congregants do so because they are compassionate, and are giving of their time and donations for social justice causes.

### **Accomplishments**

This is a transitional year for the SJC. Our long time chair Lesley Henney moved leaving a leadership challenge. Dennis Neyman agreed to lead the committee and in August 2022 Henry Austin became a coleader. We lost one committee member but also gained a new member.

Lisa Austin has offered excellent leadership as the congregation has learned about the 8th Principle. Numerous opportunities have been offered to inform the congregation of the principles involved. This effort has led to a congregational vote on October 23, 2022 which will then add this to the existing 7 Principles. Assuming this passes, the committee will be looking to find ways to implement this principle.

Dennis Neyman led the proposal to include Islam in All Peoples and UU Sources of Inspiration, and that has been adopted.

Cosponsored the Justice Concert September 11, 2022, which involved some 60 community members in music, dance and justice.

Taking part in Get out the vote (GOTV) as we aid in informing voters about a proposed constitutional amendment that would ban abortions under any conditions. The extremism will lead to suffering for women and families, and effectively remove the long standing right to an abortion and related medical care.

### **Committee plans for 2022-23**

1. Find ways to further the 8th principle by offering ongoing workshops, readings etc.
2. Identify next steps our congregation can take collaborating with the Islamic community.
3. Take the leadership for the Louisville Pride Parade and Repair Affair
4. Investigate a Justice film series/discussion period and collaborate with Green and International Committees.
5. The short term goal remains GOTV during October/November 2022.
6. Danielle and Henry will investigate steps needed to create a Facebook page for SJC.
7. Focus on Climate Change as the church-wide justice project.
8. Work with JCC about adding additional justice concerts, dances, activities as outreach to the Louisville community.

SJC is now meeting on the first Monday every two months. The next meeting will be December 5, 2022, 5:30 to 7:00 pm via zoom

## **SUNDAY SERVICES COMMITTEE**

**Chair:** Deborah Novgorodoff

**Committee members:** Toni Hardin, Tish Moore, Adam Watson (leaving the committee at the end of 2022)

### **PURPOSE OF THE COMMITTEE**

**VISION:** To offer inspirational and meaningful Sunday services that engage our congregation and attract new members.

### **MISSION**

- To support the minister in creating weekly Sunday services by:
  - Recruiting and scheduling Worship Associates
  - Providing on-going feedback about the services
- To recruit and support speakers for one to two monthly services and during the summer when the minister is not in the pulpit.

### **ACCOMPLISHMENTS**

The Sunday Services committee has offered numerous inspirational and informative services this past year, including:

- The Green River Writers (two services, honoring our principles and original poetry from their members)
- Rev. David Baumbaugh: "Challenges of Our Climate in Crisis"
- Dr. Robert Kingsolver: "Three Kinds of Wealth"
- Kay Omanson: "Intentional Sharing"
- Graham Shelby: "Baby New Year vs. Father Time"
- Megan Buell: "Gender Diversity"
- Sadiqua Reynolds: "The Path Forward"
- Dr. Michael Cepek: "The Cofan People and Their Rainforest"
- Dr. Avery Kohlers: "The Origins of Morality"
- David Cooper: "Black Writers from Kentucky"
- Aukrum Burton: "Juneteenth"
- Joe Grant: "Celtic Spirituality"
- Adam Watson: "Torches in the Night"
- Rev. Elwood Sturtevant: "Misidentification"
- Rev. Lee Payne: "Reveling in Louisville's Natural World"
- Dr. Terry Brooks: "Making Kids Count"
- Ellen Bishop, Martha Flack & Dennis Neyman: "Who are we as UUs?"
- Rev. Joe Phelps: "Abiding in Faith, Hope and Love"

We continue to provide Worship Associates who work with Rev. Bruce and our guest speakers in the pulpit. This is a relatively new program for our church, begun with the arrival of Rev. Bruce.

## HOPES AND DREAMS

- To continue to inspire our members and our visitors and to offer new information and perspectives
- Tactically:
  - To recruit 2-3 church members who can serve as “service coordinators” for guest Sundays; these people need not be committee members
  - To recruit a couple of new members to the committee to offer fresh perspectives.



Sadiqua Reynolds



Dr. Avery Kohlers



Rev. Lee Payne