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Estate Planning
Efficient Resource Management
Specialized Campaigns
Minor Revenue Streams
DREAM BIG: BEYOND 2021
MISSION STATEMENT
The Mission Statement of Recovering from Religion is to offer hope, healing, and support to those struggling with issues of doubt and non-belief.

STATEMENT OF PURPOSE
The purpose of Recovering from Religion is to:

1. Provide transitional emotional support and tangible resources to people facing the myriad of issues that arise out of disengaging from doctrinal belief;
2. Create positive and encouraging networking opportunities for individuals seeking support within the secular and non-theistic community.
3. Educate both the religious and secular communities on the process and negative impact of indoctrination in the lives of our target client base.

CODE OF ETHICS
We at Recovering from Religion commit to integrity in our actions, transparency in our functioning, responsibility in our decision-making, and respecting those we serve and those within our organization.

To accomplish this, we commit to:
- Act honestly, truthfully, and with integrity in all of our transactions and dealings
- Avoid conflicts of interest
- Appropriately handle actual or apparent conflicts of interest in our relationships
- Treat every individual with dignity and respect
- Treat our volunteers with respect, fairness, and good faith
- Act responsibly toward the communities in which we work and for the benefit of the communities which we serve
- Responsible, transparent, and accountable behavior for all of our actions
- Bylaws and governing document compliance

EXECUTIVE SUMMARY
The purpose of this plan is to serve as an alignment process and accountability tool. It is to provide RfR with an integrating mechanism that focuses on a desired future, confirms the mission, establishes long-term goals and a short term action plan to achieve its goals. Additionally, it provides a metric for the following year, and a base foundation from which to grow. Lastly, it serves as an informational document for potential donors and volunteers who are considering contributing valuable resources to RfR.

This plan functions to answer the question: How can RfR achieve its mission?
The Helpline Project

2020 Highlights

Our previous helpline director Todd Yoder, stepped down in 2020 to enjoy a well deserved retirement.

Perhaps the most significant change was separating the Helpline and the Helpline Community into two separate programs.

There was also a need to invite new agents into slack and give them assistance with their self-paced training. For this I established the assistant trainer role. We currently have 4 assistant trainers.

It is still the case that agents get a one-on-one training after their self-paced training. The one-on-one trainers are coordinated by Ed Conrad who is currently the one-on-one training coordinator.

The Hero Supporter role was inspired by two needs:
--initiating practice chats and calls with new agents and
--providing feedback when an agent takes on their first real chats or calls.

Agents are also made aware of the new Help-Wanted channel in the Helpline workspace which contains ads for other areas of recovering from religion in which they can provide assistance.

One of the most important metrics for the Helpline is the percent of completed calls and chats. At the end of 2019 we fluctuated between 20 and 40% call/chat completion. This was largely due to the fact that we simply did not have enough volunteers. Over 2020 we have trained a huge number of new volunteers who are now taking far more chats and calls. The result is we are regularly completing 75% of all calls and chats. There will always be missed connections for various reasons but with sufficient numbers of volunteers, we think 75-80% is a goal we can consistently achieve.
2021 Goals

Continue to recruit, train, and mentor volunteers entering the Agent Training Program.

To consistently respond to 75-80% of calls and chats.

To further refine our training and mentoring program to respond to the needs of our Agents and clients.

Online Community

2020 Highlights

The RfR Online Community has been renamed from “Helpline” to “Online” to remove any confusion with the Helpline Volunteer Team. The RfR Online Community continues to grow. As of today we have a total of 1425 members that have been invited, and accepted to the Online Community, this is up 747 from 2020. This number does of course include trained agents that have also migrated across both Slack platforms.

2021 Goals

1. Continue recruiting and training new agents for the long term
2. Develop our DCT program
3. Get our missed chats and calls below the 50% level
4. Revamp and update our training channel

RfR Library

2020 Highlights

2020 saw an addition to the RfR Slack workspace portfolio with the introduction
of the RfR Library managed by John and Steve. This functions as a repository for literally hundreds of items of resource material for Agents to reference and use as they interact with clients. Currently there are 63 Agents that have logged into these resources of 108 channels of topics.

