



**100**  
**ALL SOULS**  
**CENTENNIAL**  
**ANNUAL REPORT**  
**2020-2021**

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# EXECUTIVE & MINISTERIAL REPORTS

## PRESIDENT'S REPORT

Floretta Reed  
President of the Congregation  
2019 - 2021

### 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  
Sherry Swanwick  
Justice Waidner-Smith  
Jill Webb

### Executive Staff:

Rev. Dr. Marlin Lavanhar  
Rev. Barbara Prose  
Shannon Boston  
Alicia Valliant McLain  
Cindy Ranae  
David B. Smith

During this Covid-19 pandemic, the board, staff and committees have been busy keeping the operation of the church as normal as possible. We've had church, board meetings, trainings, workshops, lunches online, but most importantly, we've remained connected.

Financially, we ended the year with a surplus, thanks to your gifts at the end of 2020. We've used that surplus to revise the budget for 2021 because we had made deep cuts, including the minister's salary. You've received the revised budget via email that will be voted on by the congregation.

We will turn over the 2019 and 2020 books for audit by the end of the month. Due to the loss of Dave Manson and the time it took to fill the finance position, we were delayed for 2019 but we will be ahead of schedule for 2020, thank to Cindy Ranae, who has been doing an outstanding job transitioning into her new position. The audit reports will be available upon completion of the review by the auditors.

We applied for, and received, a second loan of \$193,000, which will be forgiven under the CARES Act. This loan, along with the one from last year, \$292,000, which has already been forgiven, helped us to be able to keep our dedicated staff in place.

Last meeting, in December, we introduced you to the Master Planning committees. I will ask the chair of each of the committees to provide you with the status of their findings.

The repair and maintenance committee, chaired by Terry Lastinger, have been working hard to get the repairs done, concentrating on the sanctuary.

The Building renovation and design committee, chaired by Gabe Palacios, have been working on establishing the space requirements using the 2008 plans and the plans for new building downtown to ensure we have the required space to meet our future needs. Once that's completed, we will turn the information over to the architects and they will hold meetings with the congregation.

The Conservage Sales Committee chair Rebecca Sherwood. They have been working on getting the houses ready for market and we have 2 houses presently up for sale and working on the others.

The Financial Review Committee, chaired by Craig Jones, have been working on developing the procedures and processes for expenditures from the capitol funds. The Board will have a clearing house for

all monies spent on these projects and to make sure were not duplicating any of our efforts.

We are in the process of establishing a Décor Committee for the sanctuary since it will not be impacted by the expansion or design. We want to have this space ready for our 100th year celebration in September.

The ministers and staff are in the process of developing a hybrid church of the future. Some people will want to remain virtual and others will want to come into the building.

As you can see, we have been busy. The committees are doing outstanding work, they have sacrificed their time and used their expertise to help All Souls and I would like to thank them on half of the Board of Trustees and the congregation.

All Souls is starting its second century, we still need your help to keep the church going. We need your ideas and financial help. Those of you that are waiting to see what the committees do, what Marlin does, what the Board does, I'm asking you, what are you waiting on? If the folks who built this church waited, would be here today? This is the time to be involved!

This has been a difficult year for most of us as individuals and as a church but we kept it together and we survived. As President, it's been challenging to lead the Board to make the right decisions in the best interest of the Church, its members and its staff. There were many unknowns over this past year. Will we have adequate financial support? When and will it be safe to open? Making sure the building was safe to open, with air circulation problems, mold problems, plumbing problems due to the freeze. You name it, we had this last year.

We also had to keep the building projects moving forward in the middle of a pandemic, thanks to the dynamic members of these committees, we have been able to do that.

We feel confident that when we open the doors the building will be safe. I know we will be gradually opening during the summer based on CDC guidelines and we should be totally open by September with a newly repaired and remodeled Sanctuary. We look forward to seeing each and everyone of you for our Centennial Weekend. I look forward to seeing you in person soon!

Floretta E. Reed  
All Souls Board of Trustees, President

## SENIOR MINISTER'S REPORT

Rev. Dr. Marlin Lavanhar

The 2020-2021 church year has been defined by the COVID 19 pandemic. This year has transitioned us through online church services and classes, the expansion of All Souls ministry to people across North America and the world, and the redirection of All Souls capital project from a downtown campus to investing in our current location. We also kicked-off a year of celebrations for All Souls Centennial in March and we have been engaged with the commemoration of the centennial of the 1921 Tulsa Race Massacre. Our Community Resource Bank has raised thousands of dollars and helping feed hundreds of people during this unprecedented time and also helping house 20 families without homes during the week of below zero temperatures this winter. The congregation has also been engaged in the classroom, at City Hall, and on the streets as part of the nationwide reckoning with racism since George Floyd was murdered by the police.

Congregational meetings, Board of Trustee meetings, and just about all aspects of church life have been transferred online for over a year. We observed new rituals such as giving out commemorative candles for people to light at home during the online services for Christmas Eve. We held new member rituals and flower communion and other annual rites of passage in new ways. The staff and lay-leaders are actively designing ways to continue our online ministry when we also return to in-person services and programs.

The staff took advantage of two national trainings in order to learn best practices and develop strategies during the pandemic. One program was led by Chemistry Staffing and the other by the Barna Group. I want to give credit to All Souls outstanding staff who graciously did whatever needed to be done to continue to serve our community during this challenging time. All Souls has a remarkable staff team on all levels. I also want to say what an honor it has been to serve with our outstanding, outgoing President Floretta Reed and VP of Finance Craig Jones. All Souls is fortunate to have leaders like them who are willing to serve the church so generously.

All Souls' Jenkin Lloyd Jones Press published *The Victory of Greenwood* by Carlos Moreno. It is an important book that tells the story of the

extraordinary people who built Greenwood and rebuilt it after the 1921 Massacre. Too often the Massacre has become the only thing people know about this amazing community. The book makes sure readers discover the stories of some of the greatest people and entrepreneurs that Tulsa has ever known.

Beyond preaching, teaching, leading the staff, and working with the Board of Trustees, I have been active in the community in a number of ways. 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 (Vice President) and the Downtown Ministers Group. In May 2021, I delivered an official response to one of the prestigious Minns Lectures offered by Dr. Anthony Pinn of Rice University.

I was interviewed on local television news numerous times in the past year on topics ranging from the pandemic to Easter. There have also been articles in the *Tulsa World*, *Tulsa People*, MSNBC podcast, *The Black Wall Street Times*, *Faith in Public Life* podcast, KWGS Public Radio, *The UU World Magazine* and elsewhere about All Souls and with me.

One of the most meaningful interactions I had was meeting 107-year-old Race Massacre survivor Mother Viola Fletcher and working with Bishop William Barber II, Jessie Jackson Jr. and Dr. Willie Parker on worship services for All Souls.

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

Respectfully submitted May 17, 2021  
Rev. Dr. Marlin Lavanhar

## EXECUTIVE MINISTER'S REPORT

Rev. Barbara Prose

*"It is not the critic who counts; not the man who points out how the strong person stumbles, or where the doer of deeds could have done them better.*

*The credit belongs to the person who is actually in the arena, whose face is marred by dust and sweat and blood ... who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly ...."*  
—Theodore Roosevelt – quoted by Brenee Brown in the introduction of *Daring Greatly*

Members and friends of our congregation absolutely dared greatly this past year. With little certainty and no guarantees, each and every staff member took on new responsibilities, let go of old ways of doing things, pitched in and carried us through a year full of challenges and opportunities. We have all been in the arena, and it feels good to be standing up and brushing the dust off.

During the pandemic, challenges we faced included saying good-bye to Nicole Ogundare, Knowlan Radnza and Dave Manson, who left our staff, each for their own reasons. Every time there are staff changes, we have an opportunity to better organize ourselves. We are very blessed that Cindy Ranae, our new Executive Director of Finance & Human Resources, joined our staff and Executive team. Ministers, staff and members, who have had the pleasure of working with her are all grateful for her skill and capacity to take on a broad array of responsibilities while working from home, and for her helping us transition back into the building and our newly emerging church life.

Current events and life online created many opportunities for the church. As a part of increased programming online, I was grateful to be able to offer the work of Brenee Brown, by co-facilitating an 8-week Daring Greatly course, with Rev Seth Carrier-Ladd, a former All Souls intern.

The demand for REWIRE exploded after the murder of George Floyd, allowing us to offer REWIRE to staff at The Philbrook Museum, with a group in Paris, France, and within a UU congregation in Vermont. Over the course of the year we created a REWIRE II curriculum and a Facilitator Training course. I applied for and received a \$25,000.00 grant from the UU Social Justice Fund, allowing me to hire a member to build a moodle online learning platform and website for REWIRE.

Our collective shift online, also allowed us to deepen and strengthen our relationships with our members of All Souls Everywhere. Our Welcoming Souls Team depends on Tulsa and Everywhere leaders to welcome, orient and integrate visitors and guests into our beloved community. We have developed new systems which include volunteer zoom teams, online pastoral care givers, and online greeters, ushers and ministers. Our intern, Karyn Marsh was very helpful in designing, supporting and implementing these new systems!

Also, this year, New Sanctuary Empowerment Center was incorporated as a non-profit organization. With a clear mission to honor the dignity of all migrants and empower us in all dimensions of society, we are already holding regular legal clinics in partnership with TU School of Law as well as continuing to support local, migrant families. I am thrilled and honored to be serving as Co-Chair this first year, with Pastor Alvaro Nova as Chair, Jessica Vasquez as Secretary, and Rick Barr as treasurer. Our board is young and diverse and committed to continuing the good works of New Sanctuary Network

and to developing new models of community-based problem solving.

TulsaRISE, also a new non-profit, continues to raise funds to support the good works of our All Souls justice teams. Please see CRB report for more information about funds raised for our food ministries this past year. Also, please consider what dreams you have for a more just and equitable world and reach out to us, if you would like to apply for grants to support a project – old or new.

