

ALL SOULS 
Love beyond belief
ANNUAL REPORT
2019-2020

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EXECUTIVE & MINISTERIAL REPORTS

PRESIDENT'S REPORT

Floretta Reed
President of the Congregation
2019 - 2020

BOARD MEMBERS:

Floretta Reed
President
Craig Jones
1st Vice President
Louie Rojas
2nd Vice President
Dorothy Checotah
Secretary
Beau Brock
Treasurer
Cassandra Austin
Brian Cross
Donna Dutton
Diane Eason Contreras
Kendra Freedom
Clarence Garrison
William Jennings
Eileen Kenney
Scott Kieth
Shelly Mackin
Dan Piazzola
Susan Swanwick
Justice Waidner-Smith
Jill Webb

Executive Staff:

Rev. Dr. Marlin Lavanhar
Rev. Barbara Prose
Shannon Boston
Dave Manson
Alicia Valliant McLain
David B. Smith

The 2019-20 church year has been very eventful. We began the 2019 church year with an aggressive Capital Campaign. We started the Capital Campaign visitor program where volunteers visited the members to discuss and request a monetary pledge toward the new building.

The maintenance cost for our present location increased over and above the budgeted amount causing us to have to raise an additional \$20,000, mostly from present and previous presidents, with the late Roger Ames urging for the roof replacement over Emerson Hall.

The congregation voted in our December meeting to ordain our 2020 Intern minister, Rev. Mariela Pérez-Simons.

The Board developed an Employee of the Year Award for those employees that go above and beyond their regular duties. The recipient will be announced in soon and members nominated employee's via our new website.

We raised \$70,000 from the Love and Light Gala toward our operating budget and we ended the 2019 year in the black.

In January 2020, the Board realized that we were not receiving enough pledges to meet our goal of \$30,000,000 to build our new church downtown.

The Board established a task force under the leadership of Jim Rusher to have two teams; one to review what changes could be made to the present plans to reduce the cost of our downtown building and the other to look at our present church to see what the cost would be to make needed repairs and replacements, such as air conditioner and boiler and increase the square footage to meet the future needs.

The team members for the new building are: Jim Perrault, Leisa McNulty, Greg Bledsoe, Gabe Palacios and Dan Piazzola.

The team members for the present location are: Jim Beach, Becky Sherwood, John Greene and Clarence Garrison and Bob Shipley, as a consultant.

As you can see, we have the experts to review both sides and provide the board with the necessary information and data to make the best decision for All Souls. Thanks to these talented experts for doing this work and their dedication to this project.

On Friday, March 13, 2020, All Souls officially closed due to the COVID-19 virus's social distancing and our commitment to the safety and health of our congregation. The ministers with the support of the Board committed to continue to pay our employees while we're closed.

March 15, we had our first exclusive live stream service. Since then our ministers and staff have done an awesome job developing our Sunday services and providing other program both for children and adults. They've put together a group to reach out to every member to let them know that we're there for them and let them know what programs that are available.

Because of the COVID-19, Congress passed the Cares Act. All Souls applied for a loan from the Payroll Protection Plan that allow small businesses to borrow approximately two months of the salaries and benefits and other related costs (\$325,000) that will be forgiven when we prove that we used the funds to retain our employees. The program became effective April 3, 2020 and we submitted the application at 12:01 on that date thanks to the excellent work of Dave Manson. The information needed for the loan was extensive and because Dave and Jennifer Briggs had good records, they were able to pull the information together in a very short time frame.

Our pledges are down by 22 percent for March and we understand many factors contribute to that decrease. Many of our members have been furloughed, lost their job, or working from home—it's a big adjustment.

Over the next few months, you can be assured that the Board will be looking for any and all creative ways to keep our commitment to you and our employees. We continue to meet to discuss and evaluate our next steps via Zoom. I want to thank the Board members for their support.

All Souls just celebrated its 99th year. We'll get through this pandemic if we stay connected in Love Beyond Belief and we will celebrate our Centennial with a solid future for the next 100 years.

Thank you for your continued support.

Floretta E. Reed
All Souls Board of Trustees, President

SENIOR MINISTER'S REPORT

Rev. Dr. Marlin Lavanhar

The 2019-2020 church year has been defined by the bookend events—national theatrical and community screenings of the documentary, *American Heretics: The Politics of the Gospel*, featuring All Souls, and the COVID-19 pandemic.

In between these major events, our congregation participated in a capital campaign and held services of memorial for some longtime members and leaders of All Souls.

The release of *American Heretics* included screenings and forums in Oklahoma City, Tulsa, New York, Chicago, and Washington DC with ministers and members of All Souls participating. Positive reviews in *NY Times*, *Forbes Magazine*, *Variety*, *The Daily Beast* and elsewhere affirmed our congregation's powerful witness to liberal religious values in the heartland of America. The reception of the film made visible the efforts All Souls has been making over the past 12 years to become a more inclusive and multiracial congregation.

The Capital Campaign efforts will certainly be detailed elsewhere in the annual report. I want to add how meaningful it was to meet with so many members, one on one, and to work with a team of volunteers who went out and had individual meetings with hundreds of our members. In the spring, the Board of Trustees formed a task force to review whether we could reduce the size of the new church design to make it more affordable to the current means of our congregation.

Although we have raised 6 times more in Capital Campaign pledges in the history of All Souls, it is still short of the total amount needed to build the project we have envisioned.

The task force explained in our President's Report will offer their report to the Board at the end of May 2020. We are coming

to realize that the current pandemic, American economic collapse and ailing oil industry may impact the future of the new church project.

When the COVID-19 virus became publicly known in America, All Souls was one of the first churches to close the building and move to virtual services and programs. An article about our decision was published on the front page of the *Tulsa World* and we immediately began online worship, classes, small groups and Sunday school. The staff stepped up to ensure the church members were called and that the programs continued to the best of our ability virtually. I am very proud of the staff and board and membership for their efforts, resilience and creativity and generosity in this time. Our Community Resource Bank has been raising thousands of dollars and helping feed hundreds of people during this unprecedented time.

On the eve of the planned We Can't Breathe protest, in collaboration with protest organizers, I ensured All Souls would provide a safe respite and First Aid facility for the protesters, in part because of the proximity of the Church campus to the protest location and the church's commitment to racial justice. Lynne Burson and Knowlan Randza led the mobilization efforts of our church. Please see the Medic Team report in the appendix section.

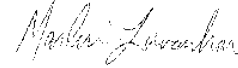
I was slated to take a three month sabbatical this summer, but the COVID-19 pandemic has caused me to delay those plans.

Numbered among those who died this year were some deeply invested and beloved, former leaders of our Board of Trustees including Len Eaton, Bob Scott, Roger Ames, Dan Arthrell and Laura Hailey.

I continue to serve on the board of the TU Center for Humanities, the Knippa Lecture Board (Vice President), the Tulsa Mayor, Police and Community Coalition (MPACC), the Greenwood Cultural Center board and the Downtown Ministers Group. I am also in my 10th year as a part of a Jewish-Christian Dialogue group sponsored by the Oklahoma Center for Community and Justice.

It continues to be a great honor to serve All Souls as the Senior Minister.

Respectfully submitted May 25, 2020.



Rev. Dr. Marlin Lavanhar
All Souls, Senior Minister

MINISTERIAL COMMITTEE FOR REV. DR. MARLIN LAVANHAR

Members:

Brenda Alred, Colin Bent, George Schnetzer

Description:

Support Marlin Lavanhar's Ministry and serve as support. in addition to advocating for him as necessary and appropriate.

EXECUTIVE MINISTER'S REPORT

Rev. Barbara Prose

CHIEF OF STAFF

Our staff structure is stable and our staff themselves are creative collaborators who are adapting with ingenuity and grace to the ever-evolving realities of physical distancing and online connecting. We began huddling via ZOOM daily as we continue to support each other as we shift into the world of online church since COVID-19. Several staff members are redirecting their time and energy to supporting our Communications Department, as so much of our ministry needs more creative and production time.

MINISTRY

Having Rev. Mariela Pérez-Simons as our intern during the time of the pandemic was a big blessing. Mariela had a career in communications before becoming a minister and was able to share her creative ideas, skills and expertise with our ministers, staff and members. Along with many of you, I will be sad to see her go. I am also excited to follow her ministry wherever she goes.

This year gave us all practice in saying good-bye. We started the church year with Rev. Hailu then started the calendar year without her. Most of her responsibilities have been transferred back to me, and our pastoral care and social justice teams are all healthy and growing.

STAFF CHANGES and DEVELOPMENT

In 2020, Alicia Valliant McLain, our Executive Director of Development, stepped into executive leadership of our Membership Department. Arron Matzenbacker moved from part-time work in childcare to full time work with our sextons. This allowed Nefertiti Sanders to assume responsibility for our database, under Alicia's supervision. We are all grateful to Nefertiti for managing

our outreach to members and friends during our time of physical distancing. John Boston (Shannon's husband) started working more in 2020, transitioning to full time work during the pandemic. He is responsible for our IT systems. His knowledge, technical expertise and willingness to respond to all questions with patience and kindness are invaluable. Lastly, please know that Jennifer Briggs is due with her first child – a son, on or about August 30!

SOCIAL JUSTICE

Please read reports from all our justice teams. We are doing good works in the world. Our Justice Council exists to support the coordination and cooperation between our teams. All are welcome at team and Justice Council meetings. TulsaRISE, a new non-profit, exists to raise funds to support the work of our justice team. The Board of TulsaRISE has begun meeting and we have received our first grant, for \$10,000 from the Tulsa Area United Way COVID-19 Response Fund. Future funding will come from foundations and other non-All Souls sources, primarily through the writing of grants.

PERSONAL/PROFESSIONAL

I continue to be active both with ACTION's clergy group and our own ACTION core team. ACTION has been actively working for long-term, systemic change in Oklahoma on issues ranging from evictions, to education, to immigration, to student loans. I am also active with the Good Faith clergy group. Good Faith Clergy is a group of local clergy from many denominations working on understanding our whiteness and ways we can work to dismantle white supremacy both in our own hearts and in our congregations. New Sanctuary Network Tulsa continues to defend the human and civil rights of all people, including undocumented people in Tulsa county. I've participated in virtual rallies with Dream Action Oklahoma and NSNT, am sitting on an interfaith panel on the Book of Ruth, and participated in an online training with Beth Zemsky on

Facilitating Cultural Change. I continue to play the piano, play with pastels and feel incredibly blessed that our older daughter Sophia, has returned to Tulsa and is living at home currently.

With gratitude and love beyond belief,



Rev. Barbara Prose
Executive Minister, All Souls

MINISTERIAL COMMITTEE FOR REV. BARBARA PROSE

Members:

Winston Lewis, Robin Ballenger, Jean Ann Fausser, Alli Cothran, Dr. Daryl Thompson

Description:

Support Barbara Prose's Ministry and serve as support group for Barbara and members, in addition to advocating for her as necessary and appropriate.

EXECUTIVE DIRECTOR OF DEVELOPMENT

Alicia Valliant McLain

2019 FUND DEVELOPMENT

2019 fundraising efforts at All Souls Church saw success in many areas. The church Stewardship Committees are deeply invested in the full mission of the church. We are so grateful for your support!

THE ANNUAL ROCKY STEGMAN MEMORIAL GOLF TOURNAMENT:

The Rocky Stegman Memorial Golf Tournament took place at Stone Creek Golf Course at Page Belcher on Saturday, May 18.

The 2019 Golf Committee did a wonderful job, raising over \$10,000 benefiting our operating fund. Many thanks to Bill Kellough, Event Chair, and the entire Tournament Committee: Scott Keith, Earl and Gunilla Bachenberg, Steve Sparkman, Jim Jarvis, Tom Crofford, Joe McDonald, Steve Sandblom, and Craig Jones.

We extend our sincere and utmost appreciation to all of our 2019 Rocky Stegman Memorial Golf Tournament Sponsors.

THE ANNUAL LOVE & LIGHT GALA:

The Board of Trustees primary fundraising event, All Souls Love & Light Gala, took place on Friday, October 4. The Gala was a sold-out success and featured a 10x10 art show with members and friends of All Souls lending their talent and creativity to provide artwork as silent auction items. Local personality Ana Berry acted as event emcee; additional entertainment provided by Branjae. The event had a net revenue of over \$70,000. The outreach recipient for the 2019 event was the All Souls Justice Council which received ten percent of net revenue.

Special thanks to Event Chair, Caitlin Turner, and Honorary Chairs Scott & Kathy Keith. Additional thanks to Gala Committee members Donna Dutton, Jeffrey Evans, Sarah and Ryan Darby as well as All Souls staff and event volunteers.

We extend our sincere and utmost appreciation to all of our 2019 Love & Light Gala sponsors.

CAPITAL CAMPAIGN:

The capital campaign continued through 2019 with over \$8 million dollars in cash and pledges. An effort to visit all members and friends of All Souls began in the spring and continued through the year. A task force evaluation of the project is currently underway. Special thanks to Capital Cabinet Chairs Ryan Darby and Donna Dutton, and cabinet members Caitlin Turner, Colin Bent, Imogene (Gene) White, Jim Rusher, Judy Jarvis, and Marilyn Ihloff.

Special thanks also to Building Committee Chairs John Hickey and Chip McElroy, committee members Jean Ann Fausser, Stephen Ganzkow, Leisa McNulty, Josh Mize, Floretta Reed, and to advisor Bob Shipley.

THE 2019 OPERATING FUND:

Pledge revenue for 2019 totaled \$1,476,813 million. With your generous support, we successfully ended 2019 in the black!

Respectfully Submitted,
Alicia Valliant McLain
Executive Director of Development

JOHN WOLF INTERNSHIP PREACHING COMMITTEE

MEMBERS:

Leonardo de Andrade
Mykey Arthrell-Knezek
Robin Ballenger
Roger Blais
Suzy Ewing
Denise Dutton
Kendra Freedom
Barbara Prose
Rich Reis
David B. Smith

DESCRIPTION:

Our mission is to strengthen the preaching abilities of the intern as part of the outreach services of the church. This is a small group that meets with the Church's interns for a 6-week intensive preaching practicum. Half of these dates are in the Fall. Half are in the Spring.

Typically, we meet once a week for 6 weeks. The intern presents a sermon of his/her choice to the committee, and afterwards we all discuss the sermon. We try to comment equally on strengths and areas for improvement and give our suggestions for ways to strengthen the sermon. Then during the week, the intern [if he or she wishes] reworks the sermon and presents it again the next week. At the end of the six weeks, the intern should have three sermons to take to his future congregations. Our 2019/2020 Intern was Rev. Mariela Pérez-Simons.

SERVICE:

We supported Mariela in the development of her sermons. She received detailed, specific feedback about each sermon she gave and she applied that feedback with success.

2019-2020 GOALS:

Get to know Mariela
Attend services and activities she was involved in.
Support and evaluate the intern performance during the church year.

2019-2020 CHALLENGES:

Some members couldn't attend all meetings and some low attendance.

2020-2021 GOALS:

The new ministers and committee will develop the goals with the new intern.
They will determine what the next intern needs and what we can offer.
Possibly add more members to the committee; perhaps look at a different meeting schedule

ACHIEVEMENTS/MEASURABLE:

We held monthly meetings, supported each other in our committee and were responsible in completing our tasks.

**BOARD OF
TRUSTEES
&
NOMINATING
COMMITTEE
REPORTS**

NOMINATING COMMITTEE REPORT & RECOMMENDATION 2019-2020

NOMINATING COMMITTEE DESCRIPTION:

The Nominating Committee receives nominations for new board members to fill vacated board seats, or names of candidates for offices that become vacant, and tracks the terms of board members to present names of those who are nominated in their seats on the board into a second or third two-year term. The May 3, 2020 Congregational meeting is postponed due to COVID-19. Special thanks to the Board and Church staff for assisting the committee in fulfilling duties in this unprecedented time.

RE-NOMINATED BOARD POSITIONS:

Second Two Year Term:

Diane Eason Contreras, Kendra Freedom, Louie Rojas

Third Two Year Term:

Dorothy Checotah, Beau Brock

Board Seat	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
1	John Greene -4/4	John Greene -5/5	John Greene -6	Krista Waldron 1/1	Krista Waldron 2/2	Krista Waldron 3/3
2	Ted Sherwood-6/6	Brenda Alred 1/1	Brenda Alred 2/2	Brenda Alred 3/3	Brenda Alred 4/4	Brenda Alred 5/5
3	Roger Blais 3/1	Roger Blais 4/2	Roger Blais 5/3	Roger Blais 6/4	Roger Blais 1/5	Roger Blais 2/6
4	Stacey Craig -4/2	Stacey Craig -5/3	Stacey Craig -6/4	Georgia Snoke 1/2	Georgia Snoke 2/2	Jane Newman 3/1
5	Jim Perrault -2/2	Jim Perrault -3/3	Jim Perrault -4/4	Jim Perrault 5/5	Jim Perrault 6/6	Mike Wessinger 1/1
6	Judy Jarvis- 6/6	Nancy Harbaugh 1/1	Nancy Harbaugh 2/2	Nancy Harbaugh 3/3	Nancy Harbaugh 4/4	Greg Bledsoe 5/1
7	Steve Caldwell 5/1	Steve Caldwell 6/2	Steve Caldwell 1/3	Steve Caldwell 2/4	Steve Caldwell 3/5	Steve Caldwell 4/6
8	Bill Ainsworth -4/3	Bill Ainsworth -5/4	Bill Ainsworth -6/5	George Schnetzer 1/1	George Schnetzer 2/2	George Schnetzer 3/3
9	Marilyn Ihloff-4/4	Jim Rusher-5/4	Jim Rusher-6/5	Joe Lytle 1/1	Joe Lytle 2/2	Joe Lytle 3/3
10	Sharon McElroy 1/1	Sharon McElroy 2/2	Sharon McElroy 3/3	Sharon McElroy 4/4	Sharon McElroy 5/5	Sharon McElroy 6/6
11	Kathy Hinkle -3/3	Kathy Hinkle -4/4	Ruth Ferguson 5/3	Ruth Ferguson 6/4	Imogene White 1/2	Imogene White 2/2
12	Maurice Storm -2/2	Maurice Storm -3/3	Maurice Storm -4/4	Maurice Storm 5/5	Maurice Storm 6/6	Becky Sherwood 1/1
13	Jim Rusher-6/3	Barry Wilder 1/1	Barry Wilder 2/2	Barry Wilder 3/3	Barry Wilder 4/4	Barry Wilder 5/5
14	Pat Newman -6/6	Emily Duensing 1/1	Emily Duensing 2/2	Emily Duensing 3/3	Emily Duensing 4/4	Aneta Wilkinson 5/1
15	Jim Walker 1/1	Jim Walker 2/2	Jim Walker 3/3	Jim Walker 4/4	Samantha Wignarajah 5/1	Samantha Wignarajah 6/2
16	Laura Hailey-Butler -2/2	Laura Hailey-Butler -3/3	Laura Hailey-Butler -4/4	Laura Hailey Butler 5/5	Laura Hailey Butler 6/6	Alicia McLain 1/1
17	Ruth Ferguson 5/1	Ruth Ferguson 6/2	Colin Bent 1/1	Colin Bent 2/2	Colin Bent 3/3	Colin Bent 4/4
18	Nancy McDonald -2/2	Nancy McDonald -3/3	Nancy McDonald- 4/4	Nancy McDonald 5/5	Nancy McDonald 6/6	Ryan Darby 1/1
Pres	John Greene	Jim Rusher	Jim Rusher	Jim Perrault	Jim Perrault	Sharon McElroy
1st VP	Kathy Hinkle	Stacey Craig	Stacey Craig *	Sharon McElroy	Sharon McElroy	Samantha Wignarajah
2nd VP	Jim Rusher	Jim Perrault	Jim Perrault	Maurice Storm	Maurice Storm	Roger Blais
Sec.	Judy Jarvis	Laura Hailey Butler	Laura Hailey Butler	Laura Hailey Butler	Laura Hailey Butler	Barry Wilder
Treas.	Jim Perrault	Maurice Storm	Maurice Storm	Roger Blais	Roger Blais	Joe Lytle
Asst Sec/Treas	Marilyn Ihloff	Ruth Ferguson	Ruth Ferguson	Barry Wilder	Barry Wilder	Colin Bent

2019-2020 Officers:

Floretta Reed
President
Louie Rojas
1st Vice President
Craig Jones
2nd Vice President
Dorothy Checotah
Secretary
Beau Brock
Treasurer
Dan Piazzola
Assistant Secretary/Treasurer

OUR GRATITUDE FOR SERVICE TO OUTGOING BOARD MEMBER

The Board of Trustees thanks Justice Waidner-Smith for her years of selfless service to the congregation through her work on the Board and in the community. Thank you, Justice.