Every piece of reference material such as video, web link, or image, counts as 1 message. With the free subscription, Slack only allows 10,000 messages before material starts to automatically get removed and archived, so we are attempting to never get to the 10,000 limit. Currently, after loading the Library with as much as we can, we are now at 2,338 messages since its creation in October.

2021 Goals

To monitor, cull, and add resources to the existing stacks.
To create or delete stacks as needs present.
To mentor and train librarian helpers.

The Support Group Project

2020 Highlights

In 2020, Eric Wells continued as the Support Group Director and drew upon his many years of experience hosting support groups in Springfield, MO.

COVID 19 forced so many organizations to adapt to a new way to still provide their services and the Support Group program was no different. This year was a challenge to switch from a fully in-person meeting to a fully virtual meeting, due to the COVID 19 pandemic. That was successfully done by the end of March. By June RfR Support Group leaders were hosting over 30 meetings each month,
showing how well the format was able to be adapted into a virtual meeting. New Support Group leaders joined the program at a rate of over 3 new leaders per month. This drastic jump in volunteering interest coinciding with moving meetings to virtual required a revamping of the new leader training. We were able to make the new leader training even more effective since the new leaders were able to attend and observe several other support group meetings before hosting their first meeting. Additionally, the trainer was able to co-host with the new leader until the new leader(s) felt comfortable hosting them alone.

The Support Group program also saw its international influence grow as new groups were formed for the first time in Canada, Australia, Mexico and the UK. A “Virtual Chapter” with no specific geographic location was also set up this year. This is an attempt to accommodate folks who are not able to attend other group meetings due to their specific time zone. The meeting times are set for attendees in the European, African, Middle East, Indian and Asian time zones. As there is no specific city this group is tied to, the Meetup platform isn’t able to provide the group’s specific marketing needs, therefore we’re experimenting with the Eventbrite platform. If we find this is a successful alternative to Meetup, we may begin to migrate away from Meetup in 2021.

At the close of 2020, we had 55 local groups (having added 33 groups in 2020), with a total of 5994 members (an increase of 3307 over 2019).

2021 Goals

1. To increase the number of groups to 75.
2. To increase the number of Meetup members to 7500.
3. To enhance the training program of new Support Group Leaders with a mentoring/apprenticeship process.
The Secular Therapy Project

2020 Highlights

The one most important and remarkable thing about the STP is that it just works. Every year since we first started it in 2012, it has seen steady growth from year to year. We owe a huge debt to David Klinge for the hundreds of hours he has dedicated to developing the STP software and maintaining it. The result has been a program that does what clients and therapists need.

In 2020, 3923 people registered on the STP to find a secular therapist and a total of 21,000 people have registered for the STP since its inception. We ended the year with 469 vetted and approved therapists: a growth of 50 therapists from 2019. In addition, we now have therapists in five countries and 44 US states. Our analysis shows that the average therapist receives around 5 inquiries per year from the STP. Not all of these become clients, but many do. Simple math shows that as many as 2,000 people were able to connect with a therapist through our database, a therapist that is well trained in evidence-based methods and holds no supernatural beliefs.

Finally, in 2020 the STP restructured its leadership to meet the expanding role the STP will play in the future. Dr. Eric Sprankle stepped down as director and Samantha Carlton stepped up to lead the vetting team, while Dr. Tanya Johnson and Dr. Travis McKie-Voerste were named co-directors.
2021 Goals

The STP intends to increase our therapist database to a milestone 500.
Our goal is to raise the number of clients who register with the site to 22,000.
We have begun to implement a confidential therapist discussion platform.

Resources

2020 Highlights

We close our 2020 report with a huge thank you to Brian Fleming for his years of curating the Resources for RfR.