Personally, after the 2020 national election, I felt called to engage with the work of Braver Angels, a national organization dedicated to depolarizing American politics, nurturing patriotic-empathy, moving Americans from hatred or disdain to respect and appreciation, thereby strengthening our democracy. I am currently the Blue co-chair of the OK Braver Angels Alliance along with my Red co-chair in Oklahoma City, Tim Tardibono.

It has also been a big year for me personally. The decision to divorce, the death of my mother and the sale of my home in Maine, signify the ending of an era in my life. The older I get and the more of life I experience, the more respect I have for my elders and all you have endured and learned.

I received a multitude of gifts from my mother in her last month of life. I look forward to sharing some of those stories and lessons in the year to come. I am now and always, so very grateful to be part of this community and congregation.

May we continue to dare greatly together, and alone.

With gratitude and love,  
Rev. Barbara Prose

## EXECUTIVE DIRECTOR OF DEVELOPMENT

Alicia Valliant McLain

All Souls fundraising during 2020 saw success in many areas despite challenges posed by a global pandemic. Unable to gather in person for most of the year, members continued financial support with pledges and gifts.

The generosity of our congregation is evident during this time of increased need and we are grateful for your support.

In 2020, pledges and gifts from members and friends totaled \$1,356,520. In addition to pledge revenue, the All Souls community participates in fundraising events with net income benefiting the operating budget.

This year All Souls hosted three events. In March, the first *Jazz on Sunday* event took place at Duet Jazz Club. Rick Fortner and David Smith joined Annie Ellicot, Cynthia Evans, Tommy Poole, Jared Johnson, Jordan Hehl, Scott McQuade and Written Quincey to make this a fantastic evening.

On a cool and rainy day in October, *The Annual Rocky Stegman Memorial Golf Tournament* took place at Lafortune Golf Course. Over 40 golfers enjoyed a day of fresh air, exercise and competition, followed by refreshments and awards in the clubhouse. 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 2020 Rocky Stegman Memorial Golf Tournament Sponsors.

The annual *Love & Light Gala* is the Board of Trustees' primary fundraising event. In November, a modified version of the event took place at the drive-in. This family-friendly event included the opportunity to gather in a socially distanced manner for a night of fun outside. Thank you to the generous sponsors who made this event possible.

These three events combined raised a total of \$42,310, benefiting the All Souls operating budget. Thank you to everyone who supported financially and with your attendance.

The Capital Campaign continued in 2020 with a task force evaluation of the downtown capital project. At the August congregational meeting, members voted to refocus capital efforts on the renovation

of the Peoria location. As a result, lay-led building committees are currently evaluating needs for worship, programming and office space.

Thank you to everyone who continues to make All Souls a priority in your giving plans. Your generosity allows us to offer worship, programming and opportunities for service, reaching both those within our congregation and the larger community.

Respectfully Submitted,  
Alicia Valliant McLain  
Executive Director Development

## **JOHN WOLF INTERNSHIP PREACHING COMMITTEE**

### **MEMBERS:**

Jennifer Latham  
John Burns  
Mike Pryor  
Chris Freedom  
Francia Allen  
Rev. Marlin Lavanhar  
Rev. Barbara Prose

### **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. The John Wolf Internship Preaching Committee provides a forum for the intern minister to develop and preach sermons.

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 2020/2021 Intern was Karyn Marsh.

### **2021-2022 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.

### **ACHIEVEMENTS/MEASURABLE:**

Karyn Marsh gave three sermons that were evaluated by the committee.



**BOARD OF  
TRUSTEES  
&  
NOMINATING  
COMMITTEE  
REPORTS**

## NOMINATING COMMITTEE REPORT & RECOMMENDATION 2021-2021

### 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.

### RE-NOMINATED BOARD POSITIONS:

#### Second Two Year Term:

Scott Keith, Shelley Mackin, Dan Piazzola, Sherry Swanwick

#### Third Two Year Term:

Brian Cross, Donna Dutton, Clarence Garrison, Tip Jennings

#### Additional Year, 2022-2023:

Beau Brock Per our bylaws. someone elected as an officer is eligible to serve that officer term and can be elected to one additional year to serve out their officer term.

Board Seat	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
1	John Greene -5/5	John Greene -6	Krista Waldron 1/1	Krista Waldron 2/2	Krista Waldron 3/3	Krista Waldron 4/4
2	Brenda Alred 1/1	Brenda Alred 2/2	Brenda Alred 3/3	Brenda Alred 4/4	Brenda Alred 5/5	Brenda Alred 6/6
3	Roger Blais 4/2	Roger Blais 5/3	Roger Blais 6/4	Roger Blais 1/5	Roger Blais 2/6	Roger Blais 3/7
4	Stacey Craig -5/3	Stacey Craig -6/4	Georgia Snoke 1/2	Georgia Snoke 2/2	Jane Newman 3/1	Jane Newman 4/2
5	Jim Perrault -3/3	Jim Perrault -4/4	Jim Perrault 5/5	Jim Perrault 6/6	Mike Wessinger 1/1	Mike Wessinger 2/2
6	Nancy Harbaugh 1/1	Nancy Harbaugh 2/2	Nancy Harbaugh 3/3	Nancy Harbaugh 4/4	Greg Bledsoe 5/1	Greg Bledsoe 6/2
7	Steve Caldwell 6/2	Steve Caldwell 1/3	Steve Caldwell 2/4	Steve Caldwell 3/5	Steve Caldwell 4/6	Justice Waidner-Smith 5/1
8	Bill Ainsworth -5/4	Bill Ainsworth- 6/5	George Schnetzer 1/1	George Schnetzer 2/2	George Schnetzer 3/3	George Schnetzer 4/4
9	Jim Rusher-5/4	Jim Rusher-6/5	Joe Lytle 1/1	Joe Lytle 2/2	Joe Lytle 3/3	Joe Lytle 4/4
10	Sharon McElroy 2/2	Sharon McElroy 3/3	Sharon McElroy 4/4	Sharon McElroy 5/5	Sharon McElroy 6/6	Sharon McElroy 1/7
11	Kathy Hinkle - 4/4	Ruth Ferguson 5/3	Ruth Ferguson 6/4	Imogene White 1/2	Imogene White 2/2	Imogene White 3/3
12	Maurice Storm -3/3	Maurice Storm -4/4	Maurice Storm 5/5	Maurice Storm 6/6	Becky Sherwood 1/1	Becky Sherwood 2/2
13	Barry Wilder 1/1	Barry Wilder 2/2	Barry Wilder 3/3	Barry Wilder 4/4	Barry Wilder 5/5	Barry Wilder 6/6
14	Emily Duensing 1/1	Emily Duensing 2/2	Emily Duensing 3/3	Emily Duensing 4/4	Aneta Wilkinson 5/1	Aneta Wilkinson 6/2
15	Jim Walker 2/2	Jim Walker 3/3	Jim Walker 4/4	Samantha Wignarajah 5/1	Samantha Wignarajah 6/2	Samantha Wignarajah 1/3
16	Laura Hailey-Butler -3/3	Laura Hailey-Butler -4/4	Laura Hailey Butler 5/5	Laura Hailey Butler 6/6	Alicia McLain 1/1	Alicia McLain 2/2
17	Ruth Ferguson 6/2	Colin Bent 1/1	Colin Bent 2/2	Colin Bent 3/3	Colin Bent 4/4	Colin Bent 5/5
18	Nancy McDonald -3/3	Nancy McDonald- 4/4	Nancy McDonald 5/5	Nancy McDonald 6/6	Ryan Darby 1/1	Ryan Darby 2/2
Pres	Jim Rusher	Jim Rusher	Jim Perrault	Jim Perrault	Sharon McElroy	Sharon McElroy
1st VP	Stacey Craig	Stacey Craig *	Sharon McElroy	Sharon McElroy	Samantha Wignarajah	Samantha Wignarajah
2nd VP	Jim Perrault	Jim Perrault	Maurice Storm	Maurice Storm	Roger Blais	Roger Blais
Sec.	Laura Hailey Butler	Laura Hailey Butler	Laura Hailey Butler	Laura Hailey Butler	Barry Wilder	Barry Wilder
Treas.	Maurice Storm	Maurice Storm	Roger Blais	Roger Blais	Joe Lytle	Joe Lytle
Asst Sec/Treas	Ruth Ferguson	Ruth Ferguson	Barry Wilder	Barry Wilder	Colin Bent	Colin Bent

**2020-2021 Officers:**

Dan Piazzola  
President  
Louie Rojas  
1st Vice President  
Beau Brock  
2nd Vice President  
Eileen Kenney  
Secretary  
Donna Dutton  
Treasurer  
TBD  
Assistant Secretary/Treasurer

**NEW BOARD POSITION NOMINEES**

**First Two Year Term:**  
Deborah Fritts, Carlos Moreno, Mike Newman, Deanna Tirrell

**OUR GRATITUDE FOR SERVICE TO OUTGOING BOARD MEMBER**

The Board of Trustees thanks Cassandra Austin, Craig Jones, Floretta Reed, and Jill Webb for their years of selfless service to the congregation through their work on the Board and in our community.