Respectfully submitted by the 2020 Nominating Committee
Judy Jarvis, Colin Bent, Sharon McElroy

2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Krista Waldron 4/4	Krista Waldron 5/5	Krista Waldron 6/6	Clarence Garrison 1/1	Clarence Garrison 2/2	Clarence Garrison 3/3
Brenda Alred 6/6	Craig Jones 1/1	Craig Jones 2/2	Craig Jones 3/3	Craig Jones 4/4	Craig Jones 4/4
Roger Blais 3/7	Deb Herrmann 4/1	Deb Herrmann 5/2	Samantha McPheter 6/6	Diane Eason Contreras 1/1	Kendra Freedom 2/2
Jane Newman 4/2	Jane Newman 5/3	Jane Newman 6/4	Tip Jennings 1/1	Tip Jennings 2/2	Tip Jennings 3/3
Mike Wessinger 2/2	Mike Wessinger 3/3	Mike Wessinger 4/4	Jane Newman 5/5	Jane Newman 5/5	Shelley Mackin 1/1
Greg Bledsoe 6/2	Bill Kellough 1/1	Bill Kellough 2/2	Bill Kellough 3/3	Kendra Freedom 1/1	Cassandra Austin 5/1
Justice Waidner-Smith 5/1	Justice Waidner-Smith 6/2	Justice Waidner-Smith 1/3	Dorothy Checotah 2/2	Dorothy Checotah 3/3	Dorothy Checotah 4/4
George Schnetzer 4/4	Geroge Schnetzer 5/5	Geroge Schnetzer 6/6	Donna Dutton 1/1	Donna Dutton 2/2	Donna Dutton 3/3
Joe Lytle 4/4	Joe Lytle 5/5	Dorothy Checotah 6/1	Brian Cross 1/1	Brian Cross 2/2	Brian Cross 3/3
Sharon McElroy 1/7	Aneta Wilkinson 2/3	Aneta Wilkinson 3/4	Justice Waidner-Smith 4/4	Justice Waidner-Smith 5/5	Justice Waidner-Smith 6/6 Louie Rojas 2/2
Imogene White 3/3	Imogene White 4/4	Imogene White 5/5	Imogene White 6/6	Louie Rojas 1/1	Louie Rojas 2/2
Becky Sherwood 2/2	Greg Bledsoe 3/3	Greg Bledsoe 4/4	Greg Bledsoe 5/5	Greg Bledsoe 6/6	Scott Keith 1/1
Barry Wilder 6/6	Floretta Reed 1/1	Floretta Reed 2/2	Floretta Reed 3/3	Floretta Reed 4/4	Floretta Reed 5/5
Aneta Wilkinson 6/2	Glenn Hudgens 1/1	Glenn Hudgens 2/2	Glenn Hudgens 3/3	Glenn Hudgens 4/4	Sherry Swanwick 5/1
Samantha Wignarajah 1/3	Samantha Wignarajah 2/4	Samantha Wignarajah 3/5	Deb Herrmann 4/3	Deb Herrmann 5/4	Diane Eason Contreras 6/2 Jill Webb 1/1
Alicia McLain 2/2	Alicia McLain 3/3	Alicia McLain 4/4	Alicia McLain 5/5	Alicia McLain 6/6	Jill Webb 1/1
Colin Bent 5/5	Colin Bent 6/6	Beau Brock 1/1	Beau Brock 2/2	Beau Brock 3/3	Beau Brock 4/4
Ryan Darby 2/2	Ryan Darby 3/3	Ryan Darby 4/4	Ryan Darby 5/5	Ryan Darby 6/6	Dan Piazzola 1/1
Sharon McElroy	George Schnetzer	Geroge Schnetzer	Alicia McLain	Alicia McLain	Floretta Reed
Samantha Wignarajah	Samantha Wignarajah	Samantha Wignarajah	Floretta Reed	Floretta Reed	Louie Rojas
Roger Blais	Joe Lytle	Deb Herrmann	Deb Herrmann	Deb Herrmann	Craig Jones
Barry Wilder	Aneta Wilkinson	Aneta Wilkinson	Dorothy Checotah	Dorothy Checotah	Dorothy Checotah
Joe Lytle	Alicia McClain	Alicia McLain	Craig Jones	Craig Jones	Beau Brock
Colin Bent	Jane Newman	Jane Newman	Jane Newman	Jane Newman	Dan Piazzola

SERVICES & WORSHIP

STAFF:

Rev. Gerald Davis
 Rick Fortner
 Rev. Marlin Lavanhar
 Carlton D. Pearson
 Rev. Barbara Prose
 David B. Smith

DESCRIPTION:

Pre-COVID-19, Sundays at All Souls traditionally offers three services (from Labor Day to Memorial Day). Love and community are at the heart of each service. Ministers and guests draw wisdom from the world's religions, including stories from many cultures as well as from science and philosophy, literature and poetry to deliver messages relevant to our times.

Our covenant (a promise we make to each other) unifies All Souls members across a wide variety of perspectives and beliefs.

Love is the spirit of this church, and service is its law. This is our great covenant: to dwell together in peace, to seek the truth in love, and to help one another.

Traditional | 10 a.m. | Sanctuary
 A service with hymns, choirs, pipe organ and ministers in robes.

Contemporary | 11:30 a.m. | Sanctuary
 A service with amplified music, drums, lyrics projected on a screen and congregational interaction.

The Point, Humanist Hour | 11:30 a.m.
 Emerson Hall
 The Humanist Hour takes place in the fellowship hall in a more casual atmosphere that offers a non-theistic message and music of many kinds.

COVID-19

March 15, 2020 was our first exclusive live stream service after closing the building earlier that week. At the time of this report, the building is still closed, but we are creating three virtual, video services each week; Sunday service, Family Chapel, and Sunday School. We are also producing short videos such as Music, Meditation, Hymns, Promos, and our choirs singing. This is in addition to ministerial, social, and supportive programming for all ages.

The Worship Team is supported by the Communications and AV Departments for all worship and CRE productions.

Over the Summer of 2019 we held two services on Sundays at 10 and 11:30 a.m.

2019-2020 GOALS:

Only two services in the Summer.

Integrate Virtual Members into services.

Integrate themes and messages more efficiently between Worship, CRE programs, and Communications.

Develop worship as a central component of our members and guest's relationship to the church.

ACHIEVEMENT/MEASURES:

Completed all 2019-2020 Goals

Developed compelling Worship services to meet the needs of our community along with intern minister, Rev. Mariela Pérez-Simons, including *Día de los Muertos*, Heritage Sunday, and her Ordination.

DATA:

Annual Report dates: May 16, 2019 – March 11, 2020

COVID-19 Report dates: March 11 – June 30, 2020

*AR = Annual Report Dates, C = COVID-19 dates
 (Virtual Services only)

Traditional attendance: AR: 7,015

Contemporary attendance: AR: 3,115 *No services held June, July, August 2019.

The Point attendance: 5,878

Summer Sundays: 3,964

LIVESTREAM: Includes Website & Facebook views:

AR: 10,440 viewers

C: 5,246 viewers

CHILDREN'S RELIGIOUS EDUCATION VIDEO

PROGRAMS: Includes YouTube & Facebook views:

CRE programs during COVID-19 include weekly Sunday School with Elle Fowler and Family Chapel with Shannon Boston!

C: 1,704 viewers

MEMBERSHIP

STAFF:

Alicia Valliant McLain
 Nefertiti Sanders
 Lei Rumley

DESCRIPTION:

All Souls membership consists of in-person (local) members as well as virtual members joining from outside of Tulsa. All members support the church financially as well as with individual gifts and talents and by sharing the good news of Love Beyond Belief. In the era of COVID-19 and social distancing, all

members are considered Virtual Members in terms of how we gather and join in community. Sunday and Wednesday services and programs for adults and children are available via live stream, YouTube, and social media channels.

Total Members: 2,401

Virtual Members: 100

PASTORAL CARE & SUPPORT GROUPS

ALZHEIMER'S CAREGIVERS SUPPORT GROUP

FACILITATOR:
Jim Allen

DESCRIPTION:

Facilitated support group that meets twice monthly to provide information and emotional support to people who are caring for family members with Alzheimer's disease and other related forms of dementia.

SERVICE TO THE CONGREGATION/ COMMUNITY:

Informational, emotional support, and referral assistance for dementia caregivers.

2020-2021 GOALS:

Launch an on-line group
Evaluate the need for and support a new group when we begin meeting in the building again.
Increase awareness within the church community.
Increase meeting attendance.

ACHIEVEMENTS/MEASURABLE:

Average of ninety people attending meetings annually.
Provided a welcoming and comfortable environment for caregivers to take a break from their responsibilities, give them validation and affirmation, and serve as a resource for information.

CARE TEAM

MEMBERS:

Francia Allen
Lynn Bootes
Faith Boudreau
Lynne Burson
Dee Copeland
Greer Fites
Elaine Hammar
Sharon Harris
Rod Harwood
Rhonda Holt
Barbara Jenkins
Eileen Kenney
Carol Leach
Dick Lieser
Sidney Martin
Barbara Prose
Nefertiti Sanders
Sandy Schuster
Rita Woodall

DESCRIPTION:

The Care Team is made up of members of the church community who have received lay pastoral care training. The Care Team serves members of All Souls by being available 24/7 for those that need a safe, caring, and confidential ear to talk to. Care Team members reach out to church members in need when brought to the team's attention and, if necessary, try to connect the member with other resources including one of the ministers. Members of the team rotate call each seven days. They call all the local hospitals daily to check for member admissions and visit any members hospitalized.

VOLUNTEERS

17

SERVICE TO THE CONGREGATION/ COMMUNITY:

The Care Team provides 24-hour phone coverage 7 days a week, daily check-in with hospitals (some hospitals are discontinuing this), connection with ministers, referrals, visits to member's in the hospital, and connect members to other areas of the Pastoral Care Program.

2019-2020 GOALS:

To be accessible to church members in need.
Maintain the Care Team system of communication and Care Team member on call.

2019-2020 CHALLENGES:

We were transitioning from a team which mainly used interpersonal skills into a team which also needs and uses technical skills. Technical difficulties in using Sharefile and entering Connections into the myAllSouls database were experienced by many of our members.

Here is what we did to help solve the problem.

Rod Harwood gave us instruction on how to use the computer programs. We split our team in two groups: to manage the Care Team phone and to be responsible for the tech duties. Even though we added two new tech members, we had fewer people to do the on-call work of the Care Team. We now have a Staff member, Nefertiti Sanders, who does the tech work and the Care Team is back to caring for the members of our congregation.

Hospitals no longer alert us to members that are hospitalized. We are now dependent upon our congregation to alert us when someone they know is hospitalized.

2020-2021 GOALS:

Increase the number of Care Team members to 20.
Develop new ways to connect with members – since most hospitals won't give names of hospitalized members any longer.
Train on topics that are relevant to the group such as recovery from pandemic.

ACHIEVEMENTS/MEASURABLE:

Annual Care Team Potluck Dinner on June 4, 2019, hosted by Dick Lieser - 13 attended
Holiday Party on December 8, 2019 hosted by Greer Fites - 13 attended
Contacts made and sympathy cards delivered between July 2019 and April 2020.
 Sympathy Cards - 165
 Contacts - 253
Added two new tech members to the Care Team.

FRIENDLY SOULS

MEMBERS:
 Sue Ames
 Jennifer Brown
 Connie Dooley
 Ros Elder
 Toni Ellis
 George Lewis
 Cathy Powell
 Brian Turner
 Paul Schuster
 Sandy Schuster
 Marilyn Snedden
 Sherry Swanwick

DESCRIPTION:

Friendly Souls provides a link between All Souls members who are unable to attend services and activities to more active members of the congregation.

SERVICE TO THE CONGREGATION/ COMMUNITY:

Members of Friendly Souls connect with members who are unable to attend the church on a monthly basis and offer support to ministers and the Care Team in caring for these members.

2019-2020 CHALLENGES:

Inconsistent leadership

2020-2021 GOALS:

Reorganize.
 Create and launch phone calling Friendly Souls program.
 Continue to train new visitors and making matches with members.
 Find and train new team leader.

ACHIEVEMENTS/MEASURABLE:

The Friendly Souls goal is to visit at least once a month with each member's assigned Friendly Soul and to let the ministers know if there are any significant changes in health, wellbeing, etc.

HELPING SOULS

CO-CHAIRS:
 Dick Lieser
 Elaine Hammar

DESCRIPTION:

Helping Souls provides support for members in a variety of ways including transportation to doctor's appointments, preparing and/or delivering meals, running short errands such as picking up scripts and groceries, or caring for pets while members are in the hospital, rehab, or recovering from an illness or injury.

VOLUNTEERS:

44

SERVICE TO THE CONGREGATION/ COMMUNITY:

Transportation to doctor's appointments, preparing and/or delivering meals or caring for pets while members are in the hospital, rehab, or recovering from an illness or injury.

2019-2020 GOALS:

Purge Helping Souls volunteer list of inactive volunteers.
 Recruit more volunteers who wish to serve.
 Getting new members through the approval and training process in a timely way.

2019-2020 CHALLENGES:

While we have 44 volunteers, some of them work and are not always available to support our needs at the time we have them. For example, there were times when we only provided one meal to a member when we would have liked to have supported them with more.

2020-2021 GOALS:

Increase our number of volunteers and our volunteer base.
 Educate our congregation about what Helping Souls provides to them and opportunities to get involved.

ACHIEVEMENTS/MEASURABLE:

44 volunteers participated.
 Delivered 46 meals.
 14 families received meals
 Provided transportation 9 times to 7 families.
 Pet care on 3 occasions for one member.
 Ran 1 errand.
 Increased volunteer base at church fair.

LIFE DECISIONS

MEMBERS:

Sue Ames
Ellen Bussard
JoAnne Lewis
Gladys Lytle
Patsy Selman
Marilyn Snedden

DESCRIPTION:

To help All Souls members prepare for decline and death by providing information in various fields, including medicine, finances, counseling, hospice care, and patient's rights. Inform members of options and decisions necessary to support members of one's family and friends, and to allow others to support us when we are unable to speak for ourselves.

SERVICE TO THE CONGREGATION/ COMMUNITY:

We provide written materials about how to plan for end of life to meet personal needs, legal forms, etc; we provide individualized consultation and review; we hold specialized events on topics pertinent to our mission.

2019-2020 CHALLENGES:

Challenge to get younger people to understand the importance of considering end-of-life issues.

2020-2021 GOALS:

Keep materials up-to-date regarding changes in laws and information people need to understand, annual price changes in cremation costs.

Keep improving ways to reach people to meet individual needs.

Host special talks on topics of relevance.

ACHIEVEMENTS/MEASURABLE:

We held a series in the spring with outside speakers: Living Arrangements and Care Settings; Health Changes; Financial, Legal Necessities and Tools; and End of life: Spiritual Support and Planning. COVID-19 prevented that series from completing in the spring and it will finish in the fall when we reopen programming. About 30 to 40 people attended the first two sessions.

We held drop-in meetings for individual consultations on Wednesday evenings, with individualized follow-up as needed. About 2-6 people attended each evening. We also met separately with people who requested meetings to discuss end-of-life issues and prepare documents.

We updated cremation price list available to all congregants. Distribution of price list and of any/all the materials we develop is hard to gauge as they are available online as well as directly in hard copy from the church. We also created a list of lawyers who are All Souls members, or have worked with All Souls members, and are willing to accept referrals.

NAMI FAMILY SUPPORT GROUP (NATIONAL ALLIANCE OF MENTAL ILLNESS)

MEMBERS:

Mary Ellen Jones

DESCRIPTION:

The NAMI Family Support Group meets monthly to provide support for family members of a person living with severe mental illness. The group is posted on the NAMI Tulsa website and is included on other NAMI informational documents. Any family member is welcome. Participation fluctuates greatly as people come and go.

SERVICE TO THE CONGREGATION/ COMMUNITY:

NAMI Family Support group will continue to meet to provide support for family members living with mental illness. We will continue to be here for anyone in need of family support, even if only one person shows up.

ACHIEVEMENTS/MEASURABLE:

Our NAMI Family Support Group is posted on the NAMI Tulsa website and is included on other NAMI informational documents.

Participation fluctuates greatly as people come and go.

Maintain an e-mail list of over 150 that I send a reminder to each month.

PARISH NURSES

MEMBERS:

RNs:

Dee Copeland
 Jeanean Doherty
 Mary Keller
 Mindy Laflin
 Sandy Schuster

Consultants:

Barbara Jenkins
 Sherry McGeady
 Barbara Prose
 Nancy Wilder

DESCRIPTION:

Parish Nurses promote optimum health management of church members and their families by integrating spirituality with health education, counseling, referrals, and advocacy. A parish nurse does not provide hands-on care. We coordinate available services and provide patients with holistic dimensions of healthcare.

SERVICE TO THE CONGREGATION/ COMMUNITY:

As an integral part of the ministerial team, we visit members in homes, hospitals, and nursing facilities. We assess needs, make recommendations, accompany members to medical appointments, review and explain treatment plans by request.

2019-2020 GOALS:

Another R.N. take the Faith Community Nursing certification course.
 Completing our Policies and Procedures.
 Develop a confidential, online tool, possibly myAllSouls Connections, for assessment reports.
 Attending the F.C.N. annual conference.

2019-2020 CHALLENGES:

Need to migrate the program to ShareFile.
 No access to a computer or office until February

2020.

Need more active and engaged Parish Nurses and volunteers.

2020-2021 GOALS

Learn and implement the Mercy documentation suite.
 Recruit RN to take the FCN Foundations course.
 Learn to use ShareFile.

ACHIEVEMENTS/MEASURABLE:

Recruitment of RN team co-chair, Lynne Burson.
 475 hours Parish Nurse activities with members.
 Secured Mercy Documentation Suite for charting.
 Parish Nurses provided care to many parishioners.

We have integrated Parish Nursing advocacy, evaluation and treatment into Women of All Souls, Shawl Ministry, and the Care Team.

We bring our skills to bear in every interaction with parishioners and members of the Ministry or other teams.

Parish Nurse Holiday Party - 6 attended

Meet & Greet for Parish Nursing volunteers & new recruits - 6 attended

See Black Lives Matter, We Can't Breathe Medic Team and All Souls mobilizing report, Appendix 1.

SPIRIT SONG

MEMBERS:

Angela Beeson
 Susan Chase
 Mary Ann Donahue
 Shelley Geyer
 Alisa Hall
 Kristin Hoffman
 John Jacobs
 Stephen Kauble
 Wally Love
 Judy McCormick
 Wendi Opitz
 David Parker
 Ladonna Paris
 Lisa Perrault
 Barbara Prose
 Roger Sallman
 Suzy Sharp
 Angie Spruiell
 Julie Tattershall
 Barry Wilder
 Nancy Wilder
 Carol Young

DESCRIPTION:

Spirit Song offers the gift of song and spirit at the bedside of the dying. Singers are honored and grateful to be welcomed into a family's intimate circle and to stand as loving witnesses to the sacred process of dying. We believe this practice is a step towards changing cultural attitudes and behaviors around death and dying. Spirit Song is a volunteer mixed choral group which is available on request and sings monthly with Clarehouse. New singers are welcome. Alisa Hall is the Director.

VOLUNTEERS:

22 Singers

2019-2020 GOALS:

Continue to improve and increase visibility of the Spirit Song ministry and service.
 Provide our ministry to more people in need.

2019-2020 CHALLENGES:

Outreach continues to be our primary challenge. We believe congregants are not aware of our service. We have filled that gap to a great extent by our visits to Clarehouse, but we need to increase awareness.

2020-2021 GOALS:

Increased visibility of the Spirit Song ministry among the church and broader community.

Once COVID-19 is contained and it is safe to provide song ministry, our primary goal is to comfort. Ensure that we have quality voices to fill our ensemble (we have routinely met this last goal.)

ACHIEVEMENTS/MEASURABLE:

In addition to our stated service for congregants, we sang for the dying on 16 occasions in 2019 and 4 occasions thus far in 2020.

On some of our visits to Clarehouse we sang for several people upon the request of their attending families.

Our group is to be commended for the dedication of all of its members. I, Wally Love, am tasked with reaching out to everyone on short notice to fulfill our mission on request. We've successfully gathered with enough singers to do the job with as little as 60-90 minutes warning. This is remarkable and heart-warming.

**TREKKERS:
LIVING BEYOND CANCER**

MEMBERS:

Faith Boudreau
Marylou Keller
Alicia McLain

A NOTE OF GRATITUDE:

Thanks so much for your love, encouragement, tech support! Trekkers is a vibrant, knowledgeable, hopeful group representative of our Church community. Our members include survivors of all diagnoses and ages, (including 6 members between the ages of 28-35 years old, as well as senior members.) Our membership includes two nurse educators, four caregivers, and husband and wife "team" who are both survivors. Members check with each other during the week if they feel the need to connect. Facilitators encourage group members to call/text them at any time. We also FaceTime members who are isolated or hospitalized for treatment.

DESCRIPTION:

Trekkers is a monthly educational, advocacy, and support group for cancer patients, long-term survivors, their adult family, caregivers, and friends.

VOLUNTEERS:

6

SERVICE TO THE CONGREGATION/ COMMUNITY:

To help all who are impacted by Cancer to live beyond the diagnosis and treatment. Sessions feature local professionals who speak to issues facing those walking the "unplanned journey" of cancer. Topics from speakers in 2019: Exercise for Cancer Recovery Nutrition, and Wellness: Art as Healing; Healing Aspects of Music: Spirituality Self-Care and Self-Advocacy Tools: Benefits of Networking; Updates on Research and Treatments

2019-2020 GOALS:

To respond to the needs of all those who are affected by cancer through education, support and hopeful interaction.
Build a cohesive networking system for group members to enhance self-advocacy.
To utilize the knowledge of local professionals to enhance the quality of life for cancer survivors, family members and friends.

2020-2021 GOALS:

Process addressing needs and connecting with Pastoral Care ministry teams monthly.
Increase awareness and membership.
Enhance offerings through advocacy, education, and mutual, on-going support.
Enhance the use of technology to address issues of isolation and to share specific education pertinent to those experiencing the cancer journey during the COVID-19 pandemic.

ACHIEVEMENTS/MEASURABLE:

Average of 8-10 participants each session with 26 active members.
We follow up on those who are absent via telephone calls and via FaceTime calls.
We completed all 2019-2020 Goals with support from the All Souls Tech Team and Bonita James, excellent collaboration among Facilitators, generous participation by local professionals, Trekkers members ongoing feedback and input.
A one time donation of \$2,500 was made to the Trekker group to cover stipends for professional presenters via the Community Service Fund from "Celebrating the Art of Healing" funds.
When COVID-19 closed the building, we moved to weekly Zoom meeting!

Trekkers offers broader understanding of additional care resources and creates space for the exploration of the physical, emotional, spiritual needs during and after treatment, current research, and family/grief issues.

Participants network and in turn improve community resources, achieve self-advocacy at a time of little control over this challenging medical situation. We have an amazing group of individuals who attend this group. They are eager to learn, share, love and serve others. For the most part, the participants have faced varied diagnoses of cancer and cancer treatment. And yet, members continue to share their kindness, optimism, wisdom, and knowledge with humor and perspective.

**SHAWL
MINISTRY**

MEMBERS:

Tiffany Cross
Hugh Burleigh
DeeDee Cox
Bonnie Darby
Shannon Boston
Jess Holtzapfle
Glenda Huckaby
Kim Marsh-MacLeod
Carlos Moreno
Joe Nurre
Floretta Reed
Jill Webb

DESCRIPTION:

The All Souls Shawl Ministry is a group of fiber artists who make a spiritual practice of creating shawls to be blessed and given to people in our community who are in need of comfort and solace. Members and friends infuse each shawl with positive intentions, prayers, hope, love, and healing.

VOLUNTEERS:

6

SERVICE TO THE CONGREGATION/ COMMUNITY:

Shawl Ministry also makes baby hats, blankets, booties and more. Knitters, crocheters, quilters and other fiber artists of all skill levels are welcome!