Recovering from Religion’s resource section is an extremely valuable part of the mission to help people weather faith transitions, deal with religious trauma, find community, find new organizations to associate with, deal with people with different beliefs, and obtain the connection, mental calm, and peace of mind that all people seem to desire.

Currently resources are categorized into 4 main sections:
--Resources For People Who Are No Longer Religious
--Overcoming Religious Issues
--Resources For Seekers
--Mental Health & Crisis Resources.

Currently there are over 500 links to resources on everything from sex, cults, fear of hell, alcohol treatment, sites for specific religious or demographic groups, Religious Trauma Syndrome, suicide hotlines, and even how much alcohol will get you drunk (alcohol is a complete mystery to many people leaving religion, it’s best not to find out about it by getting blind drunk).
RfR’s resources literally cover every religion on earth, all types of mental, emotional, and physical issues, as well as history, psychology, and relationship issues; it is simply impossible for anyone to be an expert (or even look in depth) on the many subjects covered. Nor can someone who was not raised Catholic, Muslim, Mormon, or Jehovah’s Witness understand the culture enough to properly vet and select the websites to be linked to. SME’s (Subject Matter Experts) are needed as consultants on each subsection of the Resource pages.

2021 Goals
The Resource Team will constantly monitor, update, and increase the Resource database. We will pull resources occasionally from the larger, internal Library of RfR.

The Podcast

2020 Highlights
The RfR podcast was on an indefinite hiatus in 2020. All of our prior episodes are available and located in our Youtube channel as well as most podcast platforms.

2021 Goals
We are currently in planning for a potential podcast development for 2021. As of the printing of this report, a team of volunteers is in negotiation with another
organization whose mission statement is closely aligned with ours. They bring podcasting expertise to our pool of volunteers, and we hope to have an announcement soon.

The Blog

2020 Highlights

In 2020, ExCommunications moved away from Patheos and found a new home on Medium.com. This change came with numerous benefits:

There are no ads on Medium, whereas Patheos subjected our viewers to many distracting ads, some of which might have been triggering for people in religious recovery. This has greatly improved the reading experience and ease of navigation.

Medium is a more social platform, which means it has become much easier to receive and post submissions from established writers. Whenever someone reads these authors’ stories on our blog, they have the opportunity to subscribe to ExCommunications and learn more about RfR.

We never received any money from our blog on Patheos, but we are gradually building an income stream on Medium that goes straight towards funding RfR.

Another significant piece of news is the addition of two new co-editors, Andy and Kristi, who have done an excellent job of consistently adding new content. As soon as we switched over to Medium in August of 2020 and those two joined the team, our average number of articles per month jumped from 3 to 11.

We are still establishing our reader base in the new location, but we’re already reaching more people on Medium than we did on Patheos. Our subscriber count is climbing steadily and we expect the trend to continue as we consistently post high quality content.

ExCommunications accepts submissions from anyone who has something to say about the process of recovering from religion, whether it’s personal stories,
essays, poems, or analyses. Our aim is to curate relatable and thoughtful pieces that might help readers work through various aspects of their own healing processes.

2021 Goals

The RfR blog will continue to curate stories and writings related to the process of recovering from religion. We would like to increase the revenue stream as an additional benefit of being housed at Medium. We hope to appeal to as broad an audience as possible in order to both increase our readership, and give those with a story to tell a place to tell it.

Fall Excursion

2020 Highlights

Due to the Covid pandemic, the 2020 Fall Excursion was cancelled.

2021 Goals

It is the Board’s intention to have another Fall Excursion event in the same location at the same time in 2021. We will follow current scientific and medical guidelines to ensure the safety of all participants.

We will review our workshop feedback and build upon our past success by making slight amendments to our content. We will also review our past processes to make better use of our volunteers and other resources. We aim for this program to be 100% funded in the coming year with combined sponsors, fundraisers, and registration. We are also considering geographical expansion in the coming years.
The Fall Excursion is a valuable and unique experience for those who are struggling with doubts, leaving religion, or coping with a new secular life. We hope to increase accessibility and to set a goal of sustainability and continuity.