Respectfully submitted by the 2021 Nominating Committee  
Roger Blais, Colin Bent, Sharon McElroy

2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Krista Waldron 5/5	Krista Waldron 6/6	Clarence Garrison 1/1	Clarence Garrison 2/2	Clarence Garrison 3/3	Clarence Garrison 4/4
Craig Jones 1/1	Craig Jones 2/2	Craig Jones 3/3	Craig Jones 4/4	Craig Jones 4/4	Craig Jones 6/6
Deb Herrmann 4/1	Deb Herrmann 5/2	Samantha McPheter 6/6	Diane Eason Contreras 1/1	Kendra Freedom 2/2	Kendra Freedom 3/3
Jane Newman 5/3	Jane Newman 6/4	Tip Jennings 1/1	Tip Jennings 2/2	Tip Jennings 3/3	Tip Jennings 4/4
Mike Wessinger 3/3	Mike Wessinger 4/4	Jane Newman 5/5	Jane Newman 5/5	Shelley Mackin 1/1	Shelley Mackin 2/2
Bill Kellough 1/1	Bill Kellough 2/2	Bill Kellough 3/3	Kendra Freedom 1/1	Cassandra Austin 5/1	Cassandra Austin 6/2
Justice Waidner-Smith 6/2	Justice Waidner-Smith 1/3	Dorothy Checotah 2/2	Dorothy Checotah 3/3	Dorothy Checotah 4/4	Dorothy Checotah 5/5
Geroge Schnetzer 5/5	Geroge Schnetzer 6/6	Donna Dutton 1/1	Donna Dutton 2/2	Donna Dutton 3/3	Donna Dutton 4/4
Joe Lytle 5/5	Dorothy Checotah 6/1	Brian Cross 1/1	Brian Cross 2/2	Brian Cross 3/3	Brian Cross 4/4
Aneta Wilkinson 2/3	Aneta Wilkinson 3/4	Justice Waidner-Smith 4/4	Justice Waidner-Smith 5/5	Justice Waidner-Smith 6/6	Eileen Kenney 1/1
Imogene White 4/4	Imogene White 5/5	Imogene White 6/6	Louie Rojas 1/1	Louie Rojas 2/2	Louie Rojas 3/3
Greg Bledsoe 3/3	Greg Bledsoe 4/4	Greg Bledsoe 5/5	Greg Bledsoe 6/6	Scott Keith 1/1	Scott Keith 2/2
Floretta Reed 1/1	Floretta Reed 2/2	Floretta Reed 3/3	Floretta Reed 4/4	Floretta Reed 5/5	Floretta Reed 6/6
Glenn Hudgens 1/1	Glenn Hudgens 2/2	Glenn Hudgens 3/3	Glenn Hudgens 4/4	Sherry Swanwick 5/1	Sherry Swanwick 6/2
Samantha Wignarajah 2/4	Samantha Wignarajah 3/5	Deb Herrmann 4/3	Deb Herrmann 5/4	Diane Eason Contreras 6/2	Diane Eason Contreras 1/3
Alicia McLain 3/3	Alicia McLain 4/4	Alicia McLain 5/5	Alicia McLain 6/6	Jill Webb 1/1	Jill Webb 2/2
Colin Bent 6/6	Beau Brock 1/1	Beau Brock 2/2	Beau Brock 3/3	Beau Brock 4/4	Beau Brock 5/5
Ryan Darby 3/3	Ryan Darby 4/4	Ryan Darby 5/5	Ryan Darby 6/6	Dan Piazzola 1/1	Dan Piazzola 2/2
George Schnetzer	Geroge Schnetzer	Alicia McLain	Alicia McLain	Floretta Reed	Dan Piazzola
Samantha Wignarajah	Samantha Wignarajah	Floretta Reed	Floretta Reed	Louie Rojas	Louie Rojas
Joe Lytle	Deb Herrmann	Deb Herrmann	Deb Herrmann	Craig Jones	Beau Brock
Aneta Wilkinson	Aneta Wilkinson	Dorothy Checotah	Dorothy Checotah	Dorothy Checotah	Eileen Kenney
Alicia McClain	Alicia McLain	Craig Jones	Craig Jones	Beau Brock	Donna Dutton
Jane Newman	Jane Newman	Jane Newman	Jane Newman	Dan Piazzola	TBD

## SERVICES & WORSHIP

### STAFF:

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

### DESCRIPTION:

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.*

March 15, 2020 was our first exclusive live stream service after closing the building earlier that week due to COVID-19. At the time of this report, the building is still closed to Sunday service gatherings, but we are continuing to create three to four virtual video services each week; Sunday service, Humanist Hour, Family Chapel, and Sunday School.

We also continue to produce 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 production.

### 2020-2021 GOALS:

Integrate All Souls Everywhere (Virtual) Members and Tulsa Members into services.

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

Continue to improve online ministry, worship, and services to connect and hold our community throughout the pandemic.

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

### 2021-2020 GOALS:

Integrate services into "hybrid" or "multi-platform" as both in-person and online.

Update equipment for impactful service experience. Continue to integrate themes and messages more efficiently between Worship, CRE programs, and Communications.

### ACHIEVEMENT/MEASURES:

Completed all 2020-2021 Goals

Developed compelling online Worship services to meet the needs of our community along with intern minister, Karyn Marsh.

## MEMBERSHIP

### STAFF:

Rev. Barbara Prose  
Nefertiti Sanders

### DESCRIPTION:

All Souls membership consists of in-person (local) members as well as All Souls Everywhere members joining from outside of Tulsa. All members support the church financially as well as with their gifts and talents.

Total Members: 1,651

Virtual Members: 103

### ACHIEVEMENT/MEASURES:

Membership Outreach Project/2020: The purpose was to connect, serve, and provide Love Beyond Belief to our members while updating the All Souls database during the pandemic.

Joining Sunday & Membership Drive in February launch/2021 – Converting our in-house experience virtually so all could attend and join.

### CHALLENGES:

Not being able to connect with visitors and members in person due to COVID-19.

### Goals for 2021-22:

Inclusive, Hybrid Church for the future of brodening and deepening relationships with Tulsa and Everywhere Members and friends.

# PASTORAL CARE & LIFE EVENTS

## PASTORAL CARE

During a year like this past one, the experienced leadership in all our pastoral care departments was a tremendous blessing. With Rod Harwood and Greer Fites at the helm, our Care Team adapted gracefully to meeting online and offering support, care and love via telephone and zoom. Rod and Greer kept us all connected, focused and organized. The same can be said of Friendly Souls with Rita Woodall, Helping Souls under the leadership of Dick Lieser and Elaine Hammar, Life Decisions under the steady hand of Ellen Bussard, Parish Nurses under the expert leadership of Lynne Burson and our Shawl Ministry with Tiffany Cross. SpiritSong looks forward to reconvening soon.

All our ministers and staff are aware of the grief so many of us are carrying as we come to the end of a most unusual church year. Grief from losses we faced alone over the course of the year. Please feel free to reach out for support and to explore ways to honor your losses as we are able to gather again in our memorial garden, chapel and sanctuary. Each and every life is sacred. Its beginning is sacred. Its middle and its ending are sacred too. As we find ways to honor our loved ones and our losses, we will also be reconnecting those ties of love that bind us together as a community of care, healing and celebration.

We are all, ministers and staff, wholeheartedly looking forward to visiting with y'all at home or in the hospital, as we move forward into another new reality together.

As we emerge from our pandemic cocoon and recreate church systems for this present moment, please know we are actively seeking members to serve on a Memorial Guild and on a Wedding Guild.

As you already know or can intuit, walking with people through the shadow of the valley of death and up onto the peaks of life's highest experiences is an honor and a blessing. If you feel called to serve in one of these ways, or are curious to hear more, please contact me at [bprose@allsoulschurch.org](mailto:bprose@allsoulschurch.org).

With big love,  
Rev. Barbara Prose

### LIFE EVENTS:

#### 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.

#### 2021-2022 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.

Include birth information in all pastoral care and church processes.

#### ACHIEVEMENT/MEASURABLE:

Transitioned Life Events death and birth administrative work to Membership Associate, Nef Sanders. Duties include:

Report Death or Life Event notice to Communications staff and others involved.

Update member status profile in ACS.

For Death notices, add deceased name to Transitions file in SharePoint.

Report stats of Death notices to Life Events coordinator for Holiday Memorial Chapel.

## LIFE EVENTS BY THE NUMBERS

### DEATHS -

Jan – Dec 2020  
Members/Friends = 12  
Non-Members = 51  
Jan – May 2021  
Members/Friends = 9  
Non-Members = 6

### MEMORIALS –

2020  
1/4/2020  
Shirley Irene Dutton  
1/16/2020  
Jan Stokes  
2/8/2020  
Todd Holt  
2/8/2020  
Len Eaton  
7/2/2020  
Ryan T. Martin  
7/28/2020  
Matthew Seth Richardson  
9/26/2020  
Norma Woolsey

### INTERMENTS –

2020  
1/4/2020  
Shirley Irene Dutton (private)  
1/16/2020  
Jan Stoke (private)  
2/8/2020  
Todd Holt  
7/2/2020  
Ryan T. Martin  
8/1/2020  
Ed Sager  
8/1/2020  
Julia Richardson  
9/26/2020  
Norma Woolsey

### MEMORIALS –

2021  
5/4/2021  
Robert "Bob" Lieser  
5/12/2021  
Brooks Memorial Service  
5/21/2021  
Clayton Vaughn Memorial Service

### BIRTHS –

PARENTS/GRANDPARENTS  
10/15/2020  
Justin & Tabbi DaMetz (P)  
5/6/2021  
Allison & John Greene (GP)

# By the Numbers

## *Community Connections in a Pandemic*

### Helping Souls

**1,248** birthday calls made by our Helping Souls team! That's a lot of birthdays!

**Trivia!** In our congregation, October is the most popular birthday month and there are the least birthdays in April.

**44** meals were provided by **26** volunteers to **8** families.

**3** rides were given by **3** volunteers.

**Helping Souls** is one of our many **Care Teams** that work with our ministers to provide care, healing, and ministry to All Souls members. If you're interested in serving on a Care Team, or would like to know more, please visit [allsoulschurch.org/get-involved/#pastoral-care](https://allsoulschurch.org/get-involved/#pastoral-care)

### All Souls Tulsa & Everywhere Members receive Pastoral Care: 24/7/365

Care Team: (918)724-TEAM | [careteam@allsoulschurch.org](mailto:careteam@allsoulschurch.org)

**143** Pastoral Care Connections, averaging 3 a week.

**213** Cards of sympathy and celebration sent, averaging 4 per week.



## FRIENDLY SOULS

**MEMBERS:**  
 Kabba Amad  
 Sue Ames  
 Jennifer Brown  
 Laura Bullock  
 Connie Dooley  
 Ros Elder  
 Toni Ellis  
 Greer Fites  
 Rick Gardner  
 Elaine Hammar  
 Mary Keller  
 Carol Leach  
 George Lewis  
 Winston Lewis  
 Cathy Powell  
 Elaine Tinsley  
 Brian Turner  
 Andrew Shead  
 Paul Schuster  
 Sandy Schuster  
 Marilyn Snedden  
 Sherry Swanwick  
 Rita Woodall

**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. Please contact Rev. Barbara Prose if you are interested in having or being a Friendly Soul.