2019-2020 GOALS:

Implement Shawl Ministry to start again
To have 10 consistently active members

To create 12 items
Dedicated time and space on Wednesday nights

2020-2021 GOALS:

10 active members
Create method for collection and distribution during covid-19.
Create on-line presence to recruit more knitters and share our love.
Coordinate Care Team and Shawl Ministry so that giving and receiving is reciprocal and rewarding

ACHIEVEMENTS/MEASURABLE:

Shawl Ministry team created at least 20 beautiful handmade items which Care Team members distributed.
Identified a new team leader to start the 2020 church year.

JUSTICE GROUPS

ALL SOULS ACTION

MEMBERS:

Ted Bakamjian
 Shannon Boston
 DeeDee Cox
 Emily Duensing
 Ros Elder
 Kieth Huckabay
 Chalmer LaBig
 Joe Nurre
 Barbara Prose
 Tami Moore
 Nik Renshaw
 Ken Seidel
 Barbara Sensintaffar
 Jeff Staton
 Deanna Tirrell
 Sue Williams

ACTION member institutions:

All Souls Unitarian Church
 Bethany Christian Church
 Church of the Restoration UU
 Church of the Resurrection
 Catholic Parish
 Dan Allen Center
 Dream Alliance OK
 Eastside Christian Church
 Ellen Ochoa Elementary PTA
 Fellowship Congregational UUC
 Hope Unitarian Church
 Legal Aide
 National Association of Social
 Workers Tulsa Chapter
 Phillips Theological Seminary
 Saint Aidan's Episcopal Church
 Saint Francis Xavier Church
 Together Oklahoma
 Tulsa Interface Alliance
 Tulsa Lutherans in Action
 Trinity Episcopal Church

DESCRIPTION:

All Souls ACTION is the embodiment of All Souls commitment as a faith-partner of ACTION Tulsa, (Allied Communities of Tulsa Inspiring Our Neighborhoods). ACTION Tulsa is a group of diverse community-based institutions as they advocate together for political change to improve the lives of families and individuals in Tulsa. All Souls ACTION and ACTION Tulsa follow the IAF model. At the local level we build broad based organizing projects which create new capacity in an institution for leadership development, citizen-led action and relationships across the lines that often divide our communities. Learn more at actiontulsa.nationbuilder.com.

VOLUNTEERS:

We have a pool of approximately 400 All Souls members who have requested to receive the monthly ACTION newsletter and who attend various actions and events depending on their interest in or experience with a particular issue. Because ACTION engages the whole institution, every member of ACTION is our pool of volunteers!

EVENTS & ATTENDANCE:

All Souls ACTION and ACTION Tulsa provide training in skills for civic engagement, opportunities for leadership development, connections across the boundaries that usually divide a community and the power to make changes to policies in government systems to improve the lives of families and individuals. The Core team, strategy team and ACTION teams meet monthly or as needed.

EVENTS:

Social Justice Wine Tasting, *Brokelahoma* film showing with follow-up roundtable discussions, Legislative Preview with Tulsa World's Randy Krehbiel and Learning Forum on Student Loan Debt, roundtable discussions on education and aging issues, ACTION leadership training, Court observation training.

2019-2020 GOALS:

Expand the number and diversity of the core team. Work with church leaders and staff to develop ongoing connections with justice teams and find ways to support using the IAF community organizing model. Ensure that sufficient funds are available to meet our dues commitment of at least \$5,500.

2019-2020 CHALLENGES:

Our major challenge was expanding the number and diversity of the core team. Another challenge was meeting our turnout goals for our roundtable discussions focused on the issues of Education and Aging. It's also an ongoing challenge to balance the commitment of our ACTION work internal to the

church with our work on community issues so we aren't stretched beyond our capacity.

OVERCOMING CHALLENGES:

Expanding the number and diversity of the core team has represented a challenge for our group. While congregants regularly provide us with affirmations regarding ACTION's goals/activities, and various individuals attend our core team meetings as guests, sustaining the participation of these potential members has proven the challenge. In early March, with the help of Rev. Prose, we identified specific individuals to contact as potential ACTION core team members. Core Team members also follow up via phone calls and individual meetings with new church members indicating an interest in ACTION.

We need to continue to work with our ministers and church staff to build bonds and strategy with other justice teams and groups who educate and engage All Souls members so we can communicate and work more effectively across the church. It might help to have a formal process for connecting our team with members expressing an interest or concern about a social justice issue.

2020-2021 GOALS:

Expand the number and diversity of the core team. Offer two training opportunities to facilitate leadership and advocacy skills in ACTION members and All Souls congregants. Deepen relationships between ACTION and other teams and boards within the church including the justice council and lay leadership to expand training and organizing opportunities.

ACHIEVEMENTS/MEASURABLE:

All Souls ACTION and ACTION Tulsa provide training in skills for civic engagement, opportunities for leadership development, connections across the boundaries that usually divide a community and the power to make changes to policies in government systems to improve the lives of families and individuals.

We had a highly successful fundraising event as a result of a great idea, good planning, and cooperation of the All Souls staff. Our Social Justice Wine Tasting had 50 attendees and raised \$1700.

Ministerial participation in our core team meetings has facilitated our connections with other groups, e.g., Justice Council and Tulsa Rise, as well as other functions such the Membership Outreach Initiative.

We have not been successful in expanding the number or diversity of our core team.

COMMUNITY RESOURCE BANK (CRB)

MEMBERS:

Shannon Boston
Becky Cartwright
Becky Grigg
Daniel Huerta
Roynell Joseph
Joe Nurre (Chair)
Doyle Osborne
Barbara Prose
Jackie Sheppard
Bill Snyder
Deanna Tirrell
(Co-Chair &
Volunteer Coordinator)
Carol Young

CRB PROGRAMS:

PIE Unity & John Hope Franklin
School Dinners & Groceries
Lindsey House
Groceries
Empower Families
Groceries
ASUC Caring Souls
Food Packages
Women in Recovery
Groceries
Coffee Bunker
Groceries & Services
Cherry Street Market
outreach & transportation
Day Center for the Homeless
coordinate monthly dinners &
additional services

DESCRIPTION:

The Community Resource Bank is the Food Ministry of All Souls Church and is a Partner Agency of the Community Food Bank of Eastern Oklahoma.

Our Vision: To directly face and respond to the causes and impact of poverty on our communities by building relationships and working together to meet immediate needs, design and implement new programs so we can all face the future with hope.

Our Mission: To collect resources in the form of material goods, so that they can be systematically and efficiently redistributed in an effort to serve our members, our outreach programs, and the larger community.

Community Resource Bank also believes an important part of its mission is to inform and focus the All Souls community on the issues of poverty and hunger in our own community and in the larger communities of Tulsa and Oklahoma and to help create and foster a greater sense of awareness and participation in responding to these needs.

VOLUNTEERS:

Community Resource Bank currently maintains a roster of over 60 volunteers. 19 sustaining contributors who contribute a defined amount each month also support our activities.

CRB volunteers participate in 14 different activities each month to further our mission and serve our partner agencies.

2019-2020 CHALLENGES:

Two weaknesses in CRB's organization became apparent as we re-organized to meet the challenges

COVID-19:

Our volunteer force is chiefly made up of dedicated, hard-working seniors and retirees. These are members of the congregation who are fit enough to move over 30 tons of groceries and who have the free time, during normal working hours, to pick-up, assemble and deliver our distributions. Social distancing and risk categories have limited participation from this pool of volunteers and we have struggled to find replacements.

Few of us anticipated in early March the increased demand imposed on food banks and pantries because of the pandemic. Like all of these agencies, CRB's resources have been tested to the extreme; but we have held nothing back and the congregation can be proud of our response.

EVENTS, FUNDRAISERS, & ATTENDANCE:

Continuing sponsorship donations from members of the All Souls community, Empty Bowls fundraiser, sponsored by Children's Religious Education,

Sunday collection plate offerings and a grant from the Justice Council.

Due to COVID-19, we were unable to hold the Empty Bowls fundraiser at the time of this report.

SERVICE TO THE CONGREGATION/ COMMUNITY:

Although CRB maintains its pantry to be able to meet the needs of the All Souls Community as well as those who come to our door in need, our primary mission is to serve as conduit, distributor and facilitator for the services and resources of the Community Food Bank of Eastern Oklahoma (CFBEO) and other community agencies which have a need for a food component in their work but are unable to supply it because of budget, insufficient volunteers or lack of logistical support.

The needs of each agency are different and CRB attempts to specifically tailor our response to those needs. Our efforts include supplying packed groceries to Partner School families as well as delivery, in bulk, to smaller, agency-specific pantries throughout the city. Some families receive only shelf-stable groceries, some receive only fresh produce, many others receive both. Some agencies pick up at our pantry; we pick up and deliver for others.

CRB works to find an effective balance between efficient delivery, at scale, and meeting each agency's unique needs. Good partnerships and good working relationships are essential.

2020-2021 GOALS:

Increase food distribution and collection.

Recruit younger volunteers and increase our volunteer base.

Continue to develop a reliable funding streams and find "creative" revenue streams to meet the increased demand that will likely continue with COVID-19, including formal sponsorships, that will permit us to expand CRB programs.

Continue to raise awareness of the significant material needs of Tulsans living in poverty and the CRB programs that address poverty.

Develop a long-term plan to sustain and develop CRB programs.

ACHIEVEMENTS/MEASURES:

1614 Families

1856 Adults

2821 Children

364 Seniors

CRB distributed 61315 pounds (30.6 Tons) of food 25,702 pounds of shelf stable groceries (42%) and 35,615 pounds of produce (58%).

CONTINUED >

This represents an individual distribution of nearly 57 pounds per family.

The wholesale value of groceries is over \$98.64; CRB was able to provide these groceries for \$15.89 per distribution.

As our relationships with our partner agencies have developed, CRB has learned to tailor our distributions to suit the needs of each agency and our abilities and resources to meet them. 60% of the households we serve (73% of individuals) receive a full distribution of 26# of shelf stable groceries and 29# of fresh produce. 37% households (22% of individuals) receive fresh produce only (average 14#). 3% of households (5% of individuals) receive shelf stable groceries only (average 26#).

Success and obstacles often come hand-in-hand as partners. Through most of the year, CRB continued

its efforts successfully and was augmenting services to Unity and John Hope Franklin Elementary—we distributed groceries to 35 families at the monthly Family Dinners.

However, the social distancing requirements required a complete re-evaluation our services and our methods. We were successful, in March and April, in maintaining our deliveries; as well as serving new agencies whose resources were stretched thin.

New relationships create new partnerships. We are particularly grateful for the new delivery options our relationship with the Dream Center, a north Tulsa community center, has made possible.

*See CRB COVID-19 report for food distribution, partnerships, and Operation Empty the Pantry, Appendix 2.

CRIMINAL JUSTICE OUTREACH

MEMBERS:

Melissa Baldwin
Robin Bundy
Shannon Boston
LaDonna Boyd
Jan Eppler
Carlos Moreno
Joe Nurre
Rachael Roach
Julie Skye
Shamika Skillings
Ellen Sowell
Mike Sowell
Hanna Tacha
Christian Threadgill
Jill Webb

DESCRIPTION:

The All Souls CJO Team seeks to educate how Oklahomans are impacted by incarceration and criminal justice issues, and to cultivate equitable reforms in our Criminal Justice System. We seek systemic change within the intersection of the public health system—over-criminalization and Adverse Childhood Experiences, and to be stigma free.

VOLUNTEERS:

13

EVENTS, FUNDRAISERS, & ATTENDANCE:

Justice for Julius Jones - 50
Holiday Celebration for Women In Recovery - 200
Policy In Action: Criminal Justice Legislation - 30
Code for Tulsa: 2019 National Day of Civic Hacking (co-host) - 30
Booksmart Tulsa: *Dopesick* Book Talk and Signing (co-host) - 100-125

SERVICE TO THE CONGREGATION/ COMMUNITY:

Educate the members of the community, and try to provide support to those who are incarcerated.

2019-2020 GOALS:

Partner with legislators to introduce HB 3028.
Bipartisan discussion about criminal justice policy.
Documentary/book events each quarter.

2019-2020 CHALLENGES:

We've learned to leverage and embrace the strengths of our volunteers. We've also learned the types of events and activities we're good at and have redirected our resources to support partner nonprofits (ACTION, Block Builderz, The Bail Project, Women in Recovery, 1st Step Male Diversion, etc.) which are doing that work by building more awareness and advocacy for them. Because of COVID-19, we canceled the March 2020 event. It's unknown when we will be able to start hosting events again.

We anticipate 2020-2021 will be focused on "rebuilding" our momentum. I, Carlos Moreno, worry

HB 3028 passing the Senate before the session is over. I fear it won't be a priority with COVID.

2020-2021 GOALS:

Continue our advocacy work and our documentary and/or book discussion series.

Partner with legislators to introduce HB 3028.

Host a bipartisan discussion with legislators about criminal justice policy.

Considering hosting workshop about personal divesting from the criminal justice system.

ACHIEVEMENTS/MEASURABLE:

What we're most proud of is a toss-up between advocating for HB 3028, and hosting the bipartisan discussion with legislators about criminal justice policy. To our knowledge, this is the first time that All Souls as a church has either actively brought awareness to a specific state bill for policy change or hosted a bipartisan discussion with legislators.

We had more than 400 in attendance for our events. These important discussions and have led toward greater awareness among our church. We have shone a spotlight on the death row case of Julius Jones, advocated for HB 3028 which passed in the OK House of Representatives, and hosted national speakers, Beth Macy and Chris McGreal, and a bipartisan discussion with legislators about criminal justice policy.

Our CJO team is very hard-working and passionate. I'm immensely proud of what we have accomplished, with as few people and funding resources as we have. I'm also incredibly proud that we get to do this work, specifically at All Souls where we are putting our love and sense of justice into action.

OTHER INFO:

CJO is an awesome team and we're doing some incredible work. LaDonna Boyd is a force of nature, in her advocacy work to bring a harm reduction program to Oklahoma. It would be the first time for the state. She is moving mountains.

GREEN TEAM

MEMBERS:
 Gary Allison
 Herb Beattie
 Bob Jackman
 Dick Jackson
 Chalmer LaBig
 Nancy Moran
 Julie Skye
 Judy Trickey
 Barbara
 Van Hanken

DESCRIPTION:

The Green Team seeks to provide education and advocacy on environmental issues to the congregation and community.

VOLUNTEERS:

17

EVENTS, FUNDRAISERS, & ATTENDANCE:

RF 100 Campaign (All Souls with TMM) - 75-100
 Water Lobby Day at the Capital - 10
 Pollinator Garden in honor of Sheila Swearingen - 4

2019-2020 GOALS:

Improve our communication with the congregation.
 Work with TMM to reach faith communities.
 Work with other members of the Oklahoma Conservation Coalition and others to promote pro-environmental legislation.

2019-2020 CHALLENGES:

The political climate favors big business over a clean environment.
 Need help to elect more responsive legislators.
 Low advertising of events to the congregation.

2020-2021 GOALS:

Continue to improve communication with members of the congregation.
 Bring in speakers or have movie nights with environmental themes.

Explore more ways to make the church building and grounds more sustainable.

ACHIEVEMENTS/MEASURABLE:

Gary Allison, Dick Jackson, and Nancy Moran worked tirelessly organizing the Ready for 100 Campaign. Barbara Van Hanken organized the field trip to the capital. Scott Swearingen used his creative talents and investigative journalism expertise to produce the video "Big Chicken."

JUSTICE COUNCIL

OFFICERS:
 Margo Mitchell, Chair
 Sue Williams, Vice-Chair
 Glenda Huckabay, Secretary

DESCRIPTION:

Justice Council represents all the social justice teams of All Souls. Monthly meetings allow members to coordinate their efforts for more justice in our community and beyond.

VOLUNTEERS:

11

2019-2020 GOALS:

Support the work of All Souls justice teams.

2019-2020 CHALLENGES:

Too many transitions and irregular meetings.

2020-2021 GOALS:

Regular meetings. Collaborate on fundraising, volunteer recruitment, addressing internationality and building a fusion movement.
 Respond to needs in COVID-19 era.
 Create larger on-line presence: blog, Instagram, "Just-Us News," etc. to recruit and train more loving activists.

ACHIEVEMENTS/MEASURABLE:

The Council started meeting again.
 The Council's official team representatives are the core of the TulsaRISE Board of Directors.

Justice Council 2020-2021

Margo Mitchell, Chair
 Sue Williams, Vice-Chair
 Glenda Huckabay, Secretary

TulsaRISE 2020-2021

Nancy McDonald, Chair
 Carlos Moreno, Vice-Chair
 Glenda Huckabay, Secretary
 Nancy Coryell, Treasurer

LGBTQ+

MEMBERS:

Peggy Allen
Susan Burk
Nancy Coryell
DeeDee Cox
Norm DeMoss
Thomas Farnan-Williams
Ashley Hunter
Bonita James
Shelley Mackin
Caitlin Norton-Rinick
Griselda Salmanca
Shandi Salmanca
Ashley Wise-Jalowy

DESCRIPTION:

The LGBTQ+ team plans social gatherings, services, and other events around Tulsa Pride and Trans Day of Remembrance, National Coming Out Day, and other important LGBTQ+ dates and occasions.

VOLUNTEERS

40+

EVENTS, FUNDRAISERS, & ATTENDANCE:

Marchers at the 2019 Tulsa Pride Parade - 150+
Booth volunteers at the 2019 Tulsa Pride Festival - 25
Pride in the Park - 15
Baking Social hosted by Shelley Mackin OKEQ - 15
Inclusive Rainbow Pin Fundraiser - \$220

Due to COVID-19 our Rainbow Pins were only available for one Sunday.

We were not able to participate in Tulsa PRIDE outside of members decorating their homes for #TulsaPrideInside and supporting Pride through Worship and Social Media.

SERVICE TO THE CONGREGATION/ COMMUNITY:

Our group is a welcoming and affirming space for LGBTQ+ members to meet and have fellowship.

2019-2020 GOALS:

Increase engagement with non-core team members and allies.

Integrate group better with the church at large, e.g. fundraiser and/or social event.

Network with other LGBTQ+ organizations in the Tulsa area beyond OKEQ.

2020-2021 GOALS:

Create ways to connect virtually and provide content for our LGBTQ+ community.

Support OKEQ through communications and call to actions.

Offer Inclusive Pride pins for donation online.

ACHIEVEMENTS/MEASURABLE:

Increased members of our core team which plans and influences how All Souls represents the LGBTQ+ community.

Core team provided insight to worship about events and responses affecting the LGBTQ+ community
Increased visibility and spiritual observances within the church, as well as good coordination with church staff/leadership, an enthusiastic community involvement during Pride season.

Provided 250 servings of cookies for OKEQ's annual community Thanksgiving dinner.

Managed booth and float duties for 2019 Tulsa Pride festivities.

Congregation plate offering supported Oklahomans for Equality.

Represented PRIDE during July 2020 via Social Media, our sign out front, flying the new inclusive flag for our building which has representation for BIPOC, and Transgender siblings.

MEN OF ALL SOULS

MEMBERS:

Beau Brok
Geoffrey Beeson
Jim Elder
Jim Gillispie
Gary Godwin
Gary Larsen
Sid Martin

DESCRIPTION:

The Men of All Souls' mission is to create and foster a strong organization for men, those who identify as male, who are 17 and older, or are interested in men's issues. Activities focus on building strong and honest relationships, sharing stories without judgment, and supporting the health and well-being of our members. Membership crosses all boundaries of age, race, ethnic, and cultural backgrounds.

VOLUNTEERS:

10

EVENTS, FUNDRAISERS, & ATTENDANCE:

Meet-ups and meetings: attendance was spotty
Day Center for the Homeless meal; Fed 150+
4th Annual Chili Cookoff: 80 people; Funds raised: \$480

2019-2020 GOALS:

Implement monthly dinner story sessions for men.
Implement the learnings from our 2019 Spiritual Retreat into our daily lives.
Refocus/ rename Redefining Masculinity
Effective implementation of attractive programs.
Repetition, repetition of messages in effective ways.

Increased participation.

Implement a rational, sustainable program offerings model.

2020-2021 GOALS:

Implement monthly dinner story sessions for men.
Implement the learnings from our 2019 Spiritual Retreat into our daily lives.
Refocus/ rename Redefining Masculinity
Effective implementation of attractive programs.
Repetition, repetition of messages in effective ways.
Increased participation
Implement a rational, sustainable program offerings model.

ACHIEVEMENTS/MEASURES:

Our senior minister began a monthly series of storytelling and conversations with men. It was highly successful and well attended each month. We look forward to continuing this programming in some form in the coming year.

PARTNERS IN EDUCATION (PIE)

MEMBERS:

Jim Beasley
Charlie Cantrell
Martha Cantrell
Jenny Clyde
Bonnie Darby
Andrew Donovan-Shead
Emily Euensing
Anne Francis Ellis
Haywood Hill
Lana Hill
Kathy Horne
Caroline Johnson
Melody Johnson
Jen Latham
Tammy McCartney
Margo Mitchell
Nancy McDonald
Barbara Prose
Holly Romine
Jean Shields
Paul Schuster
Phyllis Wolverton

DESCRIPTION:

Partners In Education (PIE) serves the faculty, students, and families of Unity Learning Academy, John Hope Franklin Elementary, and Monroe Demonstration Academy.

VOLUNTEERS:

90 PIE program volunteers

SERVICE TO THE CONGREGATION/ COMMUNITY:

PIE serves our partner schools through; math tutors, reading and lunch buddies, family dinners, Code Club, Bike Club, Parent recognition events; attendance parties, incentive store, sponsor sports and school choirs, provide transportation and chaperoned field trips, provide supplies to teachers and students, etc.

2019-2020 GOALS:

Recruit volunteers for various services.
Make PIE more visible to church members.
Impact student achievement.
Increase Sing for Our Schools attendance/funds.

2020-2021 GOALS:

Increase Sing For Our Schools revenue.
Positive messaging about PIE to All Souls members.
Develop aggressive volunteer recruitment plans. Cultivate and attract new businesses and organizations to partner with us.
Secure grant funding through TulsaRISE.

CHALLENGES:

We struggle with recruiting volunteers. Most needs occur during the day and the number of adults free at that time is limited. We fail to attract younger people to the program. There is always a lack of adequate funding for our schools. Previous to COVID-19, number of volunteers needed was a challenge.