**Online Programming**

**2020 Highlights**

Online Programming centers on the RfRx project, which started in March 2020 and consists of weekly online live shows where we bring in speakers to talk about different topics that are relevant to those who are leaving religion or have already left religion. In these sessions speakers either deliver a presentation or have a conversation with two hosts for around an hour, and straight thereafter is a Q&A section where the audience submits questions for the speaker to answer. After the Q&A, the live broadcast transforms into a collective conversation called the “Social Hangout” where audience members take control and engage in direct conversations with the speaker and other participants. These “Social Hangouts” have lasted for up to 7 hours and are monitored by a team of hosts who make sure the environment stays safe and open for everyone.

These shows are broadcast every Monday and live audience numbers have ranged between 25 and 127, with the average of December 2020 being 102 participants, a 56% increase since March’s average. These sessions are also uploaded to our Youtube Channel which, following a rapid development between April and December 2020, has more than doubled both views and subscribers, currently standing at 26.4K and 1.43K respectively. The channel also has a highly positive engagement with a 98.2% like to 1.8% dislike ratio.

**2021 Goals**

Regarding future prospects, RfRx will continue to be produced weekly for the foreseeable future for as long as there is a need for the service. The current team
of 4 social hangout hosts will increase in 2021 and we expect a growth of the Youtube Channel as more RfRx videos are uploaded.

Ambassadors

2020 Highlights
Our Ambassador Program was inspired by the need to have a presence at local conventions, festivals, and community gatherings. The Board and staff can only attend a limited number of meetings, not to mention the cost to the budget of travel and lodging.

Participating in public events serves several purposes. First, it elevates our visibility as the frontline organization to provide hope and healing to those folks struggling with their doubts. Second, this visibility sometimes leads to potential partnership opportunities with organizations whose mission is compatible with ours. Third, it often connects us with those who wish to join our organization as donors and/or volunteers. Finally, it vests our specially-trained volunteers with ownership in our organization, while simultaneously alleviating the burden to the Board and staff to cover all of these opportunities.

We developed a training program that included a short history of Recovering from Religion, as well as our philosophical approach to outreach. Included in the training are suggestions of possible appearances in addition to in-person events: podcasts, interviews, panels, etc.

We currently have 9 trained Ambassadors, and while in-person events were not scheduled this year, our Ambassadors sought out other opportunities to represent RfR, notably Rob Palmer, who was featured on a number of podcasts in 2020, including Atheist Nomads.
2021 Goals

With the advent of the vaccine, the Ambassador program looks forward to a return of in-person festivals and events, as well as travel to national secular conventions. The Ambassador team also seeks to train a new group of volunteers to compliment our RfR Australia program.

Volunteers

2020 Highlights

Board member Shana Rubio has been our Volunteer Coordinator for 2 years. This dedicated and hard worker processes each of the dozens of applications we receive, carefully vetting to ensure the integrity of each program we offer, while strategically assigning volunteers according to their desire and skillset.

This year, due to a large influx of people finding themselves with more time on their hands, she also trained several new interviewers as well as took on the interview role herself as waves of new prospective volunteers completed applications. Most notably in May with 171 applications received.

To date, we have 272 (more than doubling last year’s 119) active volunteers, 172 are Helpline Agents and 45 are Support Group Leaders. The remaining 55 serve as Directors, Internal and Marketing staff, Writers, Webmasters, Coordinators, Board members, and Social Media assistants.

2021 Goals

In 2020, with the help of the new Helpline Director, fellow board members, and a cadre of volunteers willing to wear multiple hats she accomplished 3 out of 4 goals. Namely, streamline the volunteer process, reduce the number of programs we use, and create a multiple-choice quiz.
This year, she aims to implement a behind the scenes onboarding and tracking process that is fully automated apart from the interview/evaluation. In this way she can keep the prospective volunteer on track, ensure the database is accurate, and get a read on our volunteer rate of retention with a view to make changes as needed.