**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.

**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.

**2021-2022 GOALS:**

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.

**ACHIEVEMENTS/MEASURABLE:**

Rita Woodall stepped up into leadership during our pandemic year and grew the program with her caring attention.  
 New matches were made and more members were trained.  
 We made matches for the first time with members of All Souls Everywhere.

## HELPING SOULS

helpingsouls@allsoulschurch.org

**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:**

53

**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.

**2020-2021 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.

**2020-2021 GOALS:**

Continue to serve All Souls members and families.  
 Participate in a church activity fair to recruit additional volunteers.  
 Educate our congregation about what Helping Souls provides to them and opportunities to get involved.

**ACHIEVEMENTS/MEASURABLE:**

Successful in achieving goals.  
 26 volunteers provided 59 meals and 3 rides to medical appointments for 12 church families.

## LIFE DECISIONS

### DESCRIPTION:

To help All Souls members prepare for decline and death by providing information about issues, 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.

### MEMBERS:

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

### 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.

### 2020-2021 GOALS & CHALLENGES:

We were part way through a series of evening programs when COVID came, so did not finish them. We basically went dormant for the year, while participating with individual church members on end-of-life issues when requested.

Our overall goals remain the same: 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. Would like to strengthen access to legal experts who would be available for continuing education of our group and to whom we could direct individuals with complex needs.

### 2021-2022 GOALS:

Once we get back together and active again, we will resume updating information and resuming programming.

# JUSTICE GROUPS

## ALL SOULS ACTION

action@allsoulschurch.org

### MEMBERS:

Ted Bakamjian  
Emily Duensing  
Ros Elder  
Lanetta Lyons  
Kirsten Fishback  
Karen Harris  
Rod Harwood  
Marty Kamp  
Mike Workman  
Sue Williams  
Deanna Tirrell  
Rev. Barbara Prose

### 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 who advocate together for political change in order 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 new relationships across the lines that often divide our communities. Learn more at [actiontulsa.nationbuilder.com](http://actiontulsa.nationbuilder.com).

### VOLUNTEERS:

We have a pool of approximately 400 volunteers who have requested to receive the monthly ACTION newsletter. Approximately 200 volunteers attended various ACTION Zoom events in 2020-2021 depending on their interest in or experience with a particular issue. However, because ACTION engages the whole institution, in reality every member of All Souls is part of our pool of volunteers! Because of the constraints of the pandemic, the rate of volunteer participation was lower this year than in the past.

### 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.  
Engage All Souls members in leadership development.

### 2021-2022 GOALS:

Work with church leadership and staff to develop ongoing connections with other justice teams and identify ways this community organizing model supports their missions.  
Develop strategies to enhance support of the ACTION All Souls agenda in surrounding communities.  
Identify strategies for conducting effective house

meetings to determine issues currently impacting the families of All Soul members.

### ACHIEVEMENTS/MEASURABLE:

ACTION All Souls Organizing Team meetings were held each month for the reporting year; 8-10 members attended each meeting.

ACTION Strategy Team Meetings were held bi-monthly for the year; 3-4 All Souls members attended each meeting.

ACTION All Souls “What’s Next-A Conversation About After the Election” (November 2020): 19 attended followed by four meetings to continue discussion which were attended by 10-16 for each.

The ACTION-proposed bill creating a Student Borrowers’ Bill of Rights (SB 261) was signed into law April 2021.

44 individuals (12 from All Souls) attended ACTION and VOICE-OKC Building Power in Your Legislative District (January 2021).

ACTION partnered with the Oklahoma Education Association to present reports from Tulsa and OKC public schools superintendents, policy experts, and housing policy experts on the effects of the pandemic. State and federal candidates were asked to respond with how they would work to alleviate these pressures on families. 77 individuals (8 from All Souls) heard expert reports on the effects of pandemic on education, student loan debt, and evictions. The Facebook recording of the event has had over 1,200 views.

500 people (100 from All Souls) attended at least one of the two City Candidate Accountability Sessions to stand in solidarity as ACTION asked candidates to publicly commit to address health care, economic recovery, racial equity and evictions (August 2020). 125 individuals had a ballot notarized at an ACTION event at All Souls in 2020 (June, November).

160 residents and elected officials from Tulsa, Oklahoma City and Norman (13 from All Souls)

met online to learn about the need for an expanded statewide eviction moratorium and financial relief for landlords and tenants (June).

**ACTION continued.**

Over 60 people from All Souls and other ACTION institutions were trained in the IAF Leadership Training model for skills necessary to lead and create change (September 10, 17, 24; November 20, 21; December 15). Three of the trainings were offered in Spanish. 12-15 All Souls members attended each training.

ACTION Tenants' Rights Team won: \$200 million in CARES Act funds for rental assistance in Tulsa County that helped 3,807 families remain housed in October-December 2020.

\$3.5 million in CARES Act funds for utility assistance through 2021 as of 1/31/21; 1900 households had \$600,000 of utility bills paid through our 20 nonprofit partners.

ACTION invited local elected officials to our Strategy Team Meetings to share their perspective for the coming year: Tulsa City Councilor Jeannie Cue, December 3, and John Waldron, December 10 participated.

All Souls hosted House Meetings regarding Long-Term Care to identify areas of concern and strategies for addressing these, March, 2021. The events were attended by 37 family

members and experts in the field.

## COMMUNITY RESOURCE BANK (CRB)

crb@allsoulschurch.org

### MEMBERS:

Joe Nurre, Co-Chair  
Deanna Tirrell, Co-Chair  
Berkeley Shouse,  
Volunteer Coordinator  
Glenda Huckabay, Secretary  
Brian Cross, Treasurer  
Shelly Mackin  
Corey Smith  
Patsy Selman

### 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. Multiple sustaining contributors, who contribute a defined amount each month, also support our activities. Because of CDC and ASUC guidelines regarding COVID-19 risks, The majority of this past year's work has been performed by a much smaller group of volunteers who were able and willing to risk exposure to the virus. We wish to thank these volunteers for their generosity of spirit and we look forward to welcoming volunteers, new and old, back to our work.

### 2020-2021 GOALS:

Nothing we have done in the 10 year history of the Community Resource Bank could help us predict the challenges we've faced this past year. However, everything we've done in those past years served as a firm foundation for the skills and resources needed to recognize and respond to them.

Our goals were to:

Continue to develop a reliable funding stream, 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.

Continue to raise awareness of CRB programs that address poverty.

Develop a long-term vision for the success of the CRB.

### 2021-2022 GOALS:

Our goals are to use the past year's experience to become a better organization; more able to serve the needs of All Souls and the larger Tulsa community. To that end, what we've learned is:

**Gratitude** – We are grateful for the continued – and continuous – support of the All Souls congregation; both financial and moral. They have shown by word and action their deep understanding of the daily challenges of poverty and hunger in our community.

We are grateful for our old friends, both volunteers and partners. It was painful to ask our elder volunteers to "sit this one out" for their safety's sake. We know now that we could not have done this year's work without their investment and participation in year's past.

We are grateful for our long-standing partners: Tulsa Public Schools, Partners in Education, Lindsey House, Empower Families, Coffee Bunker, Raising Native Hope, for helping us recognize this year's new challenges and helping to develop new responses to them. We are grateful for our new partners: Vernon AME, Tulsa Dream Center, Women in Recovery and Tulsa Area United Way for expanding our reach and effectiveness in ways we could not imagine a year ago.

**Nimbleness and flexibility** - Old solutions and practices may not be effective in responding to the sorts of challenges we've met this year. New faces doing new things, things we've never tried before, have been the "Order of the Day" all year long. The willingness to try new things – and learn from both failure and success – has been and will be the key to our success.

**Mission** - We have a Mission Statement and a Vision; all organizations do. Often they are no more than balloon juice. So many things this year have taught us that our purpose and our work is, simply, to make sure people have enough to eat – each day, every day.

CRB continued.

**ACHIEVEMENTS/MEASURES:**

Families Served - 4087

Individuals Served - 16192

Adults - 6350

Children - 9233

Seniors - 557

Total Distribution

100,019 lbs.

50.0 Tons

Shelf Stable Groceries

92,962 lbs.; 46.5 Tons

Fresh Produce

6,264 lbs.; 3.2 Tons; 7%

Total Budget - \$54,244.05

Grants Received

TulsaRise - \$5598

TAUW/TulsaRise - \$10,000

TAUW/TulsaRise - \$12,000

TAUW/TulsaRise - \$3024

Total of Grants - \$30,622

Budget less Grants - \$23,622.05

Cost/Family - \$13.27

Distribution/Family - 21.5 lbs.