During COVID, PIE has continued to partner with CRB, providing groceries for 35 families who were identified as food insecure by our partner schools. PIE is evaluating ways to serve our Partner Schools and the children of Tulsa this next school year.

ACHIEVEMENTS/MEASURES:

PIE serves 1,200+ families every day at the three schools in a variety of services.
PIE serves 200+ guests per month at family dinners.
PIE serves 100 faculty members at three schools.
PIE provides opportunities for church members to engage in educational experiences with children.
Sing for Our Schools raised \$3,586 for PIE programs with 150 attendees.

ADDITIONAL INFO:

Possible support from the general budget of the church and opportunity for staff to work with us to introduce new church members to PIE. A volunteer coordinator on staff would be helpful.

PARTNER CHURCH

MEMBERS:

Ted Bakamjiam
 Shannon Boston
 George Davenport
 Emily Duensing
 Doug Henderson
 Barbara Prose
 Dianne Rusher
 Michelle Spencer

DESCRIPTION:

The All Souls Partner Church committee works to enhance, develop and support All Soul's ongoing relationship with the residents, minister and church of the Village of Enlaka, located in Transylvania, Romania.

VOLUNTEERS:

5

2020-2021 GOALS:

Find a new chairman for the committee.
 Inspire and organize a trip to Enlaka.
 Continue to provide financial support for maintenance of Enlaka's cemetery.

ACHIEVEMENT/MEASURES:

In the 2019-2020 church year we had a visit from our partner church in Enlaka's new minister, Rev. Timea Matefi. Rev. Timea Matefi is the first female minister of the Enlaka church which dates back to 1568. She delivered a message from the All Souls pulpit, in English, that was very well received.

Some partner church members watched the service online with us.

Thanks to the good work of George Davenport our church has sent Christmas greetings from our members and children to our partner church.

We have also received cards and gifts from the members and children of our partner church. Thanks to Facebook we have been able to stay connected to the minister Rev. Timea Matefi.

The committee is responsible for dissemination of Enlaka and Transylvania news; logistical support for individuals or groups wanting to travel to Transylvania; ongoing correspondence with Rev. Timea Matefi.

PARTNERSHIP NICARAGUA

MEMBERS:

Shannon Boston
 Libby Billings
 Jim Elder
 Mary Ellen Jones
 Robin Hernandez
 Chalmer LaBig
 Stacey Leigh
 Kim Marsh-MacLeod
 Sherry McGeady
 Barbara Prose
 Dave Staudt
 Scott Swearingen

DESCRIPTION:

Formerly Village Banking, Partnership Nicaragua, works with Tulsa-based JustHope—supporting projects that offer a hand up to the people of Chacraseca, a rural area of Nicaragua. We support microcredit banks for women to create small businesses and underwrite sustainable agriculture.

We fund school supplies and uniforms for elementary school students and provide medical supplies for the clinic. We have expanded our work in education by sponsoring a nursing student at the University. This is an equal partnership with the people of Nicaragua.

We raise money by selling Fair Trade coffee, chocolate and craft items at our mobile store front on Sunday mornings. Since COVID-19, we have sold our coffee and chocolate inventory through word of mouth among our volunteers and community.

VOLUNTEERS:

10

2019-2020 CHALLENGES:

Political unrest in Nicaragua means travel isn't possible at this time
 Streamlining our store to the most popular items

2020-2021 Goals:

Expand inventory of handmade craft items for Mothers Day and Holidays.
 Continue to improve our marketing and displays.
 Raise sales by 10 percent.
 Travel to Nicaragua if safe from COVID-19.

ACHIEVEMENTS/MEASURES:

Quarterly meetings with JustHope at Elote.
 Store sales for 2019: \$2,132
 Monthly average: \$178
 Microcredit Banks are fully funded, 100 percent payback rate on loans.
 Funded 20 backpacks, containing school supplies and uniforms for first graders.
 Funded living expenses and graduation for the Senior Year of Flor Martinez, Nursing student.
 Provided funds to clinic staff to replace medicines when government funds ran out.

REPRODUCTIVE JUSTICE

MEMBERS:
 Barbara Bannon
 Nancy Coryell
 Barbara Prose

DESCRIPTION:

The Reproductive Justice team seeks to energize and broaden support for women’s reproductive freedom and increase awareness of how it impacts family well-being, mental and physical health, social mobility, and economic status. Many people do not know about the restrictive laws that are being proposed and voted on by our representatives. Providing information to members helps them understand that our rights are in jeopardy.

VOLUNTEERS:

2

2019-2020 CHALLENGES:

Getting people involved in a church that already asks so much from members.
 Knowing if members are contacting their legislatures.
 Difficulty getting rooms or tables for representation at the church. We send an email and never hear back from anyone or it takes multiple phone calls/emails for the All Souls staff to understand what we are trying to do. We need information on the procedures for asking for rooms, money, tables, etc.

2020-2021 GOALS:

One representative from each organization to discuss what we can do, as an organized alliance.
 Parties build email list to send out calls for action.
 Keep members informed about restrictive laws that are being proposed in Oklahoma and the US.

Encourage members to communicate with their state legislatures.

ACHIEVEMENTS/MEASURES:

Created an alliance of groups active in Oklahoma that are involved in the fight for reproductive freedom.
 We had 5 meetings in 2019 - 5 to 15 attendees
 Invited and met with several representatives from the following organizations:
 All Souls Reproductive Justice
 Oklahoma Call for Reproductive Justice
 Oklahoma Religious Coalition for Reproductive Choice
 Peaceful Presence
 American Civil Liberties Union
 Planned Parenthood
 Fellowship Congregational Church
 Trust Women
 Tulsa Women’s Clinic (formerly Reproductive Services)
 Oklahoma Call for Reproductive Justice
 Youth Services of Tulsa
 Take Control Initiative
 If When How
 NARAL
 National Abortion Foundation
 Oklahoma Call for Reproductive Justice
 Oklahoma Religious Coalition for Reproductive Choice

SIENNA PROJECT

MEMBERS:
 Laura Bullock
 Rogelio Contreras
 Nancy Coryell
 Stacey Craig
 Emily Duensing
 John Greene
 Gayle Hunt
 Mary Ellen Jones
 Anitra Lavanhar
 Robert Little
 Shelley Mackin
 Joe Nurre
 Reatha Oliver
 JoJo Ogundare
 Dianne Rusher
 David Truelove

DESCRIPTION:

The Sienna Project builds schools in the Guatemala highlands in honor of the Lavanhar’s late daughter Sienna. Eighteen All Souls volunteers traveled to Guatemala and built the second All Souls Sienna Project elementary school (and the 12th Sienna Project school) in January 2019. Hope to plan our next trip in 2021! The Sienna Project raises the funds to build schools and trip costs are \$900 + raising \$1000 for materials.

VOLUNTEERS:

17

2019-2020 GOALS:

Create an application form/process that provides for accountability and penalties if participant withdraws after a certain time period.
 Recruiting volunteers with website building expertise.
 Design a Sienna Project trip to be inclusive of All Souls Youth.
 Increase advertising, individual contributions through the mailing campaign, word of mouth about the awesome experience.

SOCIAL JUSTICE SPEAKS

MEMBERS:
DeeDee Cox
Chalmar LaBig

DESCRIPTION:

Each week a different speaker presents on their group's mission, highlighting a different discussion or question in our journey to improve our community and our world.

VOLUNTEERS:

2

2019-2020 GOALS:

Create an application form/process that provides for accountability and penalties if participant withdraws after a certain time period.

Recruiting volunteers with website building expertise.

Design a Sienna Project trip to be inclusive of All Souls Youth.

Increase advertising, individual contributions through

the mailing campaign, word of mouth about the awesome experience.

ACHIEVEMENTS/MEASURES:

2019 - 2020 we had 23 presenters and about 200 attendees for fall and spring.

Speakers and topics included criminal justice, LGBTQ+, voting, incarceration, among other issues our Justice teams and ministers were focused on.

We had great support from Bonita, Barbara Prose, and many others such that by the time the church closed due to COVID-19, our awareness among church members and our attendance was increasing.

We do not know what we will do for the new church year but we will be developing a plan.

WOMEN OF ALL SOULS

MEMBERS:
Shannon Boston
Bonita James
Lauren Thomas
Anah Newman
Quanah Scoggins
Imogene White

DESCRIPTION:

The Women of All Souls is a group for all that identify as female. The group seeks to create a community to gather together socially, learn and serve together, and live out the values of our church.

The Women of All Souls group started after women expressed interest in such a group following events and sermons at the church around the #MeToo movement and other women-centered discussions.

VOLUNTEERS:

5

EVENTS, FUNDRAISERS, & ATTENDANCE:

Game Night & Potluck

Creating HERstory with Mia Wright

Movie Night

Women Who Read & Listen: Book Discussion

Women in Business & Leadership

From Birth to Death: A Panel on Women's Health

Fall Hike

Crafty Women: Arts and Crafts

It's A Wrap: Holiday Party

So You Think You Can Dance

Feminism Through History: A Discussion with Dr.

Lara Foley

Weekly Women's Group Zooms on Tuesdays since COVID-19.

Attendance: We have averaged 25-35 women at each event with the largest gathering of 115!

2019-2020 GOALS:

Create a welcoming environment for women of all backgrounds.

Offer meaningful and diverse programming.

Increase attendance and build sustaining connections.

ACHIEVEMENTS/MEASURES:

We've invited outside (non-members) speakers and guests to attend our events.

Provide fun, educational, female-centered activities to deepen relationships.

Reach and build relationship among our diverse groups of women to live out our church's vision and love beyond belief.

Developed a leadership team of four women to divide the work, make sure our group is reaching everyone, and plan monthly activities.

Collected and donated 20 female hygiene items to donate to local charities.

OTHER INFO:

We are finding that certain activities attract more attendance than others. We are hoping to continue to offer events that help us live out our church's values and honor the strength and diversity of our female congregants.

The COVID-19 pandemic has stopped our 2020 event schedule. Our events for this year were very reflective of our goals for inclusiveness, diversity, and relationship building.

LIFESPAN RELIGIOUS EXPLORATION

ADULT, YOUTH, &
CHILDREN'S PROGRAMS
SOCIAL GROUPS

ADULT PROGRAMS

ADULT RELIGIOUS EDUCATION

TEACHERS & SUPPORT:

Stacie Beckert
Angela Beeson
Katja Blum
Nattasha Bogdanova
Beau Brock
Ellen Bussard
Dr. Jennifer Clark
Tony Clyde
Rev. Gerald Davis
Norm DeMoss
John and Susan Dornblaster
Gary Godwin
Tim Janak
Caroline Johnson
Clarissa Jones
Marlin Lavanhar
Kelli McLoud-Shingen
Rachel Mize
Joe Nurre
Nicole Ogundare
Dan Piazzola
Barbara Prose
Floretta Reed
Nik Renshaw
Ken Siedel
Suzy Sharp
Jeff Staton
Wayne Sterba
Deanna Tirrell
Brian Turner
Mac Vanderlip
Danna Vitt
Bill Westcott
Carmen White Janak

DESCRIPTION:

Adult Programs—including Wednesday Connections classes, Sunday discussion groups, and special events—are intentional, inclusive, and inspiring.

VOLUNTEERS:

32

SERVICE TO THE CONGREGATION/ COMMUNITY:

We strive to cultivate a community of people who lead in all aspects of their lives, and to be living “beacons” for religious freedom. We encourage personal growth, diversity, and justice in our community and beyond.

Our programs provide an on-ramp for church membership. When church was in service, we had at least 35 adults in classes and groups every Sunday and at least 65 every Wednesday topping out at more than three times that.

EVENTS, FUNDRAISERS, & ATTENDANCE:

From September through mid-December and mid-January through mid-March (when we were shut down due to the COVID-19 pandemic), All Souls was open each Wednesday from 5:30-8:30 pm with childcare, classes, groups and meetings, dinner and special mid-week chapel service as part of our Wednesday Connections program.

In addition to our regular offerings of Yoga, Meditation, and frequent opportunities to meet with our ministers, we held special offerings like “How to Plan Your Own Memorial” and a *Día de los Muertos* event that brought awareness of the effects of ICE detention tactics on members of our community offered avenues for engagement.

In March 2020, due to COVID-19, we had to rapidly move our offerings on-line and redouble our efforts to stay connected with our members and friends.

2019-2020 CHALLENGES:

The challenges during the Fall semester were: time and space constraints in the church building; no longer having a volunteer team to assist in running Adult Programs.

COVID-19 has been a major challenge, disrupting and canceling all planned programming for the Spring semester, including our end-of-year fundraiser, Empty Bowls which benefits our Community Resource Bank.

2020-2021 GOALS:

Gathering a team to advise and run the Adult programs of All Souls.

Tracking attendance and gauging interest in our programs.

Finding ways to continue to use both online and in-person platforms once social distancing precautions are no longer mandatory.

ACHIEVEMENTS/MEASURES:

Simplified and streamlined programs to occur primarily on Sunday mornings and Wednesday evenings so that building and staff resources could be used more efficiently.

Offered new programs that bring people together in community across differences rather than divide them by their specific preferences.

Despite COVID-19, our willing congregation, staff, and lay leaders are always there to pitch in and try something new. Even the pandemic has allowed us to try new things and reach new folks that we might otherwise would not have had the bandwidth to focus on.

1,000+ individuals exposed to experiences designed to open minds and hearts

Adult programs are supported by The Book Store’s Sunday sales, raised \$5,500

ALL SOULS READS

DESCRIPTION:

All Souls Reads is a 9-month book discussion group which selects literature that explores the human condition when encountering and overcoming oppressive circumstances. Books are selected by Rev. Gerald Davis and can be purchased in the Book Store.

VOLUNTEERS:

2

SERVICE TO THE CONGREGATION/ COMMUNITY:

Facilitating intelligent conversation about books which focus primarily on social justice issues.

2019-2020 GOALS:

Engage more people in All Souls Reads despite that it requires reading about serious social justice topics and have time for discussion.

2020-2021 GOALS:

Engage more people in All Souls Reads despite that it requires reading about serious social justice topics and have time for discussion.

ACHIEVEMENTS/MEASURES:

Finished our Spring 2020 sessions via Zoom after the building closed due to COVID-19, giving the people the chance to connect with others and Rev. Davis on the topics and issues that are relevant to the times.

Stimulated the imagination and contributed knowledge to 24 people at the 9 meetings of the group.

We're getting more publicity than we did in the past with the selection of the month is regularly featured in online communications from the church. Gerald's selections this year have appealed to more people.

MEMBERS:
 Larry Mitchel
 Mona Betz Joe Nurre
 Chris Blake Deanna Tirell
 Linda Brydges Dale Watts
 Karen Cardenas Ray Pearcey
 Jenny Clyde Rosemary Powel
 Rev. Gerald Davis Ruth Richards
 Rev. Cathey Ken Seidel
 Edwards Bonnie Singer
 Linda Jenkins Amanda Shankle-
 Dennis Grote Knowlton
 Kathleen Garrison Julie Skye
 Rod Harwood Ann Thompson
 Kelly Jennings Virginia Talbert
 Mary Ellen Jones Lisa Wheeler
 Ellen Lewis

BOOK STORE

DESCRIPTION:

The Book Store supports Adult Programs and offers books at a discounted rate. Provide access to books and other materials for the membership that reflect the diversity of All Souls. Titles include books for All Souls Reads with Rev. Gerald Davis.

VOLUNTEERS:

12

2019-2020 GOALS:

Provide access to books and other materials for the membership that reflect the diversity of All Souls.

Sell and provide books requested by membership and/or pastors.

2019-2020 CHALLENGES:

Limited access to the Bookstore and little promotion.

Lack of traffic in the Store

Crowded conditions due to space

The Bookstore has struggled to sell any quantity of books since we were moved to the current location. In past years we have sold between 250 and 300 books each year. The last two years in the present location, we have barely sold 100.

2020-2021 Goals:

Perhaps opening up access to the Store by expanding the opening.

Increase sales and promotion of Book Store.

Increase volunteers.

ACHIEVEMENTS/MEASURES:

Book Store Fall and Spring sales.

Sold 100 Books in 2019.

FACILITATORS:

Jim Barton
 Chris Campbell
 Linda Campbell
 Ros Elder
 Roz Hand
 Anna Bell Neal
 Mike Newman
 Cherie Norvel
 Joe Nurre
 Eileen Simmons
 Danna Vitt
 Dale Watts

SUNDAY CIRCLES

MEMBERS:
Joe Nurre
Dan Piazzola
Julie Skye

DESCRIPTION:

Sunday Circle, formed in 2009, meets on Sundays at 10 and 11:30 a.m. Both groups use a handout prepared by Julie Skye that starts with a word, selected by the Circle, which then expands to the many different nuances of the word. Through collected quotes, prepared questions, readings and links the group deepens relationships through this UU "Sunday School."

A Circle member offers to facilitate, using the handout, and they help keep the conversation lively and non-confrontational. Debate is not the purpose—reflection and deep sharing is. We have a Covenant that helps the Circle protect confidentiality and feelings and ensure each member feels heard and respected.

VOLUNTEERS:

Two lead facilitators, volunteer presenters, and group members.

SERVICE TO THE CONGREGATION/ COMMUNITY:

Sunday Circle is open to members, friends, and visitors. Our overall UU culture and our Covenant help translate our values into weekly discussion.

2020-2021 GOALS:

Continue to hold Sunday Circles and a Wednesday Circle.

Continue the outreach to new members who are visiting, members looking to deepen relationships with others and to ensure every person leaves feeling heard, loved and respected.

Develop our collection of weekly handouts (9 years of 52 handouts a year) as a resource, one that could be turned into a book for other UU congregations to use.

ACHIEVEMENTS/MEASURES:

Maintained Sunday and Wednesday Circles via Zoom when the building closed due to COVID-19.

Approximate attendance ranging from 15 to 25 members each Sunday at both Sunday Circle times.

After nine years, our Sunday Circles are committed to the long-term relationships that have developed during this very special hour of the week.

Members and attendees of Sunday Circle experience good feelings, heartfelt and sincere conversation and experiences. We also distribute our materials to Hope Unitarian Church for their group meetings.

This lay-led group is truly unique. Always stepping up to ensure our Sunday Circles reflect the values of our beloved Church.

YOUTH PROGRAM

MEMBERS:

Caroline
Corey Smith
McGilvray
Ryan
Audrey
McGilvray
Gibson
Mya
Levi Johnson
Ackenhausen
Luke Pauli
LuLu Perez
Wyatt Pauli
Xavier Kelley
Kaelyn Case
Cecily
Jordan Smith
Nettleship
Sydney Smith
Kyli Ewing
Samantha
Nicky Eppler
Freedom
Audrey
Adele Williams
Dalsing
Nick Benway
Jackson
Colin
Powers
Rockholt
Caitlyn Clark
Will Clark
Norah
Greg Pearson
Richardson
Kennedy Hall
Nicolas
Ashlyn
Ogundare
Caldwell
Circe Boston
Annelise
Locke
Eggen
Edwards
McElmory
Megan
Sophie
Rockholt
Rickets
Miles Bryant
Susan
Nicky
Spooner
Freedom
Brandi Phillips
Demetra
Chris
Sanders
Freedom
Ethan Wright
Missy Smith
Katalia
Janet Adams
Schinger
Westcott
Aurora
Melissa Shell
Stewart
James
Neal Franklin
Mackenzie
Erika
Asbjornson
Emily Rogers

DESCRIPTION:

Our mission is to foster the lifelong exploration of religious thought and values by supporting a program that promotes spiritual development by means of free inquiry, mutual respect and responsible behavior.

The Youth Program is an all inclusive community for our Middle School and High School students. We meet weekly to discuss various issues and topics that enrich the soul while observing our UU values, and to have fun.

This year, we combined the Youth Board with the Children’s Religious Exploration Board to create the Children’s and Youth Programs Board.

VOLUNTEERS:

8

SERVICE TO THE CONGREGATION/ COMMUNITY:

The Youth Program provides programming and support to our youth to promote and encourage interfaith, inter-cultural, interpersonal and personal growth.

EVENTS & ATTENDANCE:

SteampUUnk Summer Camp - 20 Youth Volunteers,
 High School Swim Party - 30
 Coming of Age Vision Quest - 10
 Senior SpiritQuuest - 8,
 Halloween Party - 100
 Lock-out/Lock-ins (Middle & High School) - 55
 2019 Boston Pilgrimage - 15
 End of Year Celebration - 125
 OCCJ Teen Trialogues - 125
 OCCJ Interfaith Tour - 100

2019-2020 GOALS:

Create and strengthen All Souls identity with the core theology of Love Beyond Belief.
 Create an atmosphere of Profound Proactive Preemptive Inclusion.
 Increase participation in programs.
 Develop a sense of community.

2020-2021 GOALS:

Virtual Engagement
 Virtual Fundraising opportunities
 Virtual Programming

ACHIEVEMENT/ MEASURE:

Created the Children’s and Youth Programs Board.
 Core group of approximately 30 students that are active members of the Youth Program, and 8 Adult volunteers.

The Youth Program performs a number of activities to support the congregation and community. We sponsor a meal at the Day Center for the Homeless, feeding 150.

We assist CRB with 3 pallets of food per month.
 Host Brunch for Boston on Sundays and Carwash fundraiser, raising \$3,432 for Senior SpiritQUuest and Boston Pilgrimage.
 Art Market Fundraiser, \$2,100.

Due to COVID-19, our Coming of Age 9th Grade 2020 class was unable to take their Boston Pilgrimage. The COA class did complete their program and delivered their credos at our Virtual Coming of Age service in 2020.

We’ve maintained connection and community with all of our Youth through weekly Zooms for the classes, started a virtual class with Riley Kern, and hold an online gathering for D & D on Saturdays.

A NOTE FROM COREY SMITH:

We have a fantastic Youth Program, and it is a privilege to guide them. We have a core group of students and parents that help sustain the success and is committed to the Youth program.

I’ve overcome the challenges of my health and learning curve and I am heading into my third year as Youth Director. I feel like my confidence is strong and I am eager to push this program to the next level.

Our kids are amazing and keeping them engaged in our community is my primary goal. Along with building avenues for more kids and families to get involved.

I look forward to the challenge of leading the Corona Generation through this pandemic. This is an epic moment in our country’s history, and these youth are the beacons to the future!