**Budget**

**2020 Highlights**

For the 5th year, Board Member Shanon Nebo has expertly managed and implemented the Recovering from Religion budget and finances. Under her capable leadership, we have managed to conclude each year in the black, operating under a budget funded solely through the donations of faithful and generous supporters.

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<th>2020 BUDGET</th>
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<td><strong>STAFF/CONTRACTED LABOR</strong></td>
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<td><strong>SECULAR THERAPY PROJECT</strong></td>
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<td><strong>LOCAL SUPPORT GROUPS TOTAL</strong></td>
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<td><strong>PODCAST TOTAL</strong></td>
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<td><strong>GRAND TOTAL</strong></td>
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2021 Goals

In 2021, RfR will be able to solidify our Foundation with a more structured approach to our long-term investments. Working with professionals in the field of financial planning, we intend to cautiously and strategically invest with an eye toward establishing our long-term vision of RfR.

Marketing and Social Media

2020 Highlights

Recovering from Religion has several social media platforms:

- Facebook
  - Recovering from Religion
  - Secular Therapy Project
  - Support Groups
- Twitter
  - Recovering from Religion
  - Secular Therapy Project
- Instagram
- YouTube

Recovering from Religion Facebook

- Currently has 30,000+ likes
- Had a like increase this year of 8%
- Had a highest reach of 95k people on a single post with 6k interactions
- Posts regularly about RfR programs, volunteers, blog content, RfRx
content, relevant news, and other content of value to our audience

**Secular Therapy Project Facebook**

- Currently has 5635 likes
- Had a like increase this year of 15%
- Had a highest reach of 26k on a single post with over 1k interactions
- Posts regularly about relevant RfR programs, Secular Therapy updates, news and other relevant content concerning mental wellness

**Support Groups Facebook**

This platform has very limited engagement and is used as a holding area for reminders about Support Group meetups.

**Recovering from Religion Twitter**

- Currently has 4475 followers
- 400+ followers gained this year
- Highest tweet had 32k+ impressions

**Secular Therapy Project Twitter**

- Currently has 526 followers
- 300+ followers gained this year
- Highest tweet had 16k+ impressions

**Recovering from Religion Instagram**

- Currently has 1576 followers
- Highest reach on single post was 23k+

**Recovering from Religion Youtube**

- 1400+ subscribers
- 53 videos

New platforms include Secular Therapy Twitter and Instagram, both showing only a little over a year in growth. Despite our YouTube channel existing for several years, the current addition of regular RfRx videos have given this platform refreshed growth. All platforms have reliably upward trending performance and serve to bring our programs and message to a diverse
audience.

2021 Goals

As social media trends continue to change, so too will RfR’s participation in those mediums that will assist in reaching the widest audience possible.

Grant Writing and Research

2020 Highlights

We are very grateful to have been the recipient of several grants in 2020. We receive a generous grant from the Conru Foundation for our efforts to assist people in developing and honing their critical thinking skills. By every measurable metric, this donation allowed us to expand our reach to help clients and recruit volunteers.

We said a fond farewell to our former grant writer, Sharon Sanders, as she heads off into her retirement adventure with her wife in their motorhome.

2021 Goals

Moving forward, this division of RfR will be combined with Fundraising and Donor Management.

It is our objective to continue to research available grants, both public and
private, and apply for those whose requirements are in alignment with our mission statement. Our ongoing grants include Paypal Giving Fund, Network for Good, and Amazon Smile. We also will continue to have the Double the Donation feature embedded in our website to help donors determine if their employers have a matching fund.

We would like to add a Grant Researcher and Writer to our volunteer team in 2021.

**Technology**

**2020 Highlights**

Examining web traffic to our main website, RecoveringFromReligion.org, the total number of unique visitors over the course of 2020 is 98801. Comparing that to just last year, it represents an increase of 44.17%. The contrast is much clearer when looking at the last four (4) years on a month-to-month basis; the first half of the 2020 year shows marked increase over 2019 and, indeed, all prior years.