**PARTNERS IN  
EDUCATION  
(PIE)**

pie@allsoulschurch.org

**MEMBERS:**

Jim Beasley  
Carol Burleigh  
Jenny Clyde  
Andrew Donovan-Shead  
Debby Godsey  
Dennis Grote  
Haywood and Lana Hill  
Kathy Horne  
Kelly Jennings  
Caroline Johnson  
Nancy McDonald  
Margo Mitchell,  
chair  
Lisa Shotts  
Eileen Simmon  
Marquel Stewart

**DESCRIPTION:**

PIE assists the scholars, families and faculties of John Hope Franklin Elementary, Monroe Demonstration Academy and Unity Learning Academy.

**VOLUNTEERS:**

70 PIE program volunteers

**2020-2021 GOALS:**

Secure grant funding through TulsaRise.  
Develop aggressive volunteer recruitment plans.  
Deliver positive messaging about PIE to the members of All Souls Church.  
PIE was somewhat successful in achieving these goals.

**2021-2022 GOALS:**

Introduce a new PIE fundraiser with a goal of raising \$5,000 the first year.  
Relaunch our programs that were cancelled during the pandemic.  
Recruit all All Souls members to serve as volunteers.

**ACHIEVEMENTS/MEASURES:**

Granted 57 wishes for 23 John Hope Franklin Elementary and Unity Learning Academy teachers.  
Packed a Chevy SUV with school supplies for Monroe Demonstration Academy scholars.  
Partnered with CRB to provide monthly groceries for 71 families identified as food insecure by our partner schools.  
Provided customized sweatshirts for the scholars of John Hope Franklin Elementary and Unity Learning Academy.



## REPRODUCTIVE JUSTICE

reprojustice@allsoulschurch.org

### MEMBERS:

Barbara Bannon  
Nancy Coryell  
Rev. Barbara Prose

### DESCRIPTION:

Reproductive Justice raises awareness about 21st-century families, reaffirms women's rights, and advocates for reproductive justice.

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.

We have not met since the pandemic started and the church closed.

### VOLUNTEERS:

2

### 2021-2022 GOALS:

To get the team active again.

To spread the word about how important reproductive rights are to the health of families.

To fight the anti-abortion legislation passed this year.

## WOMEN OF ALL SOULS

### MEMBERS:

Shannon Boston  
Rev. Barbara Prose  
Quanah Scoggins  
Michelle Spencer  
In Her Honor:  
Deedee Cox  
LaDonna Boyd  
Rev. Barbara Prose

### DESCRIPTION:

The Women's Group is for all women, of all ages, races, and sexual orientations. As with our multicultural congregation, women in our church come from a multitude of diverse backgrounds.

We all have had different experiences and are in varying stages of life. The Women's Group seeks to engage each other in women's issues, interests, creative expressions, social justice passions, hobbies, and share in the ups and downs we all experience. The group hopes to grow friendships, mentor relationships, ourselves, and our church through shared meals, guest speakers, small group interests, and occasional retreats.

The Women of All Souls looks forward to engaging programs and conversations. All who identify as women are welcome to join Women of All Souls for regular meetings on the first, third, and fourth Tuesdays of the month at 7 pm central.

### VOLUNTEERS:

3

### 2020-2021 GOALS:

Maintaining connection during the pandemic  
Continue to offer programming for female members of AS that reflects the issues and interests of the times.

Provide opportunities to connect and reflect our church values out in the community (through the In Her Honor series) we are honoring RBG's work in areas of women's rights, racial justice, lgbtqa rights, and economic justice.

### 2021-2022 GOALS:

We want to connect with members on both in person and virtual platforms to provide a more inclusive experience.

We want to continue to grow our membership and make sure our group reflects the church's values of diversity and inclusivity.

We want to offer educational, fun, and connection building activities throughout the year online and in person.

### ACHIEVEMENTS/MEASURES:

We had weekly Zoom meetings open to all women of All Souls. Our weekly events ranged from check ins and fellowship, TedTalk discussions, craft activities, and guest speakers.

Deedee Cox and LaDonna Boyd partnered with Women of All Souls to create the In Her Honor series. In Her Honor is a series of events celebrating Ruth Bader Ginsburg's contributions toward women's rights. The monthly presentations by notable women, from our community and beyond, celebrate and inform us of the progress women have made toward equality, equity, and justice. All are welcome to attend, regardless of gender identity.

# By the Numbers

All Souls community outreach throughout the pandemic.

**Community Resource Bank (CRB)** May to November 2020.

**10,825** adults, children, & seniors received groceries through CRB community partnerships.

**3,475** bags of groceries provided.

**2,860** families served.

**110%** increase above grant requirement due to additional support from the All Souls congregation!

**Getting the Vote Out & the Ballots In**

**1,200** phone calls & **100** postcards mailed by the All Souls UU the Vote team.

**657** attended ACTION events on pandemic impact & holding elected officials accountable.

**125** absentee ballots notarized on ACTION Notary Days.

**Partners In Education (PIE)**

**272** School supplies donated to students & classrooms.

**56** Wish Tree gifts for teachers granted.

**Community Connections in a Pandemic**

**1400+** monthly average join services on Zoom, Facebook, Roku, & Live Stream.

**125** monthly average participation in small groups, justice work, & Wednesday Community Connections.

**124** monthly average attendance for Family Chapel, Sunday School, & Children's & Youth Programs.

**20** individuals & families provided hotel rooms for one week during winter storms thanks to the generosity of our congregation giving to the offering plate!

# LIFESPAN RELIGIOUS EXPLORATION

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ADULT, YOUTH, &  
CHILDREN'S PROGRAMS  
SOCIAL GROUPS

## ADULT PROGRAMS

### ADULT RELIGIOUS EDUCATION

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

In spite of the many obstacles, we have found ways to connect. David Smith and I have spent many hours with the COVID Task Force creating policies to keep our staff and congregants as safe as possible during this time while still providing community as we are able.

In the warmer months of last Summer and early Fall we were able to meet in person for Wednesday Connections outside. We came together to create a beautiful labyrinth in our front yard that illuminated a contemplative path during our darkest season with over 112,000 small, warm points of light.

We handed out commemorative candles and Christmas Eve Orders of Service and we collected reverse advent boxes to give away to those in need.

Throughout the year we have helped each other master Zoom and through that medium we have shared books, stories, ideas, art projects, our homes, our pets, and ourselves with old friends across town and new friends across the country and around the world.

Karyn Marsh, our Ministerial Intern, championed our online Wednesday Community Connections bringing classes and groups together with weekly chapel services with a bonus production of Charles Dickens' *A Christmas Carol*. All in all we have created over 350 opportunities for our members to come together online via Zoom (outside of church services).

Our Intercultural work has received considerable focus during this time of regrouping. REWIRE has experienced a banner year. We have launched a total of ten REWIRE courses in the past year with many attendees outside of Tulsa including a Paris class.

During the year we have revised REWIRE 1 and created a second course, REWIRE 2, along with a facilitator training which will be on display at General Assembly this Summer.

In addition, with the hard work and leadership of Floretta Reed, Clarissa Jones and Francia Allen over the past year, SHADZ is launching a complete revision this month to a full complement of participants who have agreed to be future facilitators under the guidance of our Youth Director, Corey Smith.

Also under Corey's guidance is the fulfilling of requests to paint BLACK LIVES MATTERS murals in parking lots of religious institutions across Tulsa. This call came from the interfaith community effort when the phrase was removed from Greenwood by the City of Tulsa.

In the last few months, we have begun to reform an Adult Programs Team—something we have been without for too long. I am excited to work with a great group to create both in person and online programs that will serve all of our members and friends and provide a welcoming environment for new-comers.

With Love Beyond Belief,  
Shannon Boston

**VOLUNTEERS:**  
25

#### 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.

#### 2021-2022 GOALS:

Re-imagining Adult Programs for the a new era.

Finding ways to continue to use both online and in-person platforms.

Establishing processes for feedback and improvement of our programs.

#### ACHIEVEMENTS/MEASURES:

Between Wednesday Community Connections classes, Sunday Circle and Salon, REWIRE, All Souls Reads, our Men's and Women's Groups, and other opportunities, the Adult Programs Team has provided well over 350 opportunities to come together in community on the Zoom platform over the past year.

**STAFF,  
TEACHERS & SUPPORT:**  
Shannon Boston,  
Executive Director of Life  
Span Religious Education  
Katja Blum  
Nattasha Bogdanova  
Laura Bullock  
Chris Campbell  
Linda Campbell-Kovak  
Al Carlozzi  
Christian Clark  
Marie Farnsworth  
Jim Gillispie, Earl Goodman,  
Josie Rosenthal  
Karyn Marsh - Intern Minister

# CHILDREN'S RELIGIOUS EXPLORATION

## ALL SOUL KIDS ASK!

### MEMBERS:

April Orcutt  
Beth Joels  
Cheryl Schaefer  
David Waldron  
Denise Dutton  
Jennifer Moreno  
Kalyn McKenzie  
Kayla Williams  
Leslie Daugherty  
Nicole Vreeland  
Quanah Scoggins  
Sally Ramirez

The mission of the All Souls Kids Team is to foster the lifelong exploration of religious thought and values through a program that promotes spiritual development by means of free inquiry, mutual respect and responsible behavior.

Due to the pandemic and putting the health and safety of our staff and congregants at the center of our mission, we have been unable to meet in person for the past year. But we have done a ton to stay connected while we couldn't meet regularly face to face.

We began almost immediately with Family Chapel Services that are premiered each Sunday morning at 9:00 am on Facebook and are available via our website and YouTube afterward. These weekly touchstones include singing, prayer, and story with a message. We have over 40 of them available to view from Shel Silverstein's →The Missing Piece to Bell Hook's Skin Again.

Elle Fowler helped tremendously by providing Sunday School lessons over our first Spring and Summer and I met with kids live on Zoom on Wednesday evenings for crafts and conversation, and in the Fall we transitioned to live Sunday School each week at 9:30 am. This Zoom Sunday School class geared to kindergarten through 5th grade where each week we say our covenant, share our "Joys and Sorrows," and discuss and brief, topical "lesson."