CHILDREN'S RELIGIOUS EXPLORATION

CHILDREN'S & YOUTH PROGRAM BOARD FORMERLY CHILDREN'S RELIGIOUS EXPLORATION BOARD

BOARD MEMBERS:

Shannon Boston
Michael Baxter
Jim Gillispie
Kalyn McKenzie
Jay Moradi
Jennifer Moreno
Anah Newman
Quanah Scoggins
Melissa Smith
Jill Webb
Kayla Williams

DESCRIPTION:

The mission of the All Souls Children's Religious Exploration Board is to foster the lifelong exploration of religious thought and values by supporting a program that promotes spiritual development by means of free inquiry, mutual respect and responsible behavior.

VOLUNTEERS:

20

EVENTS, FUNDRAISERS, & ATTENDANCE:

SteampUUunk Summer Camp - 26
CYP Training Attendance - 20
Halloween Party Attendance - 250
Tree Trimming and Hanging of the Greens - 175
Children's and Youth Sunday School Programs throughout the year - 554

SERVICE TO THE CONGREGATION/ COMMUNITY:

We provide the environment and care for children on Sunday mornings, 10 a.m. to 1 p.m. most Sundays throughout the year. Each week this includes religious education classes, snack and social time, Children's Chapel, and spiritual expressions electives from Yoga to Dungeons and Dragons, and Ceramics to Our Whole Lives (OWL).

We provide secure supervision for infants and children in church school programming when services are active for 3-4 hours every Sunday morning.

We primarily serve members of the congregation, but we are always welcoming visitors. We seek out ways to serve the community through social action activities in which the children and youth may participate.

2019-2020 GOALS:

Manage Children's Programs and other events.
Create and strengthen All Souls identity with the core theology of Love Beyond Belief.
Create an atmosphere of Profound, Proactive, Preemptive, Inclusion.
Increase participation in programs.
Build a sense of community.

2019-2020 CHALLENGES:

Volunteer recruitment and consistent engagement are major challenges. There are many reasons for this including the economic challenges of family needing to work more or only have Sundays to be together.

2020-2021 GOALS

Getting more creative about how we ask being more flexible about what we offer -take home lessons, downloadable, etc.

Re-imagining Sunday school in the COVID-19 world.

Refocusing the way we do Sunday school so that church is where we come to create community and parents have the tools to be their children's primary religious educators.

ACHIEVEMENTS/MEASURES:

554 children and youth were served in CRE.

Acting with intention to be inclusive of everyone in community.

We made some structural shifts to our programming that allowed us to simplify and streamline: Our Chapel services now mirror the adult worship schedule so we have Chapel at 10 and 11:30 a.m. every Sunday. Chapel is followed by Sunday School, led by a paid professional educator who uses a nationally vetted UU curricula created for our monthly theme rotation.

In the winter, we found attendance dropping during the second service enough to warrant moving to a one-room classroom approach with activity stations for the children to choose from.

This worked well until all onsite activities ceased with the COVID-19 pandemic moving us to online platforms.

We had online Family Chapel by the first Sunday our building was closed. Programming for Wednesdays evenings, Corona Days content, Virtual Sunday School with mini activity led by Elle Fowler, and a weekly parent zoom meeting soon followed.

We continue to evaluate and adjust programming based on the needs of our community, feedback, and resources.

KIDS' DAY OUT (KDO)

DESCRIPTION:

The All Souls Kids' Day Out (KDO) is an early education program that offers 2-4 year olds a chance to interact with other children learning social and emotional skills, fine and gross motor skills, communication, and community. KDO's mission is to expand their world, socially, physically, intellectually and spiritually on Mondays, Wednesdays and Fridays from 9 a.m. to 2 p.m.

SERVICE TO THE CONGREGATION/ COMMUNITY:

Pre-K socialization includes gardening, art, dramatic play, yoga, singing and games for the ten children in the Kids Day Out program.

2019-2020 GOALS:

Acquire more substitutes.
Parent outreach for more involvement.
Clean up outdoor space.

2019-2020 CHALLENGES:

Parents providing daily supplies such as diapers.
Lack of substitutes to cover sick days.

ACHIEVEMENTS/MEASURES:

Kids Day Out has operated as a break-even, self-sufficient program that does not build revenue. Kid's Day Out is much more than just daycare. We are a class family and truly consider what we do vitally important to All Souls families, KDO kids, and members. We have brainstormed ways to bring in more revenue so we can create a better program to offer and charge a bit higher tuition. This will support the teacher's wages and a bigger classroom budget.

COVID-19 Update:

Because of the direct opposition between the threats of the of the COVID-19 pandemic and the nature of our Kids Day Out Program we have suspended the program indefinitely. Until such a time as staff and children can be certain to be safe, we will not consider resuming KDO activities.

SOCIAL GROUPS

DAY ALLIANCE

BOARD MEMBERS:

Sue Ames
Judy Anderson
Jan Bennett
Barbara Delozier
Connie Dooley
Judy Jarvis
Marjorie Kroll
Ruth Richards
Beverly Seay
Ellen Sowell
Carrie Stuart-Grote
Co-chairs of receptions
Susan Swatek.

DESCRIPTION:

Day Alliance meets on the 2nd Thursday of the month for fellowship, delicious food, and a program of current interest to the community. All are welcome! Day Alliance also hosts Memorial Services for the congregation and services held at All Souls. Day Alliance bring members into closer fellowship and service through monthly luncheon meetings with programs of current interest, planned by our committee. We provided education about our church and local community issues, thus "connecting heads, hearts, and hands."

VOLUNTEERS:

12 Board Members & 36 Volunteers

SERVICE TO THE CONGREGATION/ COMMUNITY:

Day Alliance's service to the church is the memorial service receptions we host for All Souls families and friends, after the death of a loved one.

2020-2021 GOALS:

Increase Membership and attendance of Day Alliance.

Develop ways to connect and offer programs in the era of COVID-19.

Provide hospitality and receptions following memorial services when it's safe after COVID-19.

EVENTS, FUNDRAISERS, & ATTENDANCE:

Average 42 attendees per event, 95% All Souls members.

September - Becoming a Sommelier with Randa Warren

October - Trick or Treat fun & games with Caroline Johnson

November - The New Normal, the Re-imagining of Tulsa University w/ Dr. Tracy Manly, PhD

December - Seasons Readings – Open mic

January - Mid-term Report Card with Randy Krehbiel

February - Celebrating the Centennial of the 19th Amendment with Elizabeth C. Stanton, Susan B. Anthony, and Ida B. Wells

March - Lost Restaurants of Tulsa with Rhys Martin

COVID-19 canceled our programs for April and May

ACHIEVEMENTS/MEASURES:

This year the Day Alliance had 80 paid members. New members are recruited on a one-by-one basis. Our average attendance for our monthly luncheon programs was 38 attendees, of which approximately 95% were members of All Souls.

Since April 1, 2019, approximately 1,225 guests, the majority not members of the church, attended 15 memorial receptions.

Approximately 36 volunteers shared the responsibility of shopping, baking cookies, preparing the food, serving, and cleaning up. Families are charged a nominal fee per person, depending on the menu chosen.

Through these receptions the Alliance raised almost \$2,800, which was used to help fix the roof in Emerson Hall.

Our members also provide aid in services to the church, this year hosting the reception dedicating the John Wolf Pavilion in the Garden, and to the community by serving 150 at the Day Center for the Homeless.

FRIDAY ADVENTURERS

MEMBERS:
Rick Gardner

DESCRIPTION:

Friday Night Adventurers meets most Fridays for dinner, adventure, and deeper connection and friendship. The social gathering happens at a reserved restaurant providing an opportunity to develop and expand interpersonal relationships.

EVENTS, FUNDRAISERS, & ATTENDANCE:

50+ shared dining gatherings - 20 to 65 each week
Annual FNA Dirty Santa Party

SERVICE TO THE CONGREGATION/ COMMUNITY:

We offer social connections, birthday parties, friendships, and evangelical Unitarians.

2019-2020 GOALS:

Delegation of responsibilities to new leaders.
Use of alternative weekly notification system.
Continuity of Friday Adventurers to meet the needs of All Souls visitors, new members, and individual benefiting from closer human contact/relationships.

2020-2021 GOALS:

Reestablish as soon as safe to return to public gatherings given the new COVID-19 pandemic.
Develop ways to stay connected as the pandemic continues.

ACHIEVEMENTS/MEASURES:

Switched to gmail for communications
Serving the social interconnections between people every week.
Showcase All Souls community to the wider public
Maintaining an email list of 500+ gathered over 18 years.
All Souls members and visitors who joined FRN found greater connection and personal dialog in a full service restaurant dining room, often followed by further after-dinner dialog in a local late night coffee shop of bookstore.
Membership screening to avoid "toxic" participants.
Matching seating between potentially compatible individuals. Making sure single participants are escorted to their cars to avoid danger, panhandlers, fear, etc.

OTHER INFO:

Friday Adventurers has helped facilitate a safe environment that has led to many long-term friendships and marriages. People who come alone are always welcome and escorted to their cars when leaving.
Everyone is welcome to join us any Friday night!

SUPPER CLUB

FACILITATOR:
Anna Hanson

DESCRIPTION:

Social group that meets monthly in homes for a potluck dinner. The Supper Club is open to all who would like to connect with fellow members over a meal.

2020-2021 GOALS:

Increase new members in joining the Supper Club.
Increase awareness about Supper Club.
Restart, regroup, and rebuild after COVID-19.

ACHIEVEMENTS/MEASURES:

Supper Club enjoys the social atmosphere and membership of 50 to 60 guests, with groups of 8 at each dinner.
COVID-19 has temporarily shut us down. We plan to promote and invite participation as soon as we start back up.

YOUNG AT HEART

FACILITATOR:
Lynn Bootes

DESCRIPTION:

Young at Hearts hosts two social events per month during weekdays, primarily for seniors; a lunch and board games day, and a bus outing to a variety of destinations.

MEMBERS:

50

SERVICE TO THE CONGREGATION/ COMMUNITY:

Young at Heart provides a nutritious monthly lunch on the first Thursday of the month in the Alliance Room. John Boston catered the lunches this year. After lunch we meet in the Family Room for card and board games. On the third Thursdays we take the handicapped shuttle on an outing to destinations of interest around Tulsa or within several hours drive. We stay aware of the status of our oldest members and communicate with the church about their needs. Young at Heart provides low-key social gatherings of interest to all ages, but particularly seniors.

EVENTS, FUNDRAISERS, & ATTENDANCE:

Eight Lunch & Games events - 7 to 13 average attendance and a few meals with staff.
September trip to Eureka Springs canceled when we found it coincided with a huge motorcycle rally.
October 17 , Tulsa Zoo - 6 participants
November 21 - Magic City Books and lunch at Duet downtown. 11 participants
December 20 - Evening at Philbrook - 8 participants
January - Lunch & Circle Cinema - 4 participants
February - canceled due to weather
Holding summer lunch and games meetings presented a challenge with catered lunch not being available.

2020-2021 GOALS:

Return to programming when able.
Celebrate our regular members' birthdays.
Ensure those with memory and transportation issues are safe in the building and on outings and make it home safely.

COVID-19:

Shortly after our March meeting, the church building closed due to COVID-19. Phone calls in the next few weeks revealed no one appeared to have become acutely ill. Our members were following the shelter in place guidelines, although at first there was disbelief about canceling travel plans.

Although online meeting services offered, a survey of members revealed most did not have the level of comfort with social media or computers to participate - for playing card and board games would be unworkable. Conversation phone calls work best as many of our members did not own or use

computers and are not able to access online services. Special concerns of several members were relayed to the Care Team and the ministers.

PLANS FOR NEW CHURCH YEAR:

We do not anticipate any meetings or trips this spring or summer.

With COVID-19, we support church leadership in slow and careful return to having our events.

In the next year, we hope to go to Price Tower in Bartlesville and the Sutton Aviary, or an out of town botanical garden.

ACHIEVEMENT/MEASURE:

Birthdays - Barbara Langston kept track and sent cards.

Phone calls - Beverly Seay maintained the calling list, helped with calls, and led meetings when I was unable to attend.

Transitions - Julia Richardson and Imogene White unable to participate this year. Julia passed away in March, 2020. Charlotte Bell lost her sister.

We stayed in touch by phone with several who were homebound.

OTHER INFO:

We really enjoy having staff members and church leaders join our lunches and share conversation or make short announcements. We want to thank Shannon Boston and Bonita James for their help this year.

We inform the Pastoral Care committee of change of status of members of the group who cannot attend any more due to health problems, and reach out to them with phone calls and cards.

We advocate to the church to be mindful of the needs of our older members.

Young At Heart Budget

2019-20 Budget: \$750.

Actual expenses to date: \$233.98

Remaining in budget: \$516.02

Our lunch catering expenses have been at almost a break-even basis. Outgoing expenses reflect mainly the cost of gas for the van outings. If conditions return to "normal" in the fall, we could easily continue our programs at the same or lower cost. No decision will be made until we see how things are!

MUSIC

ADULT MUSIC PROGRAM BOARD (AMP)

MEMBERS:

Judy Blackwell
Vice Chair
Larry Cochran
Lori Franklin
Rick Fortner
Staff Liaison
Kathleen Garrison
Chair
Sylvia Insall
Dionne Lambert
Meghan O'Bannon
Secretary
Caitlin Norton
Treasurer
Sarah Tirrell

DESCRIPTION:

Adult Music Program (AMP) serves as the governing body for choirs which include Young Adult Vocal Ensemble (YAVE), Adult Choir, New Dimensions Chorale, and the newly formed Women In Song Ensemble (W.I.S.E) with 55 choir singers.

The Adult Music Program Board assists the Adult Music Director(s) in developing the musical, organizational, and social activities of the All Souls Adult Music Program and to provide a liaison between the Choir(s) and the Music Director(s).

VOLUNTEERS:

9 Board Members, 55 volunteer singers

EVENTS, SOCIAL GATHERINGS, FUNDRAISERS:

Singing for the Holiday Concert - 250
Singing for Christmas Eve Service - 1,000
Providing Homeless Shelter Dinner - 150
Singing for the Jail - 250
Volunteered with Trivia Night - 100, raised \$380 for CCYC in ticket sales.

SERVICE TO THE CONGREGATION/ COMMUNITY:

Outside the church, we have prepared, transported and served dinner at the Tulsa Day Center for the Homeless, feeding 150+ people.

For the congregation, our choirs provide music for the winter and spring concerts, as well as music for each service (processional/recessional/ responses/ hymn leading/ anthems/ special music).

AMP choir members also provide musicians for special church programs such as PIE's Sing for our Schools. Outside the church, our choirs are available for events.

2020-2021 GOALS:

To come back from the pandemic with our bonds and enthusiasm even stronger.

To continue our tradition of providing excellent and varied musical support of services for the congregation, along with two concerts and Christmas Eve services for the congregation and community.

To continue to improve our communication skills within each choir, between each choir, and other boards.

COVID-19:

We appreciate the directors reaching out to us. We stay in touch by emails and the Adult Choir and YAVE have been each holding zoom meetings. New D has been staying in touch through their Facebook page. Our board had a zoom meeting in March and April. We've had to cancel all rehearsals and all physical attendance to services. We hope to create a virtual Spring Concert. We feel completely supported by the

staff and congregation.

Before COVID-19, W.I.S.E. struggled to find rehearsal space during Wednesday Connections.

We have difficulty finding volunteers can attend rehearsals and services so consistently.

ACHIEVEMENTS/MEASURES:

We are blessed to have two talented directors who care deeply about the program and the members. Rick and David make use of their education, talent and creative energy to build the musical programs, and to guide, teach and inspire the singers to perform at their highest possible level.

We are also blessed with a large number of highly-motivated volunteers, who work hard and attend weekly rehearsals consistently.

The choir members sincerely care for one another. We notice if a member is absent and reach out to check up on them. If one is sick or needs assistance, we often help with phone calls, meals or rides to appointments, along with getting the member connected to the Care Team.

In the Adult choir we send get-well cards and sing happy birthday regularly to our members. There's also an Adult Music Program Facebook page. New Dimensions stay in touch through their weekly rehearsals and performances and also their Facebook page.

During YAVE's rehearsals, they include in announcements information about their various shows, and try to support one another by attending them. They have a holiday party and march in the Pride Parade together. These practices have helped to create a nurturing community and make up good communication.

Singing for the Traditional and Contemporary services, and Humanist service on occasion.

New Dimensions sings every Sunday for the Contemporary Service.

The Adult Choir sings 2-3 services a month, usually the Traditional service.

YAVE sings once a month.

We sing for the Holiday Concert and Spring Concert. Singers participated in MLK Sunday, Heritage Sunday, and other special events at All Souls. YAVE sang on the Tulsa Pride Parade Float. W.I.S.E was developed and directed by Caitlin Norton.

Performed two concerts per year (in conjunction with CCYC).

**CHERUB,
CHILDREN'S,
& YOUTH
CHOIRS
(CCYC)**

MEMBERS:

Ryan Dunlap
Rachel Mize
Miranda Johnson
Tiffany Cross
Kathy Williams,
Carla Clark
Sid Martin
Renee Wright
Lauren Thomas

DESCRIPTION:

The CCYC program offers a high-quality music education and opportunities for children to learn about their own talents, interests, and forms of self-expression. CCYC fosters personal growth and the development of life skills through travel, study, teamwork, and excellence in performance.

CCYC provides the opportunity for singers to expand their social, spiritual, and community development through music, in the framework of a liberal faith. Families don't have to be a member sing and we perform for individuals outside the congregation.

VOLUNTEERS:

9

EVENTS, FUNDRAISERS, & ATTENDANCE:

Choir Camp
Christmas Caroling
Thunder Game National Anthem
Holiday Concert - 400
Trivia Night Candy Sales - \$1,000
Trivia Night Ticket Sales - \$3,500
Attendance - 100

SERVICE TO THE CONGREGATION/ COMMUNITY:

Music during services and at host churches when they travel.

2020-2021 GOALS:

Recruit new choir members.
Foster friendship with the choirs.
Develop financial awareness within the board.
Enhance personal growth and the development of life skills through travel, study, teamwork, and excellence in performance.

ACHIEVEMENTS/MEASURE:

This board is young and has had a steep learning curve but we feel like we are hitting our stride. We've put processes in place that were not there previously to help in the current time and for future boards to come.

Provided music during services at All Souls
Served 250+ meals at the Day Center for the Homeless.

Hosted Trivia Night and partnered with the Adult Music Program for assistance.

COVID-19:

We had to cancel our Spring Concert and did not hold the Garage Sale fundraiser.

Libby Sublett has set up regular Zooms for the choirs, keeping us connected.

Libby created an ensemble of singers to sing on Zoom and recorded a Benediction Response, *Go Now in Peace*, for the Family Chapel virtual service.

HOSPITALITY & LIFE EVENTS

WELCOMING SOULS

FACILITATORS:

Walter Armstrong
 Mary Bain
 John Biedler
 Lisa Coats
 Dan Piazzola
 Rick Gardner
 Bill Kellough
 Jamie Morton
 Nicole Ogundare
 Priscilla Sanstead
 Jeff Staton

DESCRIPTION:

Welcoming Souls under the Membership department and is considered the "face of the church." We welcome all who enter the church.

VOLUNTEERS:

65

SERVICE TO THE CONGREGATION/ COMMUNITY:

Welcoming Souls volunteers serve as greeters at the welcome table, ushers, docents, meet & greet, history and building tour guides, Path to Membership and Joining Sunday support, and volunteers on Sundays and all Wednesday Connection events.

2020-2021 GOALS:

Make sure all who enter the church feel welcomed.

Create Virtual Programming.

Help new members and visitors to know about and to get involved in groups they are interested in.

Recruit new members for the Welcoming Souls committee and the All Souls family.

ACHIEVEMENTS/MEASURE:

Welcoming Souls serves as the premier group of volunteers for all special services.

We helped 61 new members join the church.

Hosted successful New member recognition services and programming.

Facilitated weekly Meet & Greet before and after each service, weekly PATH to Membership Classes, monthly joining classes, and Bi-monthly building and history tours.

Created a new class entitled "I'm A UU, Now What?" to help people connect, learn, and engage in various aspects of the Church.

Fed 300+ people through two meals for Day Center for the Homeless.

Welcoming Souls transitioned to the Membership Department under the leadership of Alicia McLain.

We re-instituted the Welcoming Souls Board, bringing Shelley Cadamy on as our president. From there, we had a successful retreat which resulted in creating a mentoring program that Bill Kellough created. We also structured plans for recruiting and training.

Due to COVID-19, we did not launch the mentoring program, but we have the information to re-imagine how to engage new members.

After the church closed in March, we created a Sunday Coffee Hour via Zoom. During COVID-19, several of our Welcoming Souls Board and members volunteered to call members to check in.

OTHER INFO:

Welcoming Souls are some of the most dedicated team of people you will find! We aim to make everyone feel welcome and look for new ways to invite congregants, new members and guests to join with us. We are hopeful!!!

LIFE EVENTS

FACILITATORS:

Anita Larsen
Knowlan Randza
Ruth Richards

DESCRIPTION:

The Life Events Team is committed to supporting profound hospitality, Love Beyond Belief, comfort and acceptance which radiates from All Souls, especially during significant transitions in the life of our members and the community at large. Whether a marriage, child dedication, memorial, funeral or other significant life events, we want our work to reflect a purposeful commitment to lovingly support one another, our church community, and any neighbor who turns to All Souls.

VOLUNTEERS:

25

SERVICE TO THE CONGREGATION/ COMMUNITY:

Provide hospitality, care, comfort and support for all major life transitions. Manage operations and logistics for marriages, child dedications, Quinceaneras, memorials, and funeral events for members of the congregation and community.

2020-2021 GOALS:

Continue to create loving, celebratory life events for all who need it.

Create new guidelines to safely hold Life Events services in the era of COVID-19.

Re-imagine Life Events rituals on line and in house based on limitations due to COVID-19.

ACHIEVEMENT/MEASURABLE:

We facilitated three child dedications and served over 36 guests, we had two on site weddings which served over 200 guests and we performed 14 Celebrations of Life memorial services in which we held loving space for almost 4,000 family, friends and loved ones!

Challenges we've faced are aging volunteers retiring from their service and volunteer recruitment.

This is an incredibly committed team, dedicated to providing the best care during important milestones in life.