It speaks volumes that as Recovering from Religion continues to grow, the majority of visitors to the website originate from direct consumers, meaning that the largest sector of web traffic went directly to RecoveringFromReligion.org rather than going through a search engine, which is the second largest source by 5%. That points to more people remembering RfR’s name and are not solely reliant on the aid of a search engine to locate the site.

**2021 Goals**

RfR will continue its excellence in the area of technology, as it is a vital foundation of our success. We will use cutting edge technology to enhance our response to client needs and expectations.
In the spring of 2020, Chris Boothman, a dedicated volunteer known for his sense of humor and friendly manner, created a proposal to improve the experience for volunteers of Recovering from Religion.

The goal was to develop in-house technology tools to address pain points surrounding the management of volunteers, resources, and the communication with clients.

The project received tentative approval in April, and Gwen Blodgett joined forces as the project manager to determine a path for the project. The goals were grouped into separate phases and presented to the Board and approved on May 12th.

In May, volunteers signed up to assist for roles as developers, testers, documentation, and web design. The IONOS server was subscribed to and work started to set up the infrastructure necessary to support the project vision. The teams started working on their different focus areas and prototypes for the resource and volunteer management tools were built.

As the project moved forward, lessons were learned and the tools and techniques modified to suit the intention of the project. A full test of the existing website was led by Naomi Moura and completed in August. The exercise provided the testing team with experience and provided valuable information for the Word Press team.

Sadly, on September 13th, Chris Boothman died suddenly from a heart attack. His loss was felt deeply by the entire team and it took a couple of months to realign and refocus the efforts. A dev-admin team consisting of Jeff Peters, Erik Huckvale, Steven Christmas, and Gwen Blodgett formed to assess the project and determine a revised vision.

The team identified a need for an upgrade to the server and this was approved and completed during the 4th quarter. The Slack/chat team, led by Kyle Delaney, focused on a chat solution for Slack that would address key pain points Agents encounter when conducting chats with clients. A chat product has been designed that creates threading for the chat conversation removing the need for
unique identifiers and preventing overlapping conversations. Additional features will be explored in the future.

The website team gained a great advantage when volunteer Kimberly Belanger joined forces with Shanon Nebo on the Wordpress team to formalize the vision Shanon had for refreshing the website’s look. The update website pages create a user-friendly flow and a fresh appearance.

2021 Goals

As the team moves into 2021, the goals include publishing the refreshed website and rolling out the chat solution. There will be a need for documentation and testing in the coming months. As these pieces become a reality over the next few months the dev-admin team will be focused on fomenting a sustainable in-house all-volunteer IT support team. As this becomes a reality additional features from the original proposal will be evaluated for the benefit and sustainability. The focus of this team has been and will be to ensure that the future technical support needs for Recovering from Religion will not exceed the ability to manage those functions.

Board of Directors

2020 Highlights

We were fortunate in 2020 to add Gwen Bradshaw to our Board of Directors. Gwen is serving as the Project Manager for our 3.0 technology upgrade. She brings her substantial skills in organizational structure to her role.

Our Board of Directors is a 100% financially contributing board. In addition to time and money, our outstanding board contributes creativity, passion, and a vision for the future.
2021 Goals

Having added the role of Parliamentarian to our Board of Directors, it is our hope going forward that we will continue to be in compliance with our bylaws and other governing documents.

FUNDRAISING PLAN

RfR is committed to funding its 2021 budget fully, using a variety of active fundraising and donor cultivation techniques. RfR does not receive any membership fees or convention revenue, magnifying the challenge of its fundraising plan. The philosophy of RfR as related to fundraising is inclusive and participatory at a very high level. The board of RfR is a 100% donating board. A great many of RfR’s volunteer pool are also financial contributors.

Donor Tools

A web-based program allowing for donor identification, cultivation, tracking, and attaching donation to specific project, and accountability tools for follow-up communication.
Cultivating Donor Relationships
RfR embraces the concept of “friend-raising” as opposed to fund-raising, a concept which encourages its board membership and volunteer force to build long-term, mutually-satisfying relationships with its donors that extend far beyond the financial contribution, vesting them with a deep, personal interest in the organization’s long term health, sustainability, and success.