To mark the beginning of the church school year in August, we mailed friendship bracelets to every child in our program along with over 600 invitations to let our congregants and friends know what we were offering during for families while the church building itself was closed but we were still quite active.

Along with the items above we told parents about the Parents as Sexual Educators class led by Kalyn McKenzie and Shannan Williams. This 10-week Zoom course for parents took the place of the Our Whole Lives Sexual Education curricula that we are usually able to provide our kindergarten through twelfth graders in person throughout the year. We also offered weekly check-ins with Shannan Williams for parents who might be struggling with home or virtual schooling.

Since we could not have our regular festivities, parents Quanah Scoggins and Lauren Thomas came together and created the Room on a Broom on Zoom to take the place of our in person annual Halloween Party. In November, we invited families to create Reverse Advent Boxes and when they dropped them off they picked up their commemorative candles and order of service for the Christmas Eve Candlelight Service. And this Spring, we offered Easter Egg Chalice before our Easter service and the opportunity to plant impatiens together in the Memorial Garden for Flower Communion.

In January, we launched a trial of POP! Parents of Preschoolers! POP is a 9-month online asynchronistic program that invites parents to lean into their own role as primary religious educator with monthly group check-ins. (We plan to relaunch this program in September when parents can meet in person.) And this year with the help of the Communications department we completely revamped our web page with all new graphics and features.

In the last few months, we have begun to reform our All Souls Kids (ASK) Team with plans to relaunch programming with the Homecoming Festival in September and possibly opportunities to gather outside over the summer as we begin to reopen.

Although children may not have the opportunity to be vaccinated by Fall, we are

confident that if infection rates stay low, we will be able provide in person Religious Exploration during church services with the use of masks.

We are using the summer to develop this new model that will focus on community building and tap into all of the work we have done with our themes and workshop rotations over the years. It will be intentionally inclusive and welcoming to newcomers throughout the program.

With Love Beyond Belief,  
Shannon Boston

### VOLUNTEERS:

20

### ACHIEVEMENTS/MEASURES:

50+ Family Chapel services, Sunday School sessions, and family videos recorded and available to all on Facebook and YouTube.

### 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.

### 2021-2022 GOALS

Reestablish community after 18 months apart. Successfully and safely launch in-person programs while continuing and enhancing online programs. Launch "All Souls Out of the Box" – an online platform for k-5 combining our theme-based ministry with our workshop rotation model which will serve as our framework for in-person Sunday School.

## YOUTH PROGRAM

### DESCRIPTION:

Our mission is to provide a safe space for spiritual development and community in an online setting while encouraging free inquiry, mutual respect and responsible behavior. We are an all-inclusive community for our Middle School and High School students. With the building closed, our meetings were either via ZOOM or, whenever possible, outside on the West Playground with COVID protocols in place. Here, we were able to create the necessary space to discuss various issues that enrich the soul, enrich our UU values and enrich the ties of love that bind us together, especially during a pandemic. Covid-19 presented many challenges this year, but we were able to meet in new and exciting ways!

### VOLUNTEERS:

7

### 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:

Senior SpiritqUUest Osage Forest of Peace - 10  
 Carlos Moreno Greenwood Walking Tour – 15  
 Mack Jantsch YST Teen Depression Workshop – 20  
 Kris Farnsworth YST Online Predator Workshop - 15  
 UU the Vote Workshop - 10  
 BLM All Souls Parking Lot - 40  
 BLM Church of the Restoration Lot - 25  
 BLM Vernon AME - 15  
 Virtual Lock-out (Middle & High School) - 20  
 Virtual OCCJ Interfaith Tour - 55

### 2020-2021 GOALS:

Virtual Engagement  
 Virtual Fundraising opportunities  
 Virtual Programming

### 2021-2022 GOALS

Create an atmosphere community and inclusion  
 Increase youth participation in programs  
 Increase parent volunteer participation  
 Cultivate online programming opportunities

### NARRATIVE:

As Youth Director for All Souls, let me begin by saying this has been one of the most difficult and one of the most rewarding years, without a doubt.

The uncertainties of the pandemic challenged us to keep the program moving forward. Happily, we have been able to use all of the resources at our disposal to engage our Youth this year.

We were able to continue the long standing All Souls tradition, Coming of Age complete with credo readings from our courageous freshmen. We also worked really hard to produce a Youth Sunday for the ages just to name a few. Rather than dwell on the things that we couldn't do, we decided to embrace the possibilities, and make many meaningful things happen.

Our bonds were strengthened this year with our weekly Middle School Huddles Youth Huddles and Coming of Age on Sunday afternoons. This year the Youth Group from Hope Unitarian joined us throughout the year for community spiritual development. With ZOOM we were able to expand our online presence with these monthly opportunities.

We maintained our popular Bibles class with member Riley Kern, Dungeons & Dragons, on Saturday and added a Virtual Sponge Room via DISCORD. On this safe private platform online, there are a number of games such as ChUUrhcrafft, Dungeons & Dragons and Divinity, Jackbox, and Among Us. All of the above allowed us to connect and laugh during a difficult year.

The Youth Program still performed a number of activities to support the congregation and community. With donations from families, we were able to sponsor a meal at the Day Center for the Homeless, feeding 150 people! We also continue assist CRB with their food ministry with Vernon AME once a month. In these turbulent times we were also able to paint BLM at numerous churches across the city to further bring that message to the masses.

This year would not be possible without our amazing Middle School and High School youth and their families.

Their dedication to the Youth Program provided the foundation to help us weather the storm. I have a passion for providing a space where our kids are engaged and in community, and I look forward to moving forward as we continue to navigate this new world we live in.

With Love Beyond Belief,  
 Corey Smith

# MUSIC

## ADULT MUSIC PROGRAM BOARD (AMP)

### MEMBERS:

Representing the Adult Choir:  
Judith Blackwell,  
AMP Board Chair  
Lori Franklin,  
Vice Chair  
Sylvia Insall  
Representing YAVE:  
Sarah Tirrell  
Liz Dunlap  
Representing New Dimensions Chorale:  
Dionne Lambert  
Representing WISE:  
Caitlin Norton-Rinck,  
Board secretary and Treasurer Ex-officio member:  
Rick Fortner,  
Choir Director

### DESCRIPTION:

The Adult Music Program (AMP) Board serves as the governing body of the Adult Choir Ensembles, including the Young Adult Vocal Ensemble (YAVE), the Adult Choir, the New Dimensions Chorale, and the Women in Song Ensemble (WISE).

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:

The Adult Music Program consists of volunteer singers: Approximately 75 singers divided among the various ensembles and 7 Board Members.

The volunteers include many exceptionally gifted musicians that have or do serve as musicians, producers and directors of musical events across the city and state.

### 2020-2021 GOALS:

To come back from the pandemic with our bonds and enthusiasm even stronger. (In fact, the pandemic restrictions are just now abating. The lack of in person rehearsals and performances have diminished our opportunities to bond and perform, but connections were supported throughout the year as described above.)

To continue our tradition of providing excellent and varied musical support of the congregation, along with two concerts and Christmas eve services for the congregation and community. (As discussed above, this was provided within the marked limitations of the pandemic.)

To continue to improve our communication skills within each choir, between each choir, and other boards. (Interestingly, each choir's feedback was that some of the virtual experiences and reaching out to members who were ill or having difficulties was especially valuable; there is renewed interest in supporting volunteer singers in a way that provides joy and meaning in addition to the satisfaction of providing musical services for the church. We were unable to join with other boards as planned for fundraising, but are hopeful to participate in fundraising and trivia night with CCYC.)

### 2021-2022 GOALS:

Continue to provide social connection opportunities and support for volunteer singers within and across choirs as vocal rehearsals are reinstated.

Show appreciation for volunteer singers for service, talent, and variety of musical contributions.

Emphasize recruitment to music programs by offering clear schedules and flexibility as well as creative opportunities.

### ACHIEVEMENTS/MEASURES:

Due to the COVID pandemic, we were limited to virtual connections and performances. All choirs replaced regular rehearsals with weekly Zoom based rehearsals.

Our choirs were creative in replacing the missing performance aspects. One example: WISE opted to add some goals that focused on the educational aspects of a music program: working on sightreading skills, an overview of music theory, and developing foundational vocal techniques that will be in their musical backpacks for a lifetime.

All three directors stretched their time across an increased number of smaller online group rehearsals, creating the large virtual recordings mentioned, and also creating the music program for the Sunday services by combining pieces from past performances and additional currently produced COVID safe solo, duet and small group instrumental and vocal additions. Individual choir members participated in some of these.

The choirs implemented zoom meetings to connect and share experiences during the COVID pandemic. The choirs hosted several Zoom meetings not to sing, but simply to check in on each other to debrief and support relationships during the pandemic.

All adult choirs undertook the individual recording of parts for the holiday concert. The directors and wonderful AV staff combined the recordings to create a virtual concert offered to the entire congregation. The feedback was positive from church members and families.

Choirs have recorded additional material that can be used over the summer or in future services or AMP



**AMP continued.**

concert productions. We served in collaboration with the kitchen staff to provide a meal to 80 individuals at the Day Center for the Homeless. The goal of a healthier, delicious meal was achieved.

We provided holiday appreciation gifts to the Choir Directors and musical support team.

We have had approximately 5 weeks of safe, socially distanced rehearsals in small groups that have provided great comfort and service to the choir members who deeply missed singing together.

Individual members of the choirs have contributed to the Sunday service recordings to enhance music during virtual services.

Other usual endeavors - collaboration with the Youth choir for a trivia night fundraiser, a Christmas concert and the jail, and the Spring concert were derailed by the pandemic.