SHUTTLE DRIVERS

DESCRIPTION:

All Souls shuttle drivers provide pickup and drop-off from Bank of Oklahoma to and from All Souls on Sundays and during special events as needed.

VOLUNTEERS:

12 Drivers

VOLUNTEERS:

John Anderson
Sam Gillentine
Rod Harwood
Steve Ludiker
Jill Overhuls
Bill Phillips
Nefertiti Sanders
Pete Sanstead
Priscilla Sanstead
Tom Tirrell
Adam Viles

SERVICE TO THE CONGREGATION/ COMMUNITY:

Shuttle Drivers provide a service to members and visitors who utilize the overflow parking at Bank of Oklahoma.

2020-2021 GOALS:

Increase in Shuttle Driver volunteers.

We don't have enough Shuttle Drivers to share shifts and last-minute cancellations are hard to cover.

Host recruitment gatherings, and promote needs on social media posts.

ACHIEVEMENTS/MEASURES:

Ran Shuttle Service 52 Sundays out of the year, plus special events.

ART FOR THE SOUL (ART ON THE WALLS)

FACILITATORS:

Linda Alred
Knowlan Randza

DESCRIPTION:

The Art on the Walls team had disbanded and All Souls wanted to revive it. Linda Alred had curated shows at other churches and galleries and stepped in to lead the effort. She has done a phenomenal job finding artists and putting on solo and joint art shows in room 207. She has art shows now booked through 2019 and beyond.

VOLUNTEERS:

1

2019-2020 GOALS:

Continue the wonderful Art Shows

Improve communication between committee and calendars and communications team.

Continue to support the church with 10 percent of Art Sales.

2020-2021 GOALS:

Provide a gallery to showcase Artists work from our local and broader community.

Continue to support the church with 10 percent of Art Sales.

Restart our program after COVID-19.

ACHIEVEMENT/MEASURES:

Curated local artists work into shows in the All Souls gallery.

Held art openings to give people the chance to view the works and visit with the artists.

Supported the church with 10 percent of the art sales supporting All Souls.

ART ON THE WALLS SHOWS:

Alpha Rho Tau Members

Anitra & Pam Rice

Art for the Soul Group Show

Beth Burgess

Beth Downing

Anitra Lavanhar

David Blow

Doug Henderson

Oklahoma Heart Gallery for Adoptive Children

Jean Ann Fausser

Jill Pinkerton

Kelly Bartlett

Michael Jones

Plein Air Tulsa

Rita Rowe

Secret Artists: All Souls Member Exhibit

Sharon Alred

Taylor Painter Wolf

Women In Recovery Self Portrait Gallery

BUILDING & GROUNDS

SEXTONS & VOLUNTEERS:
 John Anderson
 Mark Damen
 Sam Gillentine
 John Greene
 Anita Larsen
 Knowlan Randza
 Pete Sanstead
 Priscilla Sanstead
 Jane Newman
 Joe Nurre
 Nicole Ogundare
 Rick Prose
 Brian Turner
 Adam Viles
 Bill Wescott, Jr.

DESCRIPTION:

Building and Grounds encompasses the Memorial Garden, all green areas of the property and the building itself, the volunteers that work on these areas, the Sextons and the Facility and Grounds Manager, Knowlan Randza.

VOLUNTEERS:

Approximately 45-50

Many people from across all areas of the church volunteer on work days and others that can't physically help are advisors for the garden and building. Especially grateful to Barbara Wolf, Jerry Gustafson, Ellen Bussard, Kathy Hinkle, Julie Skye and Sue Ames for their guidance and help with the Memorial Garden.

Hugh Burleigh and the HOUS team led several work days for the church. We achieved so much re-covering chairs, working on sanctuary curtains, weeding flower beds, fixing shelves and trimming the hedges (in the rain!). There's no way we could get everything done without our wonderful volunteers.

SERVICE TO THE CONGREGATION/ COMMUNITY:

Supporting and maintaining the Memorial Garden, Building, Grounds, and Campus.

REPORTS:

WORK DAYS: We hosted several work days for the Memorial Garden and the Building where members and volunteers showed up to help. We also had a work day to install the Butterfly Garden for Sheila Swearingen sponsored by the Green Team.

STEEPLE & CHILDREN'S CHOIR ROOM:

Milliger Construction Co. completed significant repairs to the steeple, gables and Children's Choir room windows and windows throughout the church.

- The steeple the other areas had rot issues with holes as large as six inches in gables.
- Choir Room windows also rotted with holes.
- There were small animals living in the attic, gaining access through the holes in the gables.

The animal issues and the largest rot areas have been repaired. There were not funds to cover the rest of the work needed.

FIRE CODE:

Worked with Tulsa Fire Marshal to bring the building up to code.

- Installed a Knox Box at the lobby entrance which gives the fire department easy access.
- Magnetic door locks

SECURITY:

Due to security concerns, and an increase since Gathering Place opened, we put the following in place:

- Building locked except for Sunday and

Wednesday services.

- Magnetic locks and card reader on main doors.

PEW BACK & CARD HOLDERS:

- Added pew back card holders that match the current pew backs.
- New Holland Church Furniture customized them to match design and paint color.
- Thanks to John Anderson and Sam Gillentine for installing them for us.

WATER MAIN LEAKS:

At the end of 2019 we noticed a dramatic increase in the water bills, one month passing \$3000.

- Completed the difficult project of finding leaks.
- Found four water main leaks in the back of the building, along Garden down to KDO gate.
- Leaks were repaired and our water usage has decreased to a normal level

BUTTERFLY GARDEN:

Scott Swearingen and the Green Team pursued rehabilitating the small garden in front of the chapel and planting a Butterfly Garden for the late Sheila Swearingen.

- Added a sign and plaque for the garden.
- This Spring, the plants and flowers are sprouting up nicely.

PAINTING:

Painted main hallway down to Family Room. Continuing to work on painting areas that are showing wear.

Our aging building and Memorial Garden infrastructure needs extra care and attention. We are passionate about our wonderful old building and grounds and the sacred Memorial Garden. There are many issues and problems with a building of this age, but we treat it with loving care to keep it functioning and looking it's best.

A main challenge we face is funding issues and prioritizing repairs based on funds available.

2020-2021 GOALS:

Continue revitalization of the Memorial Garden. Prioritize and continue critical repairs on the church. Build strong boards for Memorial Garden and Grounds, and Building Committee (the building committee is dedicated to volunteering in assisting with repairs to the building).

COMMUNICATIONS & PRODUCTION

PRODUCTION: AUDIO/VISUAL TEAM (AV)

MEMBERS:

Justin Allen
Tanner Fox
Bonita James
Greg Raw
D'mitri Solbol

DESCRIPTION:

The AV Team serves all AV needs during services and for events in the Building. Since COVID-19, the AV team, operated within the Communications department, has become even more essential to creating virtual services and supporting ministers and programs with video production needs. This includes in-person filming, live streaming and camera/sound operating from media room, front of house sound, managing equipment, editing, distributing, and managing video archives.

POSITIONS:

Since our team has adapted to meet the needs during COVID-19, each of us are serving the following roles at the time of this report; Bonita James, Director of Communications and CRE Sunday School & Family Chapel Editor; Justin Allen, Production Manager and post-production editor; Greg Raw, Lead AV Tech, all-around Sound Operator; Tanner Fox, AV Tech and editor assistant.

2019-2020 GOALS:

Improve processes and shot standards of Media Control Room, utilizing new camera system.
Build a program to on-board Youth onto the AV team
Cleaned out storage area for AV equipment to be stored and managed.

2020-2021 GOALS:

Continue to adapt and build the team as our Virtual Church, programs, and justice work continues
Produce a "Just Justice" video series
Complete the process of bringing all production, posting, podcast, and Youtube work to be completed and managed in-house.

ACHIEVEMENTS/MEASURES:

We completed all of our 2019-2020 goals.

Before COVID-19, Justin Allen assumed the additional role of Production Manager alongside his Communications Associate duties, to liaison between Worship, Communications, and AV. He managed four part-time staff to fill the positions of AV needs for our three services and live stream. Our part-time staff included youth from our church community who had served as volunteers while in our youth program.

Our Youth staff came on board through the outreach initiative I had begun with Corey Smith, Youth Director—providing an on-ramp for AV staff (a hard position to fill for one day of work a week), and to keep our Youth connected with the church after they've graduated. Creating this program started as a goal from the previous year's strategic planning. I'm looking forward to continuing that outreach once we are back in the building again.

COVID-19:

The week our church building closed due to COVID-19, our AV team was able to successfully produce our first, entirely virtual Service from the Sanctuary with empty pews. We have continued to produce services through various processes including ministers filming their components from home, members submitting recordings, musicians filming together at a safe distance, and all post-production being done remotely by Production Manager/Post-Editor, Justin Allen.

The entire worship and AV teams, and musicians and members, have done whatever it takes to keep our services going, our programs available, and our community connected.

Tanner Fox and Greg Raw, our most-experienced AV Techs, have stepped up their responsibilities of ensuring all equipment is sanitized and safely stored. They are scheduled weekly for "Production Days" are have been eager and flexible to serve.

Greg has learned the Media Room Sound Board position to support Justin needing the time to edit. Tanner taught himself how to edit video and supports Justin and Bonita in various editing projects.

Looking back on the blur of the last few months, I am so incredibly proud of our team of AV professionals.

NOTES OF GRATITUDE:

D'mitri Solbol has served as our contract production support over the years. He has always done this in addition to his full-time job. He is currently training Bonita and Justin on final processes, so we don't lose any of the work or structure he has so graciously managed for us. As he has less time available, and we are streamlining our processes, we are moving this work in-house. D'mitri plans to remain connected and as a resource to All Souls as needed. We give him our love and greatest appreciation.

We also want to thank our Youth who volunteered with us while in Youth CRE and became our part-time staff. Special thanks to Nick Benway, Andrei Bogdanova, Evan Ihloff, and Randal Kerr.

Thanks to Scott Swearingen for always being there to consult about AV needs and ideas and sharing your expertise with us!

COMMUNICATIONS

DESCRIPTION:

All Souls communications team is responsible for all church print publications, including Sunday and Memorial Orders of Service, Annual Report, Parish Notes, and additional mailings. All online content including the official Facebook and Instagram pages and our blog, beyondbelief.online. The department works with members, lay-leaders, ministers and staff to curate blogs, share the stories of the church, and promote across all platforms. The Communications Department includes AV for services, rentals, and special events.

STAFF:

Communications staff consists of the Director of Communications and Communications Associate/Production Manager, two full-time positions. The AV team consist of four part-time AV Techs, post-production editor, and four youth.

COVID-19:

Bonita and Justin joined ministers and leadership in the discussion and planning of converting our church to become 100% virtual and implemented the plan for services the first Sunday we were closed. Please see the AV Report for details.

The need for the Communications Department to expand became clear as the pandemic continued. Justin became our Service Post-Production editor and manager, taking 40+ hours a week, to manage the needs of our ministers and musicians and scheduling AV Staff. Bonita's role expanded across the board and has focused on building a solid work-from-home structure and strengthening our foundation to sustain the work of the Communications department. She also served as post-production editor for CRE's two, weekly services, Family Chapel and Sunday School, which has now been transferred to Tanner Fox.

In June, 2020, Michelle Spencer transferred from the CRE department to serve as the Communications Associate, managing weekly emails, website, and editorial calendar. Nicole Ogundare transferred from Membership & Life Events to serve as our Social Media Manager, taking care of the day-to-day communications via social media, scheduling, and creating content.

VOLUNTEERS:

The Parish Notes team has 8-10 volunteers who are committed to prepping our Parish Notes for mailing each Tuesday. We miss being with them each week and want to extend our gratitude to the time they have shared supporting the church.

The Content Creation Team of volunteers provide editorial support, cover stories about the church and our community, and shoot photos and video. The Content Creation Team is a group of writers, editors, social media professionals, and proofreaders. This year, they served as a focus group prior to the launch of our new website, allsoulschurch.org.

SERVICE TO THE CONGREGATION/ COMMUNITY:

Communicating church-wide information about services, events, lay-leader groups, and various communications to the congregation, community, and targeted audiences across multiple platforms.

Producing services, supporting programs via Webinars and Zoom, and creating video content for various programs and departments.

2019-2020 GOALS:

Complete and implement new website.

Grow the department's ability to produce quality work strategy and training.

Host "Story Telling" workshop for lay leaders to better promote the good works of the church beyond our walls.

Complete milestones leading up to our Centennial.

ACHIEVEMENTS:

Completed all 2019-2020 goals.

Wrote all content, coordinated photo shoots specifically for the new website.

Created and built-in systems in the new website in regards to giving, connections/contact, and joining as a member capabilities to support staff processes and make All Souls more accessible to our visitors.

With assistance from a freelance web-developer, we were able to build and launch the new website in January 2020 for only \$2,200!

Launched 100 Stories Project in partnership with Tulsa Historical Society and Museum. This partnership allowed us to record conversations between our members and friends as we lead

up to our Centennial. All conversations are archived with All Souls and at the Historical Society. We are still recording stories via Zoom. To date, we have recorded 24 conversations but we'd like to reach 100. To schedule yours, email lrumley@allsoulschurch.org.

Completed Path to Membership curriculum and visuals.

Created processes to successfully transfer Virtual Membership to Membership department.

The Content Creation Team and Communications has successfully posted a new story about our church and community every Tuesday on the blog, beyondbelief.online.

Successfully curated 10 blogs in the series, *The F Word: Perspectives on Feminism in the Year of the Woman*. The series shared diverse voices about feminism and women's issues.

For beyondbelief.online, we partnered with Carlos Moreno on his project, *The Victory of Greenwood* website which tells the stories of people who lived in Black Wall Street and were impacted by the 1921 Tulsa Race Massacre. Carlos regularly contributes to the blog on subject's and stories he has uncovered through Victory.

Worked directly with intern minister, Rev. Mariel Pérez-Simons on social media promotions, events, blog, and media coverage. Mariela set a precedent working in tandem with the Communications department. It was a joy and we learned a lot from her!

AV Staff and Comm staff cross-trained on AV positions and needs, giving us more flexibility to fulfill AV needs as they continue to grow. This was pre-COVID-19 when the positions were all for in-person services. Please see the AV report for details AV Team training themselves on new technologies and positions. We have an amazing team!

Overall, the Communications Department has become stronger in staff talent, skill-sets, and management. Bonita and Justin agree that this department, and the AV department, are more stable, structured, and are in a position to manage expectations and produce higher quality content. We are grateful for the opportunity to work with amazing ministers, staff, and members as we continue to move All Souls into its next 100 years.

DATA:

Annual Report dates: May 16, 2019 – May 1, 2020

COVID-19 Report dates: March 11 – June 30, 2020

*AR = Annual Report Dates, C = COVID-19 dates

WEBSITE

allsoulschurch.org

New website launched January 2020! Google Analytics broke between Feb. 10 and April 22 and data was not collected. This issue was resolved.

AR: 103,843 page views

C: 23,483 page views

ALL SOULS BLOG:

Beyondbelief.online

AR: 13,004 page views

Average weekly readership, 250

C: 6,129 page views

Average weekly readership, 360

LIVESTREAM *Includes Website & Facebook views:

AR: 10,440 viewers

C: 5,246 viewers

CHILDREN'S RELIGIOUS EDUCATION VIDEO PROGRAMS *Includes YouTube & Facebook views:

CRE programs during COVID-19 include weekly Sunday School with Elle Fowler and Family Chapel with Shannon Boston, song and prayer videos, meditation, and activities! We are proud to offer virtual programming with our families. Shannon, Elle, and our video editors have done an amazing job! See the full list on our Facebook and YouTube Channel!

C: 1704 viewers

YOUTUBE:

150,500 All Souls Unitarian YouTube Views

5,738 Subscribers

1.3 Million views over the lifetime of the YouTube Channel!

FACEBOOK:

8, 535 Page Likes

FINANCIAL REPORTS

AUDIT COMMITTEE

MEMBERS:

Richard George
Craig Jones - Chair
Ross McKinney

DESCRIPTION:

The All Souls Audit Committee meets annually to review the Agreed Upon Procedures report for the current year and presents the Report and findings to the All Souls Trustees.

2020-2021 GOALS:

Bring on new committee members.
Any members with an interest in financial oversight or accounting, or has general business management skills and wants to serve the Church may reach out to Ross McKinney at rossamckinney@gmail.com for consideration.

ACHIEVEMENTS/MEASURES:

The Audit Committee has worked with our auditors and staff to ensure the successful completion of the agreed upon audit of All Souls procedures for each fiscal year through 2019.

Final audit reports for each fiscal year through 2018 have been presented to the Board of Trustees of All Souls and all recommendations in the reports have

been accepted and actualized. There were no material discrepancies or concerns.

The staff of All Souls has provided the auditors with all of the data they requested to complete the 2019 Audit in a timely manner and the committee is now waiting for the final report of the auditors for fiscal year 2019.

CONSERVAGE

FACILITATORS:

Roger Ames
Hugh Burleigh
John Greene
Dave Kroll
Wayne Kruse
Joe McDonald
Paul Wheeler

DESCRIPTION:

The church owns thirteen (13) homes surrounding the Church on both Woodward Blvd. and 30th Street. The ConservAge Committee maintains these homes in order for Tenants to utilize the properties. Rental application Priority is giving to Church senior members and church staff.

VOLUNTEERS:

7

SERVICE TO THE CONGREGATION/ COMMUNITY:

Housing

2019-2020 GOALS:

Maintain the thirteen (13) church home properties in order to accommodate tenants.
Timely repairs for tenants in need
Currently have 12 families renting

2020-2021 GOALS:

Keep our Tenants happy.
Keep our homes fully rented.
Keep our neighbors happy that surround the ConservAge Properties.

GOLF COMMITTEE

MEMBERS:

Roger Ames
 Earl Bachenberg
 Gunilla Bachenberg
 Tom Crofford
 Scott Keith
 Bill Kellough
 Dave Kroll
 Jim Jarvis
 Craig Jones
 Alicia Valliant McLain
 Joe McDonald
 Steve Sandbloom
 Steve Sparkman

The 2019 Annual All Souls Rocky Stegman Memorial Golf Tournament was held at the Stone Creek Course at Page Belcher on Saturday June 8, 2019. It had been postponed from May 18 due to rain. It was a "scramble" format and therefore fun and competitive for all skill levels. An awards dinner at the Page Belcher clubhouse immediately followed the end of the tournament. The dinner was catered by Billy Sims BBQ and the food was plentiful and delicious.

The weather was perfect, a break after weeks of rain. Once again, it was a successful fundraiser for the church's 2019 operating budget.

The 2019 Tournament attracted 40 players and 37 sponsors. After all expenses, the event raised \$12,369.12 for the operating budget. The 2019 winners were:

1st Place: Steve Sandblom, Steve Sparkman, Scott Sparkman and Matthew Sandblom

2nd Place: Jim Jarvis, Chuck Rutherford, Tom Crofford

3rd Place: Kip Jennings, Terry Simmons, Tom Wolfe

Longest Drives: Ed Anderson (Men) and Patty Jones (Women).

Closest to the Pin: (2 separate holes): Craig Jones and Tom Crofford

An active and enthusiastic Golf Committee helped make this event a successful one. Due to COVID-19, the 2020 Golf Tournament has been postponed.

GENEROSITY COMMITTEE

MEMBERS:

Laura Blais
Chris Freedom
Katherine Mitchell
Alicia Valliant McLain
Brandi Phillips
Josie Rosenthal

DESCRIPTION:

The Generosity Committee works to improve lives and advance the church mission through deliberate giving to organizations in the greater Tulsa and broader Unitarian Universalist communities.

In December, 2004, All Souls members voted to model generosity, abundance and possibility by giving our entire Sunday collections to agencies or programs supporting work or issues important to our congregation. The Board of Trustees commissioned a committee to work with the ministerial staff to develop a process for identifying possible recipients.

2019-2020 GOALS:

Improve communication with the recipient organization.

Move to electronic plate request form which should improve communication among committee members and with organizations requesting plate.

2020-2021 GOALS:

Get online application on the church website.

Update and make available a committee handbook for members.

Improve congregation awareness of application process.

ACHIEVEMENTS/MEASURES:

January-December, 2019

54 offering plates were given to 47 different recipient organizations/internal funds.

13 of the 47 supported internal programming and outreach (including Yadene Hailu's ordination collection.)

The total given was \$73,437.18

Working directly with church staff to utilize available resources and start a framework for electronic record submission and retention. We began that work early in 2020, though COVID-19 has slowed progress.

Challenges this year included, lack of current, clear guidelines and committee information for on boarding and outdated, paper-based, decentralized record system.

Once our ShareFile is fully running and committee members have the fundamentals of using it down, it will greatly help with our record issues. The online application we began working on before social distancing will also help with soliciting requests, gathering accurate information, and making members aware of the opportunity.