Educating Donor Base
Unlike many secular organizations, RfR receives no membership revenue. Additionally, RfR does not host a revenue-generating conference, which is a potential source of revenue. RfR believes that its efforts are best utilized in reaching out and helping those persons most in need of assistance because of the negative impact of religion in their lives. RfR will continue to educate its donor base about the unique nature of the organization.

Appeal for matching funds from participating organizations
RfR has enlisted the volunteer help of professional grant researchers and grant writers to locate and apply for grants, matching donor fund programs, and available resources to further the mission of RfR. We have installed Double the Donation on our website to assist donors in determining whether their employers have a fundraising match.

Donations of Secular Therapist Providers
As beneficiaries of the service provided to those clients seeking a secular therapist, the database of therapists are strongly encouraged to participate in contributing to the budget goals of RfR, with an objective of reaching 100% participation.

Utilization of state-of-the-art technology
RfR will employ the use of a variety of technologies to include mobile donation, search engine optimization, web-based and software programs that support the mission.

Estate Planning
Recovering from Religion will seek to educate its base of support of the importance of estate planning to the continued success of its programs. Additionally, RfR will provide links to secular financial counselors to assist donors through the process of long-term and sustained giving.
Efficient Resource Management
RfR will constantly be vigilant to assess its financial position to assure that there are emergency funds available in the event of an unexpected financial turn, and to protect the resources entrusted by donors.

Specialized Campaigns
RfR will occasionally employ a specialized campaign for funds, such as Giving Tuesday, or for unique, unexpected temporary opportunities that require out-of-budget spending.

Minor revenue streams
RfR will continue its relationship with Amazon shopping, to generate a small, passive revenue stream from Amazon shoppers through the RfR website. Also, RfR has relocated its blog to Medium, which has begun to produce a revenue stream.

DREAM BIG - BEYOND 2021
Recovering from Religion is committed to, and enthusiastic about, its Goals and Objectives for 2020. Each board member is fully vested in the mission and direction of the organization. The established goals, while appropriate and attainable, set a high bar for the organization to hit this year.

However, in addition to its drive to achieve the stated goals through the tactics outlined, the board and volunteers of Recovering from Religion share dreams that are larger yet.

Secular Support Network Expansion
The idea behind a Secular Support Network is to provide a resource for non-religious people when they are in need of a service they cannot get in a religious community. Organizations such as Grief Beyond Belief, Secular Sobriety institutions, Secular Parenting, and community gatherings all seek to meet the needs that secular people have. RfR has a dream of compiling those
resources in one place, to be maintained and enlarged as resources become available. This is a natural extension of the support services already provided by RfR.

**Support Groups Plus**
This concept takes the already-established framework of small, local support groups, and enlarges it to include community involvement beyond the immediate need to articulate and share the damage done by religion. The concept of secular community groups, to include peer support, social gatherings, and social justice participation, replaces the traditional role of churches in the lives of people looking to connect.

**Conferences**
RfR looks ahead to attending conventions regularly. While there is an abundance of national conventions within the secular community, there appears to be a lack of regional conferences. The effort to find regional, less costly conferences serves to build community, while simultaneously magnifying visibility and encouraging local involvement on the part of our volunteer base.

**Online secular training**
The opportunity to provide web-based training within the secular community on a broad spectrum of topics (parenting, money management, community-building, leadership skills, small group start-up, etc) is fast approaching. RfR is state-of-the-art in technical training and web-based seminars, and could very soon work toward filling this identified need.

**Beyond secular bounds**
All of RfR’s projects could benefit from partnering and outreach at major psychological/counseling conferences (like the Association for Behavioral & Cognitive Therapies, American Psychological Association, American Counseling Association). In addition, sponsoring workshops at national psych/counseling conferences on secular therapy is also an avenue where RfR could bridge to other non-religious but not secular-movement identified organizations.