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

### **MEMBERS:**

David B. Smith  
Elizabeth  
(Libby) Sublett  
Ryan Dunlap  
Rachel Mize  
Miranda Johnson  
Tiffany Cross  
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.

### **2020-2021 GOALS:**

Maintain the program for all 3 choirs.  
Foster friendship with the choirs virtually.  
Foster musical growth and social development through virtual activities.

### **2021-2022 GOALS:**

Recruit and rebuild choir program from previous year's attrition Return to in person musical growth and social development Be a source of learning and friendship while providing a musically excellent experience

### **ACHIEVEMENTS/MEASURE:**

COVID 19: All fundraising activities and regular gathering events were canceled. All rehearsals activities for most of 2020-2021 were virtual. Mid-Spring of 2021 did allowed in-person rehearsals outside and a "Mini Concert" on May 16.

# BUILDING & GROUNDS & HOSPITALITY

## **BUILDING & GROUNDS**

**SEXTONS &  
VOLUNTEERS:**  
JoJo Ogundare  
Antonio Ibarra  
Arron Matzenbacher  
Hugh Burleigh  
Terry Lastinger  
Shelly Mackin

### **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 acting Facility and Grounds Manager, David Smith.

### **VOLUNTEERS:**

Hugh Burleigh and the volunteer team, in addition to volunteers who come for Cultivating Community, are leading several work days for the church, repainting, repairing and plantin, as we plan to move back in.

### **SERVICE TO THE CONGREGATION/ COMMUNITY:**

Supporting and maintaining the Memorial Garden, Building, Grounds, and Campus. COVID 19: This year the building was closed to public gatherings and meetings. Volunteer participation was severely limited. Highlights of the year: Upgraded filters for HVAC units Installed air filtering units in several offices Installation of Bi-polar needlepoint ionization units that clean and filter the air throughout the building Testing of surface mold and plan for mitigation in Emerson Hall February 2021 winter pipe bursting water event in Channing and kitchen. Water mitigated and plan in process for complete restoration of floors. Maintain garden. Hugh Burleigh and team made repairs in sanctuary and other parts of building.

### **2020-2021 GOALS:**

Upgrade air quality in building.  
Deep clean building.  
Maintain/improve building infrastructure and operation.

### **2021-2022 GOALS:**

Continue to improve systems Hire permanent Buildings and Grounds Manager Continue to repair and upgrade spaces with help of volunteers Make building welcoming as congregants return.

## WELCOMING SOULS

### FACILITATORS:

Mary Bain  
Bill Kellough  
Rebecca Lawson  
Jeenee Lee

### DESCRIPTION:

We welcome all who enter the church building, as well as those who attend on Zoom and Facebook. We serve the church with teams of ushers, greeters, and docents who support all our church services, newcomers, and classes. We strive to honor and welcome all into our church community.

The Welcoming Souls team is in the process of reorganizing and reuniting as we prepare for our engaging hybrid church.

Early in the pandemic, a core team was established by Rev. Prose to assist staff with Zoom and Facebook activity. Team leaders were Mary Bain, Bill Kellough, Rebecca Lawson, and Jeenee Lee.

Volunteers were enlisted to serve as Welcoming Souls to host pre and post service chat groups, serve as hosts during the services and to host Wednesday Community Connections.

Those who have assisted with this new endeavor are: Stacey Leigh, Steve Ludiker, Louie Rojas, John Biedler, Karyn Weitzl, Ros Elder, Kelly Jennings, Roger Blais, Amanda Shankle-Knowleton, Nancy Harbaugh, Emily Duensing, Pat and Anna Neal, Earl and Josie Goodman, Claire Cross, Suzy Oliver, Jane Newman, Chris Campbell and Linda Campbell-Kovak, Megan Griffin, Tom Stone.

We want to give John Boston special recognition with his duties on the tech side as well as welcoming and hosting many times, as we were organizing ourselves.

### 2021-2022 GOALS:

To make sure all who enter the Church and those who attend on other formats feel welcomed.  
To help new members and visitors with information about All Souls and how they can become engaged in our many activities.  
To recruit new members for the Welcoming Souls committee and the All Souls family.

### ACHIEVEMENTS/MEASURE:

We've successfully established and implemented a process to welcome and connect people, three services a week and on two platforms, Zoom & Facebook.

We've collaborated with ministers to create an environment of hospitality love and acceptance on any platform people join us from.

Welcoming Souls aim to make everyone feel welcome and look for new ways to invite congregants, new members and guests to join with us.

**AV  
COMMUNICATIONS  
& IT**

## AUDIO/VISUAL TEAM (AV)

### MEMBERS:

Justin Allen  
Tanner Fox  
Bonita James  
Greg Raw  
Lei Rumley, AV Partner

### 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; Justin Allen, Production Manager and post-production editor; Bonita James, Producer and Editor, Greg Raw, Lead AV Tech, all-around Sound Operator; Lei Rumley, Floor Producer and Worship Assistant; Tanner Fox, AV Tech, camera operator, and editor assistant.

### 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:

As we had to transition to online services, we vastly grew and improved All Souls' online presence by expanding our live stream to Zoom and Facebook Live in addition to our website and YouTube channel, and integrated pre-recorded elements.

Our online media presence grew more refined, as we created new graphics, new intro and countdown videos, and increased the quality of our pre-recorded videos.

Over the last year, our online audience grew significantly — All Souls gained almost 1,000 new YouTube subscribers, which was a 14% increase in subscriptions in one year, even though All Souls has had a YouTube channel for 14 years. Our YouTube Channel had over 139.5K views in the last year.

Over the last year, the A/V department has become significantly more integrated with the Worship department, which has streamlined staff communication significantly, which allows us to have more lead time and preparation to create more complex service elements that are executed more professionally.

In December, the A/V department produced the first totally virtual choir concert, consisting of hundreds of separate videos of choir members from multiple choirs singing multiple songs. This was the single largest and most comprehensive video project All Souls has ever created.

The A/V department received more training in software and administration, so that various team members can hand off tasks to each other, increasing the department's communication, flexibility, and overall workload capacity.

Having more deeply established the media presence of All Souls online, it became necessary to grow our capacity for live-streaming. With the OneHeartBeating grant, we were able to identify and purchase equipment that will allow us to host events off-site that have audio, video, and live stream capabilities. This allows the All Souls AV, Worship, Programs, and Communications departments to broaden the scope of All Souls programming and services in entirely new ways.

Respectfully submitted,  
Justin Allen

## COMMUNICATIONS

### DESCRIPTION:

All Souls communications team is responsible for all church print and online publications, including Memorial Orders of Service, Annual Report, Parish Notes, and additional mailings. We manage the official Facebook, YouTube, and Instagram pages and our blog, [beyondbelief.online](http://beyondbelief.online). The department works with members, lay leaders, ministers and staff to curate blogs and share the stories of the church. The Communications department works with our community partners and with local and national media to share the news of All Souls. The AV department is also managed under the direction of the Communications department.

### STAFF:

Over the past year, the structure of the department changed as the needs of our church evolved. Justin Allen no longer serves as the Communications Associate & AV lead. He runs the AV department and manages Tanner Fox and Greg Raw. Justin serves as a liaison between Worship and Communications departments.

Michelle Spencer, formerly with Children's Religious Education, replaced Justin as the Communications Associate, stepping in to manage weekly communication tasks and graphic design. She has been instrumental in carrying the department through the pandemic as the roles of the Communications Director have expanded. She has taken on curating blogs for [beyondbelief.online](http://beyondbelief.online) and is a brilliant copy writer. Michelle also manages the outward-facing links known as [bit.lys](http://bit.lys) anytime an online event is created. She supports the Women of All Souls' series, In Her Honor. Michelle has done an amazing job keeping our community connected and informed!

My role as the Communications Director has transitioned from serving as an editor for family programs, to producing videos for online events such as OCCJ's Teen Dialogs, to serving on the Executive Team monthly.

Most recently, I've been focused on supporting AV's work to build a mobile live-stream tech unit, developing Zoom Rooms tech and lay leader processes with John Boston, and

leading church staff and leadership through quarterly strategic planning efforts, identifying goals, tactics, and implementation church-wide.

I've been honored to serve in our Centennial Year, giving me the opportunity to create a 100-year timeline of our beloved church.

I've also joined Alicia McLain in leading the Centennial Weekend Committee as a project manager. Additionally, I am leading the AV and Fundraising Platform Committees which will allow us to host a true hybrid (online and in-person), weekend-long event and fundraiser in September, 2021.

### ACHIEVEMENTS:

Redeveloped and rebranded Children's Religious Education to All Souls Kids (ASK), including a new web platform, Google classroom, Family Chapel and Sunday School archive, and POP! Parents of Pre-schoolers.

Successfully developed and held Zoom congregational meetings and other online programs, developed in partnership with IT, John Boston.

Launched All Souls Everywhere branding in partnership with Membership and Rev. Barbara Prose. Support lay leaders who are welcoming our viewers on Facebook every Sunday.

Restructured our weekly emails, social media editorial calendar, and staff roles.

Created a 6 minute Centennial Timeline video.

Designed and published the Centennial Cook Book, *Made with Love*, featuring 100+ recipes from the generations of our community. Special thanks to Bill Wescott, Glenda Huckabay, and Anita Larsen for the art in that book and to all who submitted recipes!

Designed the Christmas Eve Centennial Candle using a sketch of All Souls by P.S. Gordon.

Represented All Souls in the MLK parade in January, 2021 with *Reparations Now* banner.

Continued the call for Reparations and am lifting up the Centennial of the 1921 Tulsa

Race Massacre by working with our ministers, community partners and media.