GENEROSITY PLATE RECIPIENTS

DATE:	RECIPIENT:	OFFERING:	DATE:	RECIPIENT:	OFFERING:
4/7/19	Partners In Education	1,396.95	1/5/20	ACTION	1,168.00
4/14/19	Youth Scholarship	2,021.13	1/12/20	100 Black Men Of Tulsa, Inc.	1,215.30
4/21/19	All Souls Garden and Grounds	2,101.06	1/19/20	MLK Commemoration Society	1,327.48
4/28/19	Tulsa Campaign to Prevent Teen Pregnancy	1,315.07	1/26/20	Together Puerto Rico	1,856.00
5/5/19	Tulsa Juneteenth, INC.	1,055.68	2/2/20	Oklahoma Religious Coalition (OKRCRC)	1,328.80
5/12/19	The Sienna Project	1,389.13	2/9/20	Black Lives of UU	938.18
5/19/19	Partners In Education	2,314.01	2/16/20	Connected Kids	1,149.50
5/26/19	Little Blue House	640.49	2/23/20	Reed Community Foundation, The	1,249.65
6/2/19	Partners In Education - Camp	1,118.50	3/1/20	Colon Cancer Coalition	878.26
6/9/19	Tulsa Metropolitan Ministry	793.47	3/8/20	Youth Scholarship	1,127.78
6/16/19	Meadville Lombard Theological	814.46	3/15/20	Employee Salary	1,025.00
6/23/19	Prostate Awareness Now	623.76	3/22/20	Employee Salary	810.00
6/30/19	Youth Services Of Tulsa, Inc.	1,338.01	3/29/20	Employee Salary	846.00
7/7/19	Citizen CPR-The Critical Link	582.47	4/5/20	Employee Salary	350.00
7/14/19	Tulsa Chautauqua, LLC	778.23	4/12/20	Employee Salary	960.00
7/21/19	Family & Children's Services, Inc.	897.55	4/19/20	Employee Salary	605.00
7/28/19	UU Partner Church Council	785.50	4/26/20	Employee Salary	978.00
8/4/19	HOUS	1,098.38	5/3/20	Employee Salary	240.00
8/11/19	New Sanctuary Network Tulsa	1,376.46	5/10/20	Community Resource Bank	1,470.00
8/18/19	Partners In Education	1,213.09	5/17/20	Operating	240.00
8/25/19	Village Banking	1,500.30	5/24/20	Community Resource Bank	740.00
9/1/19	Pause4Paws, INC.	923.15	5/31/20	Community Resource Bank	485.00
9/8/19	Terence Crutcher Foundation	1,155.75	6/7/20	Community Resource Bank	493.00
9/15/19	Arthur L Farahkhan Foundation	1,073.17	6/14/20	Community Resource Bank	530.00
9/22/19	Clark Youth Theatre	759.00	6/21/20	Community Resource Bank	470.99
9/29/19	HIV Resource Consortium (Tulsa Cares)	1,205.76	3/31/19	International Women's Convocation	\$1,291.04
10/6/19	Supporters Of Families With Sickle Cell Disease	1,221.86			
10/13/19	National Federation of the Blind, T-Town Chapter	1,098.75			
10/20/19	National Alliance On Mental Illness	1,259.91			
10/27/19	Meadville Lombard Theological	1,236.29			
11/3/19	Another Chance Justice Project	966.10			
11/10/19	John Hope Franklin Center	995.66			
11/17/19	Clarehouse	1,569.54			
11/24/19	Partners In Education	1,267.50			
12/1/19	Empower Families Foundation	1,231.00			
12/8/19	Criminal Justice Outreach	1,350.35			
12/15/19	Community Resource Bank	1,861.25			
12/22/19	Annunciation House	1,653.67			
12/24/19	Emergency Infant Services	6,117.38			
12/29/19	Osage Forest Of Peace	1,075.60			

INVESTMENT COMMITTEE

The responsibility of the Investment Committee is to manage the investment funds of the All Souls Unitarian Church (Church) guided by the Policies and Procedures approved by the Church Board of Trustees (BOT). The Committee reports to the BOT through the 2nd Vice President. The BOT makes all Committee appointments.

There are three different accounts managed by the Committee:

1. The Permanent Endowment Fund (Pooled Endowment Account).
2. Donor Specified Funds. (Donor Specified Accounts).
3. The John B. Wolf Retirement Trust Fund. (Retirement Trust Account).

Current members of the Committee, with remaining terms beginning July 1, 2019 as follows:

Beau Brock ((1st Term, 2 years remaining)
Ellen Bussard (2nd Term, 2 year remaining)
Mike Noland (1st Term, 3 years remaining)
Maurice Storm (1st Term, 3 years remaining)

BOT President, Floretta Reed,
ex-officio w/ voting rights
BOT 2nd VP, Craig Jones,
ex-officio w/ voting rights
Sr. Minister, Rev. Marlin Lavanhar,
no voting rights
Exec. Dir. of Finance and Human Resources, David Manson, no voting rights

The Pooled Endowment Account had a total market value of 5,467,541 on December 31, 2019. The Account had a total return of 19.41% during 2019. As of December 31, 2019, 32.3% of the account was invested in bonds, 31.4% in large cap stocks, 7.1% in mid cap stocks, 7.0% small cap stocks, 12.2% in international stocks, 0% in cash and 10.0% in real estate and other assets.

The Pooled Endowment Account includes Unrestricted Endowment, and various "specified and restricted" segments, which allow donors to make permanent gifts for a particular program or use that they want

to support. Each segment benefits from the advantages of asset diversification and lower investment expenses by being a part of the larger Pooled Account. Current Pooled Endowment Account segments are the following: General Unrestricted, Media & Communications, All Souls Garden, Internships & Scholarships, and the Day Endowment.

In support of the 2019 budget year, the Church withdrew or approved the withdrawal from the Pooled Endowment Account of a total of \$ 248,778 or 5.1% of the beginning-of-the-year market value of the fund, for the following uses:

Base operating withdrawal		
\$150,000		
One-time Allocations		
\$30,000		
Minister's residence expenses	\$2,500	
Major Maintenance	\$41,258	
Unrestricted Endowment		\$223,758
Outreach expenses	\$21,520	
Internship	\$2,900	
Garden	\$600	
Restricted Endowment		\$15,366
Total from Endowment Account applied to 2019 Operations:		\$248,778

Becky Johnson Endowment Fund

A gift from the estate of Becky Johnson, totaling \$1,370,727 had been received as of December 31, 2019. The Board directed that it be established as a separate endowment account. The market value at December 31, 2019 was \$1,508,647.98. The agreement detailing the purposes of the account was not completed as of December 31. No withdrawals from the fund will be made until the agreement is finalized. It has been invested in the same allocation as the Pooled Endowment Fund.

Donor Specified Accounts are monies donated for specific purposes and may or may not be of a long term nature. These Accounts are managed and invested dependent on the timing of the proposed use. Withdrawal amounts are recommended by the Sr. Minister in consultation with and approval of the BOT and, if they are available, the donors. There are currently five such Accounts: the "Memorial Garden Fund," donated by Peter

Childs, the "Jenkin Lloyd Jones Press Fund," donated by Bisser Barnett, the "Art & Panny McElroy Internship Fund," a gift from the estate of Panny (& Art) McElroy, the "Day Media & Communications Fund," a gift from the estate of Virginia (& Orval) Day and the "Children's Choir Fund", a gift from the estate of Rev. Suzanne Meyer.

The December 31, 2019 market values and annual rates of return for these six Accounts were as follows:

Memorial Garden Fund	Market Value: \$23,776;
	Rate of Return: 35.99%
Jenkin Lloyd Jones Press Fund	Market Value: \$269,483;
	Rate of Return: 19.96%
Art & Panny McElroy Internship Fund	Market Value: \$594,849;
	Rate of Return: 19.95%
Day Media & Communications Fund	Market Value: \$764,705;
	Rate of Return: 19.95%
Suzanne Meyer Children's Choir Fund	Market Value: \$473,141;
	Rate of Return: 19.62%

In support of 2019 operations, the church withdrew or approved the withdrawal of a total of \$94,500 from the Donor Specified Accounts: \$30,000 from the JLJ Press Fund, \$24,500 from the McElroy Internship Fund, and \$40,000 from the Day Media & Communications Fund.

The Church uses The Retirement Trust Account to fund the retirement payments due to Barbara Wolf per the Deferred Compensation Agreement adopted in 1994. Payments at the rate of \$3,200 per month began March 15, 1995 and the minimum 20-year commitment has been fulfilled. For the calendar year 2019, the Fund realized a Total Return of 12.38%. The year-ending balance, after having disbursed \$38,400 in 2019 retirement payments, was \$234,738.

Ellen Bussard, Chair
Investment Committee
Submitted 5/7/2020

FINANCIAL STATEMENTS

CONSOLIDATED FINANCIAL STATEMENTS

(Unaudited)

INCOME

For the twelve month period ended December 31, 2019

	Operating Actual YTD	Operating Budget YTD	Capital Actual YTD	Conservage Actual YTD	Total Actual YTD
INCOME					
Pledges & General Contributions	1,476,813.00	1,634,480.00	-	-	1,476,813.00
Endowment Funds	150,000.00	150,000.00	-	-	150,000.00
Endowment Fd-Capital Improvements	41,258.00	21,100.00	-	-	41,258.00
Endowment Funds-Rocky Stegman Outreach	21,520.00	21,520.00	-	-	21,520.00
Endowment Funds-Add'l Funding	30,000.00	30,000.00	-	-	30,000.00
Endowment Funds-Fees/Tax/Ins	2,500.00	2,500.00	-	-	2,500.00
Endowment Funds-Debt Payments	-	-	-	-	-
Endowment Funds-Day Funding	-	-	-	-	-
Endowment Funds-Development Director	-	-	-	-	-
Endowment Funds-Garden Fund	600.00	600.00	-	-	600.00
JLJ Press	30,000.00	30,000.00	-	-	30,000.00
Endowment Funds-Internship	2,900.00	2,900.00	-	-	2,900.00
Day Memorial Funds-Communications	40,000.00	40,000.00	-	-	40,000.00
Art & Panny McElroy Scholarship Fund	24,500.00	24,500.00	-	-	24,500.00
Downtown Campus-Restricted Capital Contributions	-	-	1,363,637.00	-	1,363,637.00
Interest Income	-	-	12,164.00	-	12,164.00
Building Rentals & Fees	44,201.00	46,000.00	-	180,605.00	224,806.00
ASUC Mdse Sales (Net COS)	5,040.00	-	-	-	5,040.00
Kids Day Out/Parents Night Out	27,210.00	25,000.00	-	-	27,210.00
All Souls Meals	8,594.00	14,000.00	-	-	8,594.00
Gala Fundraiser-Board of Trustees	61,132.00	70,500.00	-	-	61,132.00
Golf Fundraisers-Board of Trustees	10,545.00	10,500.00	-	-	10,545.00
Seminary For A Day	-	-	-	-	-
JBW Lecture Series	-	-	-	-	-
Other Fundraisers	-	-	-	-	-
Memorial Contributions	2,417.00	6,750.00	-	-	2,417.00
Special Offerings for Outreach	73,572.00	80,000.00	-	-	73,572.00
Easter Offerings for Garden & Grounds	-	3,000.00	-	-	-
Stock Gain/(Loss)	(1,320.00)	-	-	-	(1,320.00)
Miscellaneous Income	200,581.00	103,960.00	-	-	200,581.00
TOTAL INCOME	2,252,063.00	2,317,310.00	1,375,801.00	180,605.00	3,808,469.00

EXPENSES

For the twelve month period ended December 31, 2019

	Operating Actual YTD	Operating Budget YTD	Capital Actual YTD	Conservage Actual YTD	Total Actual YTD
EXPENSES					
Ministerial	424,605.00	431,330.00	-	-	424,605.00
Development	80,193.00	84,270.00	-	-	80,193.00
Sunday Service Expense	2,742.00	4,650.00	-	-	2,742.00
Denomination/Community Affairs	100,000.00	100,500.00	-	-	100,000.00
Outreach Programs	73,437.00	80,000.00	-	-	73,437.00
General Congregational Expenses	79,739.00	108,420.00	-	-	79,739.00
Adult Music Program	195,704.00	198,750.00	-	-	195,704.00
Adult Religious Education	4,303.00	4,510.00	-	-	4,303.00
Adult Programs	5,948.00	8,650.00	-	-	5,948.00
Youth Programs	53,974.00	56,110.00	-	-	53,974.00
Children Religious Ed Programs	113,767.00	112,480.00	-	-	113,767.00
Children's Choir Program	23,811.00	15,100.00	-	-	23,811.00
Childcare	32,719.00	39,480.00	-	-	32,719.00
Kids Day Out	17,622.00	21,990.00	-	-	17,622.00
All Souls Meals & Kitchen	15,806.00	17,540.00	-	-	15,806.00
Admin Salaries, Benefits & Taxes	512,640.00	517,740.00	-	-	512,640.00
General Admin Church Expenses	171,609.00	148,750.00	-	-	171,609.00
Custodial Staff	151,591.00	168,040.00	-	-	151,591.00
Building & Grounds	108,445.00	121,800.00	-	29,191.00	137,636.00
Utilities	80,850.00	77,200.00	-	7,615.00	88,465.00
Reserve Appropriation	-	-	-	-	-
Interest Expense	-	-	-	107,200.00	107,200.00
Homeowners Insurance	-	-	-	-	-
Real Estate Taxes	-	-	-	43,736.00	43,736.00
Marketing & Promotion	-	-	-	2,962.00	2,962.00
TOTAL EXPENSES	2,249,505.00	2,317,310.00		190,704.00	2,440,209.00
NET OF OPERATIONS	2,558.00	-	1,375,801.00	(10,099.00)	1,368,260.00

ASSETS

For the twelve month period ended December 31, 2019

	Operating	Capital	Peoria Capital Improvement	JLJ Press	Conservage	Total
CURRENT ASSETS						
Checking Accounts-BOK	317,293.00	728,590.00	-	81,095.00	-	1,126,978.00
Savings Accounts-BOK	-	1,510,346.00	-	-	-	1,510,346.00
Imprest in Bank	1,000.00	-	-	-	-	1,000.00
Petty Cash on Hand	200.00	-	-	-	-	200.00
Pledges Receivable -Capital 2002	-	-	11,925.00	-	-	11,925.00
Downtown Capital Campaign Pledges Receivable-Current	38,633.00	-	-	-	-	38,633.00
Allowance for Uncollectable Pledges Receivable-Current	39,786.00	-	-	-	-	39,786.00
Accounts Receivable from Endowment	824.00	-	-	-	-	824.00
Accounts/Rents Receivable	-	-	-	-	-	-
Miscellaneous Accounts Receivable	-	-	-	10,046.00	242,376.00	252,422.00
Suspense (to be Cleared)	5,845.00	-	-	-	-	5,845.00
Investments	-	-	-	-	-	-
Prepaid Expenses	-	-	-	-	-	-
ASUC Merchandise Inventory	-	-	465,995.00	-	-	465,995.00
Due To/From Downtown Capital	-	-	-	-	(17,632.00)	(17,632.00)
Due From Operating	-	-	465,995.44	-	-	465,995.44
Gain/Loss Investments	-	-	-	(17,632.19)	-	(17,632.19)
Total Current Assets	403,581.00	2,238,936.00	477,920.00	91,141.00	224,744.00	3,436,322.00
PROPERTY, PLANT AND EQUIPMENT						
Downtown Capital Project Planning, Design & Construction	-	927,707.00	-	-	-	927,707.00
Land and Improvements	292,369.00	-	-	-	-	292,369.00
Building	2,736,210.00	-	-	-	-	2,736,210.00
Accumulated Depreciation-Buildings	(531,703.00)	-	-	-	-	(531,703.00)
Furniture, Fixtures & Equipment	486,122.00	-	-	-	44,159.00	530,281.00
Accumulated Depreciation-Furniture & Fixtures	(161,516.00)	-	-	-	-	(161,516.00)
Vehicles	47,202.00	-	-	-	-	47,202.00
Accumulated Depreciation-Vehicles	-	-	-	-	-	-
Residential Rental Houses	-	-	-	2,313,336.00	-	2,313,336.00
Accumulated Depreciation-Residential Rental Houses	-	-	-	-	-	-
Total Property, Plant and Equipment	2,868,684.00	927,707.00		2,313,336.00	44,159.00	6,153,886.00
TOTAL ASSETS	3,272,265.00	3,166,643.00	477,920.00	2,404,477.00	268,903.00	9,590,208.00

LIABILITIES

For the twelve month period ended December 31, 2019

	Operating	Capital	Peoria Capital Improvement	Conservage	JLJ Press	Total
CURRENT LIABILITIES						
Accounts Payable	6,500.00			17,594.00		24,094.00
Salaries, Taxes & Benefits Payable	(3,484.00)					(3,484.00)
Uncollectable Pledges	-		11,925.00			11,925.00
Unearned Pledge Income-Future Year	261,809.00					261,809.00
Unearned Income-Other				1,595.00		1,595.00
Building/Residential Rental Deposits				20,199.00		20,199.00
Note Payable-BOK-Current Portion				1,823,102.00		1,823,102.00
Note Payable-BOK-Long Term Portion						
Other Liabilities			42,709.00	(2,875.00)		39,834.00
Reserves	110,630.00					110,630.00
Due to/from Funds						
Due to/from Capital Improvements-Peoria	390,011.00					390,011.00
Due to/from Endowment Fund	(45,872.00)					(45,872.00)
Due to/from Endowment Fund-Day Communications	(2,837.00)					(2,837.00)
Due to/from Endowment Fund-Mcelroy Intern	(25,313.00)					(25,313.00)
Total Current Liabilities	691,444.00	-	54,634.00	1,859,615.00	-	2,605,693.00
Unrestricted Fund Balance	2,319,969.00	1,702,975.00	453,335.00	544,862.00	268,903.00	5,290,044.00
Excess Cash Received	2,557.00	1,416,875.00	(41,074.00)			1,378,358.00
Total Temporarily Restricted	258,295.00	46,793.00	11,025.00			316,113.00
Total Liabilities & Equity	3,272,265.00	3,166,643.00	477,920.00	2,404,477.00	268,903.00	9,590,208.00

CONGREGATIONAL MEETING MINUTES

CONGREGATIONAL MEETING MINUTES

MAY 19, 2019

Reverend Marlin Lavanhar opened with the announcement that Board of Trustees, 1st Vice-President, Floretta Reed would be presiding over the Congregational meeting.

1st V-Pres. Floretta Reed called the meeting to order at 11:01am and began with a welcome to the congregation. The first order of business was to determine if there was a quorum. A quorum was then certified by the (Board of Trustees) Secretary Dorothy Checotah. Rev. Marlin was asked to come forward and give the Invocation. He asked the congregation to join him in saying the All Souls Covenant. Marlin continued the meeting by giving the reason 1st V-Pres. Floretta Reed was presiding over the meeting instead of Alicia McLain (out-going BOT-President). He explained that the Exec. Director of Stewardship, Alison Olig and family are moving to Minnesota. Her was offered a great job opportunity and decided to take it. A search was held to find a qualified candidate as soon as possible to replace Alison. After an intense interview process, the person chosen for the position is Alicia McLain. In order to accept a position on the Church's staff, Alicia had to resign as president of the Board of Trustees. She had approx. 6-weeks left before completing her second term as President. Alicia McLain has accepted the position. Marlin acknowledged what a great job each of these ladies has done individually, in their respective position and noted that the Church wishes continued success for both. He also noted that the 1st V-Pres. Floretta Reed has been nominated to be the President of the Board of Trustees 2019-2021.

Floretta Reed called for the approval of the minutes for the December 16, 2018 Congregational Meeting, motion made and minutes were approved.

President's Report:

The 2018/19 church year has been one of steady progress toward our goal of building as new church downtown. The Building Committee continue to work with Seltzer Schafer (local architectural firm) to produce the final drawings for the new church. The drawings and design concept were presented at the Congregational meeting, 'Homecoming Sunday' 2018. The Capital Campaign is progressing and it is anticipated that we will

reach our goal of having a new church by the year 2021, which is the 100th Anniversary for All Souls.

In March (2019) the congregation officially installed Barbara Prose as Associate Minister of All Souls.

All Souls members continue to engage in meaningful activities in our community. A Women's group has been formed in addition to our already well established Men's group. Social Outreach groups continue to participate on many levels in our community.

An Endowment gift from Orval and Virginia Day Fund allows All Souls to continue with live streaming and technological updates to keep our well grounded connection with our online membership.

A New Membership team has been established focusing on growing membership and engagement.

The Leadership All Souls Class of 2019 inaugurated a new 'Volunteer of the Year' award in collaboration with the Board of Trustees. This award was initially established as the 'Soul for Service Award with its first recipient being Joe Nurre. Joe exemplifies dedication, commitment and generosity to All Souls and the wider communities. This award will be an annual event to be given out by the Board of Trustees. This award will celebrate those members who contribute their precious time to helping others.

In 2018 we achieved a Balanced Budget. With ongoing support from the congregation, ministers, lay leaders, staff and Board of Trustees, All Souls is ready for the challenges and achievements for this coming year. (This President's report was provided by Alicia McLain, outgoing Board of Trustees President).

Committee Reports:

2018 Financial Results: Craig Jones reported that the financial results for 2018 were excellent. Pledges & General Contributions currently over \$1.5 million. All Souls is in the black for the year. Staff continue to maintain a tight control over expenses, managing benefits, salaries and training costs very well.

An audit of the All Souls 2015 books of accounts was completed in December 2017 by the independent and local accounting firm, Briscoe, Burke and Grigsby LLP, per Agreed-Upon Procedures, developed and approved by the Audit Committee. BB&G reported that the Church's accounting is being done properly

and no material discrepancies found in the items analyzed. The few minor discrepancies noted in the Bank Reconciliations and 'Negative Confirmations' were subsequently corrected. The Audit Committee was advised that the record keeping has much improved. The Church's staff assured the Audit Committee that the accounting data will be given to BB&G in a timely manner going forward, so that the audit completion will not be delayed for that reason again. The Audit Committee recommended to the Board of Trustees that they adopt and approve the Evanson and Associates' Report on Agreed-Upon Procedures, December 31, 2015, which was subsequently done. The 2018 Audit will start in a couple of weeks, staff waiting for the audit firm to submit their list of the data requested. The staff's objective this year is to complete the 2018 Audit by December 31, 2019. Craig announced that the Rocky Stegman Memorial Golf Tournament was rained out on Saturday, May 19 and has been rescheduled for June 8, 2019. The golf tournament has been successful every year, netting about \$10,000-\$12,000. David Kroll is stepping down after more than 20 years as chairperson. Everyone wanted to say 'Thank You' for a job well done.

Capital Campaign Update:

In the fall of 2018 All Souls officially launched the Capital Campaign. Ryan Darby began his report talking about the earnest effort that has begun to make personal visits to every member and friend of All Souls to talk about the Capital Campaign. To assist us with this great effort in keeping the campaign moving forward, Ray Sim of Klote's & Associates was hired on as the new consultant. This was done at the suggestion of our former Capital Campaign consultant (church member) Laura Hailey. Special 'Thank You' to Laura for helping us get the Capital Campaign started. Ryan let the congregation know that everyone's help is needed to make this a successful campaign. Each person who make a pledge to the Capital Campaign will receive a 'special pin' to wear, noting their financial support for the Campaign. Ryan said he hope to see everyone wearing a pin. Ryan introduced Ray Sim, who came forward to reveal the plans that he feels will help make the Capital Campaign a big success.

Ray Sim, Director with James D. Klote & Associates, Inc is All Souls new Capital Campaign consultant. James D. Klote & Assoc. specialty is providing full-time, on-site capital

stewardship consulting for churches. Ray Sim has chosen to temporarily move from Wyoming to Tulsa, Oklahoma to provide All Souls with his expertise and guidance for the duration of the campaign. Ray provided the congregation with a hand-out to follow and take with them as he presented a brief slide presentation about the All Sous Capital Campaign and 'What is a Capital Campaign Volunteer Visitor.'

All Souls has a \$30 million Capital Campaign that was launched in the fall of 2018. So far, the Church has a conservative estimate of \$7 million from the sale of Peoria Avenue Properties. In addition to that, the amount already given from 180 pledges is currently \$5,873,334. There is a special pin that will be given to those who make a pledge, indicating their support for the Capital Campaign. This pin is only for the Capital Campaign pledge. Also, \$1,574,307 has been designated by the Board of Trustees that can be used from the Day, Johnson and Meyers' endowment gifts (amounts are from the interests received, not the corpus amount). Together, the total amount currently stand at \$14,447,641, approximately 48% of the total amount of \$30 million. Ray stated this is an ambitious campaign and one that will require a significant stretch to make it happen. The goal is to personally visit or contact every All Souls household (members and friends). For those who have already made their pledge, a visit will be made to say 'thank you' and encourage them to volunteer to make visits to others, because help is need so no one is left out. Campaign volunteer visits will be thoughtful, inspirational and encouraging. Marlin Lavanhar, Ryan Darby and Donna Dutton are currently doing visits and with 969 households still needing to be visited, more volunteer visitors are desperately needed! On the back of the handout, there is an invitation to become a volunteer visitor. Ray will provide training and a manual to show each volunteer how to do a visit. Ray or one of the other designated volunteers are willing to accompany newly assigned volunteer visitor on their visits. With everyone doing all that they can, hopefully All Souls will reach the pledged goal of \$30 million for 2021.

Nominating Committee Report and Recommendation:

The 2019 Nominating Committee: Colin Bent,

Stacey Craig, Jim Rusher Ex-Officio members: Marlin Lavanhar, Alicia McLain

New Board Position Nominees (First-Two Year Term):

Cassandra Austin, Scott Keith, Shelley Mackin, Dan Piazzola, Sherry Swanwick, Jill Webb. Re-nominated Board Positions (Second-Two Year Term): Brian Cross, Donna Dutton, Clarence Garrison, Tip Jennings.

Third-Two Year Term:

Craig Jones, Floretta Reed

Our gratitude for their service to the outgoing Board members: Greg Bledsoe, Ryan Darby, Deb Herrmann, Glenn Hudgens, Alicia McLain, Jane Newman.

2018-2019 Officers:

President-Alicia McLain, 1st V-President-Floretta Reed, 2nd V-President-Deb Herrmann, Secretary-Dorothy Checotah, Treasurer-Craig Jones, Asst. Secretary -Jane Newman

2019-2020 Officer Nominees (Two Year Term):

President-Floretta Reed, 1st V-President-Louie Rojas, 2nd V-President-Craig Jones, Secretary-Dorothy Checotah, Treasurer-Beau Brock, Asst. Secretary/Treasurer-Dan Piazzola

Congregation unanimously approved the nominees of New Members and the New Officers for the Board of Trustees, 2019-2020.

Ordination Vote for Yadenee Hailu:

Marlin explain to the congregation that in our denomination, the only people who can ordain a new minister is the Congregation, this action requires the vote of the Congregation. Yadenee Hailu just completed her internship with the Hope Unitarian Church. She has been fellowshiped by the Unitarian Universalist Association of Ministerial Fellowship Committee, so she comes fully credentialed as a Unitarian Universalist Ministerial candidate to be a new minister at All Souls. The Board of Trustees has already approved for the ordination vote to be brought before the congregation. Florette Reed called for the vote to ordain Yadenee Hailu as a new minister of All Souls, vote passed unanimously.

At the close of the Congregational meeting, a round of applause was given by the congregation to the departing Board of Trustees members: Greg Bledsoe, Ryan Darby, Deb Herrmann, Glenn Hudgens, Alicia McLain, Jane Newman. President Reed acknowledged the dedication, commitment and hard work,

each has given in serving the members of All Souls. Thank you Board of Trustees!

Motion made and seconded, meeting adjourned at 11:36am.

Respectfully submitted,
Dorothy Checotah
Secretary/Board of Trustees

CONGREGATIONAL MEETING MINUTES

DECEMBER 15, 2019

President Floretta Reed called the congregational meeting to order at 10:59 am with a welcome to the All Souls members. First order of business was to determine if there was a quorum. A quorum was then certified by the BOT Secretary Dorothy Checotah. Rev. Marlin Lavanhar provided the Invocation. He asked the congregation to join him in saying the All Souls Covenant. A motion was made and seconded for the May 19, 2019 minutes to be approved as submitted, vote was unanimous.

President's Report:

Pres. Flo reported on the considerable amount of time and effort invested in the Capital Campaign for the new church building downtown. She thanked the many campaign visitors for volunteering and reaching out to the households in an effort to get the pledges in to be counted. She stressed how important it is to know where the Church stand in raising funds for the downtown project.

Pres. Flo also reported on the numerous maintenance issues the Church experienced this year (and ongoing). Some of the repairs and/or replacement issues were: Heating & A/C units repair, mold immigration, problems, steeple repair, removal of raccoons in belfry, ice machine replacement, sanctuary projector replacement, kitchen A/C replacement and the installment of a new security system. Other problems and concerns: approx. \$20,000 Emerson Hall roof replacement. She acknowledged Roger Ames assistance in raising \$14,000 from members of the congregation for the roofing project.

The Love & Light Gala held October 4, 2019 successfully raised \$70,000 under the leadership of the Stewardship Director Alicia McLain (former BOT president) and staff.

All Souls ministers are revisiting past sermons of previous All Souls ministers calling it 'Throwback 3rd Sunday'. The ministers are taking some sermons preached over the past 99 years at All Souls and presenting them to the congregation for our time. It is another way to celebrate All Souls' history and ministry.

The documentary movie titled *American Heretics* featuring All Souls is still being shown throughout the country. It has currently been featured in theaters in over 70 cities to date.

Rick Fortner was recognized for his incredible contribution and service to All Souls and its music department for the past 20 years.

In October 2019 All Souls held an ordination service for our new Assistant Minister Yadene Hailu.

A 'Soul For Service' award was established earlier this year in recognition of a member who demonstrates outstanding service, dedication and commitment to All Souls and the community at large. The first recipient was Joe Nurre.

The BOT recently established the 'Employee of the Year' award to be given out starting in 2020. The congregation will be able to submit nominees (church staff) via online or hardcopy form to the BOT nominating committee. This is another way for All Souls to say thank you to the staff for all they do to impact the lives of people and support the mission of the Church. Members of All Souls continue to find ways to engage the Tulsa community through the outstanding support of the Social Justice Teams.

All Souls remain on track for our 2019 Budget year to date. The Board of Trustees anticipate meeting the 2019 Budget by the end of 2019 as the remaining pledges continue to come in before December 31, 2019.

Pres. Flo asked members of the Board of Trustees to stand in order for the congregation to those working on their behalf. She explained how the Board of Trustees will develop ways to improve communication by being more visible and accessible to the congregation. "We want to focus on you the congregation as we are growing and changing. We are committed to work together, respect and listen to each other. We need everyone to commit to live the vision of Love Beyond Belief."

Committee Financial Report:

Craig Jones (2nd V-Pres.) stated All Souls has a well defined process in developing the Annual Budget. The process usually begin in the early Fall with Marlin and Senior Staff (Barbara Prose, Alicia McLain, Dave Manson) sitting down together to work on the first draft of the Budget. At the end of October or beginning of November the draft is ready to be given to the Finance Committee. Jim Rusher is asked to assist the committee because of his knowledge concerning the financial operations of the Church. Helen Bussard- Chair of the Investment Committee, also asked to help by

providing information about restricted and unrestricted funds. Both are able to provide suggest changes to the Budget draft as needed. Once the Finance Committee is done, the next step is the Executive Board of Trustees. They review the draft before it is passed on to the full Board of Trustees. The Board of Trustees purposely meet twice during the month of November to make any necessary changes and then cast final vote before presenting Budget to the congregation. The Board of Trustees met on November 19 to review the draft and make recommended changes. On November 26 the Board of Trustees reviewed the recommended changes before voting to finalize the Budget, after which the 2020 Budget was unanimously approved by the Board of Trustees.

Craig informed the congregation their approval is the part of the process that truly matters. In summarizing the Budget, he informed the congregation that 2020 Budget is very similar to the 2019 Budget. The revenues continue to look good. The biggest contributor to the revenue line is member pledges, making up almost 70% of total revenues. The 2020 pledge drive is going relatively well, but there are still quite a few members who have not turned in their completed pledge card. With only two (2) weeks left in the year 2019, Craig made a strong plea to those members to please get their cards in so that the Board of Trustees will have more clarity and understand concerning the Church's finances. He also encouraged members to continue to give generously. Pledges anticipated to be a little more than \$1.6 million. Next largest contributors are endowments, both restricted and unrestricted. The biggest part is from the unrestricted endowment in the amount of \$150,000, the same as last year. The Church policy says the withdrawn amount can not be more than 5% in any given year, on both the restricted and unrestricted accounts. The various restricted funds (Day Fund, Garden Fund, Press Fund, Internship, Communication, McElroy Scholarship) are contributing the same withdrawn amounts as last year 2019, with the exception of the Day Fund. In the past, a portion of the withdrawn amount was used to pay down the indebtedness of the Church. Since the debt has been paid off some of the amount from the Day Fund has gone to operating expenses.

The contribution to the operating expenses started in 2016 at \$45,000,

subsequently reduced to \$30,000 last year and in 2020 the proposed reduction is \$20,000 with the understanding this amount will be brought down to \$0 in 2021.

The next major revenue sources are the fundraisers. They are the Rocky Stegman Memorial Golf Tournament and the Love & Light Gala. The budgeted amount for the golf tournament is \$10,500 and for the Gala approx. \$70,000. Hopes are the two events will bring in well over \$80,000 in 2020. All Souls is scheduled to add another fundraiser in the Spring (Alicia McLain will provide more information about this new event soon). With the success of the new event being added the total amount anticipated to be raised may well reach over \$100,000 for 2020.

All Souls also has the opportunity to bring in extra funds by renting out portions of the building to outside groups for dinners, meetings, other functions, etc as approved.

In 2020, there will be an effort to increase the activity level and raise the rental rates to a more competitive level as other similar buildings around town. The predicted budget increased is approx. \$14,000 in revenue for 2020.

Craig praised the church staff about monitoring their expenses and keeping cost down as much as possible. He reported that ministerial operating expenses are up about \$26,000 for the 2020 budget. This is predicated on the salary increases for the ministers and the church staff and medical/dental insurance premiums 5% increased. The ministerial training and development expense also was increased by \$5,000.

Other expenses increase was in custodial cost. With the anticipated opportunity to rent the building in 2020 more custodial work will definitely be needed. A full-time custodian will also be hired in 2020.

Church staff will receive a pay increase averaging about 3% in 2020.

The All Souls' 100th Anniversary is coming in 2021. The cost for some of the upcoming activities and events is approx. \$5,000.

The Board of Trustees continue to focus on a living wage for the staff. Salaries and benefits are monitored to make sure we are keeping within appropriate and livable guidelines. The Board of Trustees has also reviewed the Living Wage study done by MIT, which provides a comprehensive review of all major cities in the US.

The review helped to develop what is a 'living wage', predicated on housing, cost of living, etc.

Living Wage for the Tulsa (Oklahoma) area is \$10.91/hr. Currently, All Souls employees make above the living wage for Oklahoma. There are only 3 full-time employees making less than \$15/hr. Over the next two (2) years all full time employees expected to be paid \$15/hrs rate and above. If an employee is working 30+ hrs/wk they are eligible for 85% of insurance premium paid by the Church. Also, after being employed consistently for one year, they are eligible to have 10% of salary paid into a pension fund by the Church.

After the finance report and a brief discussion, a motion was made and seconded the Annual Budget be approved. The 2020 Annual Budget was approved unanimously by the congregation.

Ordination for Intern Minister Rev. Mariela Pérez-Simons:

The All Souls congregation held an unanimous vote of approval for the ordination of Intern Minister Rev. Mariela Pérez-Simons.

Capital Campaign Report:

Ryan report highlighted the Campaign raising almost \$11million in support of the new church facility in downtown Tulsa. He said \$9,366,000 was raised from pledge contributions from the congregation. He noted \$3 million of this amount being a conditional pledge (designated to be paid after the \$30 million is raised). The Board of Trustees has designated approx. \$1.5 million of the investment accounts to the Capital Campaign, bringing the current total raised to approx. \$10.9 million. Ryan noted this amount is 5x greater than any amount raised for a capital campaign by All Souls. This is something the congregation should be proud of accomplishing. When the estimated (conservative) appraisal of \$7 million for the current church properties is included the total rises to approx. \$18 million. Ryan also acknowledged the incredible gift of the downtown property given to All Souls (the downtown property value is not included in the total above).

Ryan thanked the Campaign Cabinet and the team of visitors for all the hard work put forth in an effort to reach the goal of \$30 million. Another success of the campaign has been the strong bonds developed from the face to face, one on one meetings with members and families during the visits. He said what has also

been demonstrated is the immense amount of love we all have for this Church. Ryan explained that the Capital Campaign has been happening for over a year and even with our best efforts, we have only been able to get about 40% congregation participation. He reminded everyone present that just a few years ago 80% of the congregation voted for the move downtown. He stated that if the campaign does not meet its fundraising goal to raise \$30 million by the end of March 2020, the Board of Trustees will begin a process to engage the congregation in determining what other alternatives may be viable.

He stressed again, "If the Campaign has not reached its fundraising goal for the project downtown in roughly 100 days, the version of what All Souls is attempting to achieve will be lost and another alternative will have to be found."

He posed the questions, "If not now, when? If not you, then who?" For those members who have not made a pledge, Ryan strongly encouraged them to do it now. He also said it is important to know from those not planning to support the project or making a pledge. The current church building is insufficient to facilitate all that All Souls does.

Ryan ended his report by saying he has no doubt that All Souls best path forward is to take advantage of the amazing gift of the property downtown and build our future home for the next century. He feels All Souls need to take advantage of the \$3 million gift sitting there for this vision. And, All Souls need to take advantage of years of support by our members who have overwhelmingly verified that this vision is our option for the future of the congregation. He encouraged everyone who has pledged to become a visitor, to visit a friend(s) and secure a pledge toward our future. He reiterated the pledge is payable over five (5) years.

Question: If enough money is not raised will taking on a mortgage be an option or even logical? If not, why not?

Response: To take on debt would first require the vote of the congregation. The amount of debt needed at this time for the campaign is more than co-chairs for the campaign or the Board of Trustees would recommend for the Church. If in the next 100 days the Church was in reach of our goal and that option became a sensible thing to do, that discussion can be held at that time.

APPENDIX

**ALL SOULS
MEDICAL RESPONSE
TEAM REPORT**

We Can't Breathe Protest was held on Brookside, in Tulsa, on Saturday, May 30, 2020. On the eve of the planned Protest, Rev. Marlin Lavanhar decided that All Souls would provide a safe respite and First Aid facility for the Protestors, in part because of the proximity of the Church campus to the Protest location.

On Friday afternoon, May 29th, Marlin asked Lynne to help Knowlan Randza put together a team of people with nursing or medical training to be ready at All Souls if people at the Protest needed help with care or comfort. He said he was not expecting violence or rioting but wanted a team to be ready just in case.

Lynne called a group of Nurses who attend All Souls, and almost everyone said they would come and bring supplies such as band aids, ice packs, masks, gloves, snacks, and other First Aid items. Knowlan and Corey Smith also volunteered to provide supplies and shop for more, so we were assured of plentiful snacks and bottled water.

We also called on four Physicians who attend all Souls. Two came and brought more supplies. In the words of Dr Baxter: "I would rather be over prepared than overwhelmed."

On Friday evening we set up a text message group to brainstorm supplies, actions, legal issues and possible scenarios. None of us had ever done anything like this before.

Minister Steven Williams (formerly part of the All Souls ministerial team) put us in touch with Rev. Elizabeth Mount in Indiana, PA. Rev. Mount trains street medics for marches and protests around the country. Six of us met with her for two hours over Zoom early on Saturday morning. It was an eye-opener for many, and extremely helpful.

We spent the morning and early afternoon setting up, reviewing what we had learned and getting to know each other. We also tried to keep social distancing in mind at all times.

We are very happy to report that the Protest could be categorized as peaceful and that the Tulsa march was very safe despite the large turnout. We are definitely happy to report that we were over prepared and not overwhelmed. We cannot divulge injuries due to

confidentiality concerns, but generally what we saw was minor and came in late in the afternoon, towards the end of the march.

EMSA was not needed at our site. We quickly coordinated and transported over 25 cases of water when the march continued beyond the original plan of 34th and Peoria. Marchers walked 4.5 miles over several hours. We made sure they had snacks and water to keep up their strength and fend off dehydration.

We were asked to provide care and comfort to people in need during and after the Protest on Saturday May 29, 2020 near 34th and Peoria.

We were also asked to provide a summary of our actions and plans for our future by the Ministers and staff of All Souls.

While we in no way want to draw attention to ourselves, we feel that we were able to be successful at very short notice, and we established a basis for All Souls to provide the same response in future.

Here are some things we learned:

- Every member of our Medical Response Team supported the "We Can't Breathe" Protest.
- We learned that we want to get together again and review our strengths and weaknesses.
- We learned we want to meet regularly.
- We want more volunteers.
- We learned there are lots of jobs that can be done by non-nurses and non-physicians.
- We learned that protests have a life of their own and to be prepared for things to change rapidly.
- We need to coordinate teams that are ready to ferry water and food to marchers. Marches often change mid-stream and end up being longer duration and distances than originally planned.
- We learned we need an email list of interested volunteers.
- We want to get more training in this type of service.

Thank you to Marlin for trusting us!

*See photos and read more on our blog, <http://beyondbelief.online/medical-response-team-report/>

All Souls Medic Response Team:

Michael Baxter MD

Chris Blake MD

Lynne Burson RN

Patsy Selman RN

Mary Keller RN (Retired)

Rhonda Holt RN

Sandy Schuster RN

Jeanean Doherty RN

Paul Schuster

Keith Margerison

Tami Moore

Karyn Fox

Steven Williams

Corey Smith, All Souls Youth Director

Knowlan Randza, All Souls Facilities and Grounds Manager

COMMUNITY RESOURCE BANK

Operation Empty the Pantry started on Monday, Apr 27. The All Souls Community Resource Bank had food for the 70 families we normally serve through our school dinners, but no way to get it to them with the schools closed. Then Nancy McDonald connected us with the Dream Center, who agreed to deliver groceries to the families identified by the parent liaison from the schools. Matt, Bill, Sophia, and Deanna delivered over 1,700 pounds of food to the Dream Center in spite of a morning drizzle.

Then, on Wednesday, April 29, a carefully timed schedule and flexible participation from our Community Resource Bank partners made it possible for us to distribute over 4600 pounds of groceries and fresh produce through the All Souls parking lot! The distributions that we usually handle all through a whole month were condensed. Follow along with an unusual day in the life of the Community Resource Bank.

A Day in the Life of Our Food Pantry Volunteers

9:30 a.m. (on the dot!) – Day 2 of Operation Empty the Pantry ramped up when the National Guard showed up to deliver 70 boxes (~1700 lbs) of mixed fresh produce that we received from the Eastern Oklahoma Community Food Bank.

9:30 a.m. – Dennis spent several hours in the pantry counting out and racking non-perishables for the Dream Center, Vernon AME, and Raising Native Hope. It took several hours because we limited the number of volunteers for every task. All our volunteers wore masks to reduce any risk.

9:45 a.m. – Patsy arrived to count out produce boxes (gloved & masked!) for several partner groups to pick up.

10 a.m. – Our long-time partner Lindsey House loaded 380 pounds of produce and non-perishables

11 a.m. – Our new partner Women in Recovery picked up 865 pounds of produce (they received over 100 bags of groceries last week to deliver to women in the program). Women in Recovery – Patsy practicing social distancing

12 p.m. – Bill, Rick, and Patsy loaded over 1,000 pounds of fresh produce and non-perishables into their three vehicles to deliver to Empower Families, which serves 24 households. They were so fast and efficient that we only captured a photo of one loaded vehicle before they headed out.

12:30 p.m. – Sophia and Cathey loaded their vehicles with 1,000 pounds of non-perishables and delivered them to the Dream Center to fill food needs in north Tulsa.

12:30 p.m. – Raising Native Hope picked up hygiene supplies such as soap, shaving cream packets & razors, along with ready-to-eat food and water bottles, to be handed out to Native Americans living homeless around the city.

1:30 p.m. – Deanna and Cathey loaded 1100 pounds of produce and non-perishables to deliver to Vernon AME Church for their walk-in food pantry. We connected with this new partner through the Tulsa Food Security Council, which Joe Nurre serves on.

2:30 p.m. – On the way back to the church, Deanna and Cathey stopped at the Food Bank to pick up 168 lbs of rice and several cases of water bottles – now the only items in our pantry. AND – we always keep items on hand to help out congregation members. If your family could use some food support, please let a minister know, or email CRB@AllSoulsChurch.org. The Community Resource Bank serves the All Souls community, too.

Our Fight Against Hunger Continues:

We are distributing more food than ever before, and the need is growing. Each distribution costs about \$25 per family. If you can be a monthly sponsor for a family or two, or make a one-time donation, our partners will know they can count on us!

*See photos and read more on our blog, <http://beyondbelief.online/operation-empty-food-pantry/>

COVID CRB Spring 2020 Report:

At the time of this report, 8 weeks into Operation Empty the Pantry, we've helped 732 families: 1127 Adults, 1618 Kids and 88 Seniors!

We are grateful for our community partners in our fight against hunger:

- Women in Recovery
- Empower Families
- Partner School families - Unity Learning Academy and John Hope Franklin Elementary
- Vernon AME Pantry
- The Dream Center
- Congregants in need

For perspective, this effort represents approximately (350%) more of our typical monthly effort. And we're not finished yet! There is still plenty to do. Much thanks to tireless, hard-working volunteers!!

By the Numbers:

- Since May 1, we been able to help 732 families: 1127 Adults, 1618 Kids and 88 Seniors
- We have completed about 70% of our commitment to feed 500 families through Vernon AME and a grant from Tulsa Area United Way
- We've made good on our commitment of 2 food distributions per month to our 72 PIE school families.