Received press coverage throughout the year, ranging from local news sources to national media outlets—covering everything to the pandemic, calls to action around racial justice, Black Lives Matter, and Reparations, the Centennial of our church, and perspectives on Tulsa's history, to name a few. Notable press includes centennial coverage in *TulsaPeople*, detailed coverage of our Reparations Panel with Tulsa Metropolitan Ministry and Vernon AME in *Tulsa World*, national coverage of Rev. Barbara Prose's work with Braver Angels, and Rev. Marlin Lavanhar's cartoon collaboration with the *Black Wall Street Times* which launched May 1.

I coordinated with producers of *Into America* MSNBC to facilitate their interviews in Tulsa, offering them our Sanctuary space as well as an interview with Rev. Marlin Lavanhar. Airing on May 27.

Published *The Victory of Greenwood* by Carlos Moreno through our Jenkin Lloyd Jones Press.

Relaunched Parish Notes, now a bi-monthly publication mailed to our congregation. We were able to bring back some of our Parish Notes volunteers to process the mailing. It was a joy to see them again!

Launched *Just Justice*, an effort to focus on justice initiatives of our church and lay-leaders.

Worked directly with intern minister, Karyn Marsh on the development of our Congregational Meetings, Wednesday Community Connections, blogs, and our Instagram Lent practice. Karyn was instrumental, sharing her experiences with online ministry and administration from her home church. We are grateful to her and wish her the best as she completes her time with us.

Overall, the Communications and AV Departments have become stronger in talent, skill-sets, and leadership. We are grateful for the opportunity to work with our ministers, staff, and members as we continue to move All Souls into this next era of our church.

Respectfully submitted by Bonita James.



**DATA:**

Annual Report dates: May 1, 2020 – May 18, 2021

**WEBSITE:**

allsoulschurch.org

103,434 page views

**ALL SOULS BLOG:**

Beyondbelief.online

23,182 page views

22% increase from the previous year

Average weekly readership, 445

**LIVESTREAM \*Includes Website, Roku & Facebook "real time" views of both the 10 am & 11:30 am services:**

14,937 viewers

Note: In April, our Churchstream service upgraded their platform. Since that time, we have not received stats on the website and Roku views. The service still streams on our website and Roku, just stats are not being reported. We expect this issue to be resolved soon, and stats for April be available at a later time.

**YOUTUBE:**

139.5K All Souls Unitarian YouTube Views

6,496 Subscribers, 14% increase

1.3 Million views over the lifetime of the YouTube Channel!

**FACEBOOK:**

8,637 Page Likes

9,088 People follow our page

**INSTAGRAM:**

1,547 Followers

**IT** In 2020, All Souls converted to 100 percent online operation via Zoom and web platforms. Not just services, but all programs, including children's and youth, choirs, social justice teams, and classes.

Wednesday Community Connections with Karyn Marsh, the minister intern, was a great success. In addition to providing this ministry (and classes) we developed a template for future online offerings.

We empowered employees to work from home with laptops, cameras, and microphones, as well as Ethernet and video cabling. Likewise, we trained many members and guests on various aspects of technology required to participate on virtual worship and meetings.

For the time period of May 1, 2020 through December 31, 2020, we conducted 1,758 Zoom meetings, and 10 Zoom webinars. This includes our Sunday services. Zoom allowed us to connect with people from many different countries as well, including but not limited to: the US, Indonesia, France, Switzerland, Canada, Italy, United Kingdom, Romania, and Australia.

Zoom also made it possible for us to virtually host big-name guests such as Rep. Mauree Turner, Jessie Jackson Jr. and Rev. William Barber.

**2021 GOALS:**

Completing the transition to a true Hybrid model, including outfitting worship spaces and meeting rooms with equipment to accommodate gatherings with both in-person and virtual attendees.

Eliminating excess technology equipment to free up space by selling, donating, or recycling.

Training volunteers to assist in running our Zoom meetings.

Working on the remodel of our existing building to make sure we provide adequate network connectivity for our hybrid services and meetings, and that we make the best use of our technology funds during this project.

Submitted by John Boston

# FINANCIAL REPORTS

## AUDIT COMMITTEE

### MEMBERS:

Dave Kroll  
Richard George  
Craig Jones  
Ross McKinney  
Cindy Ranae

### 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 is working with the auditors to provide all of the data they requested to complete the 2019 and 2020 Audit.

## 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.

### 2020 UPDATE:

In March of 2020, to ensure our members' safety during a global pandemic, church services and programming moved online. While honoring the spirit of more than 15 years of plate generosity at All Souls, online plate collections continued supporting outside organizations and internal needs and initiatives.

Generosity Statistics, January – December 2020  
Fifty-Three offerings were collected, totaling \$42,743, supporting the following organizations and initiatives.

23 - Community Resource Board \$12,734

14 - All Souls Operating \$11,831

1 - ASUC Youth Scholarship Fund \$1,127

1 - Partners in Education \$1,445

14 - Outside Organizations (\*Pre-Pandemic)

- ASUC Action\* \$1,168
- 100 Black Men Tulsa\* \$1,215
- MLK Commemoration Society\* \$1,327
- Together Puerto Rico\* \$1,855
- The Oklahoma Religious Coalition\* \$1,328
- Black Lives of UU\* \$938
- Connected Kids\* \$1,149
- Reed Community Foundation\* \$1,249
- Colon Cancer Coalition\* \$878
- Terrance Crutcher Foundation \$565
- Greenwood Cultural Center \$363
- African Indians Association \$411
- UU the Vote \$206
- Emergency Infant Services \$2,954

1.

## INVESTMENT COMMITTEE

The responsibility of the Investment Committee is to manage the investment funds of the All Souls Unitarian 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, 1 year remaining)  
 Ellen Bussard (2nd Term, 1 year remaining)  
 Mike Noland (1st Term, 2 years remaining)  
 Maurice Storm (1st Term, 2 years remaining)

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

The Pooled Endowment had a total market value of \$5,688,836 on December 31, 2020. The Account had a total return of 9.1% during 2020. As of December 31, 2020, 30.8% of the account was invested in bonds, 30.6% in large cap stocks, 7.3% in mid cap stocks, 8% in small cap stocks, 12.4% in international stocks, 1.4% in cash and 9.5% 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, Day Endowment, Stegman Outreach, McElroy Internship, and All Souls Garden.

In support of the 2020 budget year, the Church withdrew or approved the withdrawal from the Pooled Endowment Account of a total of \$ 219,050, in accordance with the investment policy.\* for the following uses:

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

### Becky Johnson Endowment Fund

A gift from the estate of Becky Johnson, totaling \$1,570,727 had been received as of December 31, 2020. The Board directed that it be established as a separate endowment account. The market value at December 31, 2020 was \$1,845,602.67. 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, 2020 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 2020 operations, the church withdrew or approved the withdrawal of a total of \$105,480 from the Donor Specified Accounts: \$40,000 from the JLJ Press Fund, \$25,480 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 2020, the Fund realized a Total Return of 4.73%. The year-ending balance, after having disbursed \$38,400 in 2020 retirement payments, was \$207,086.

\* Investment policy defines the percentage of the average of the preceding 12 quarters of market value which is authorized for withdrawal. This percentage is 5%.

Ellen Bussard, Chair  
 Investment Committee  
 Submitted 5/20/2021

## CONSOLIDATED FINANCIAL STATEMENTS

(Unaudited)

## INCOME

For the twelve month period ended December 31, 2020

	Operating Actual YTD	Operating Budget YTD	" Capital Actual YTD "	" Conservage Actual YTD "	" Total Actual YTD "
<b>INCOME</b>					
<b>Pledge &amp; General Contributions</b>	<b>\$1,360,720.00</b>	<b>1,634,800.00</b>	-	-	<b>\$1,360,720.00</b>
Endowment Funds	150,000.00	150,000.00			150,000.00
Endowment Fund - Capital Improvements	21,100.00	21,100.00	-	-	21,100.00
Endowment Funds - Rocky Stegman Outreach	21,520.00	21,520.00	-	-	21,520.00
Endowment Funds - Addtl Funding	20,000.00	20,000.00	-	-	20,000.00
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 Dir	-	-	-	-	-
Endowment Funds - Garden Fund	600.00	600.00	-	-	600.00
JLJ Press	40,000.00	30,000.00	-	-	40,000.00
Endowment Funds - Internship	3,330.00	3,330.00	-	-	3,330.00
Day Memorial Fund - Communications	40,000.00	40,000.00	-	-	40,000.00
Art & Panny Mcelroy Scholarship	25,480.00	25,480.00	-	-	25,480.00
Downtown Campus-Restricted Capital Contributions	-	-	367,296.00	-	367,296.00
Interest Income	-	-	11,713.00	-	11,713.00
Building Rentals & Fees	16,687.00	60,000.00	-	\$179,299.00	\$179,299.00
ASUC Mdse Sales (Net COS)	614.00	-	-	-	614.00
Kids Day Out/Parents Night Out	8,020.00	25,000.00	-	-	8,020.00
All Souls Meals-Wednesday Connection Meals	2,536.00	14,000.00	-	-	2,536.00
Gala Fundraiser-Board of Trustees	17,703.00	70,000.00	-	-	17,703.00
Golf Fundraiser-Board of Trustees	8,945.00	10,500.00	-	-	8,945.00
Seminary For A Day	-	-	-	-	-
JBW Lecture Series	-	-	-	-	-
Spring Fundraiser	19,982.00	30,000.00	-	-	19,982.00
Memorial Contributions	3,925.00	6,750.00	-	-	3,925.00
Special Offerings	43,056.00	80,000.00	-	-	43,056.00
Easter Offering - Grounds & Garden	-	3,200.00	-	-	-
Stock Gain/loss	(349.00)	1,200.00	-	-	(349.00)
Miscellaneous Income	211,882.00	105,000.00	-	-	211,882.00
<b>TOTAL INCOME</b>	<b>2,018,251.00</b>	<b>2,354,980.00</b>	<b>379,009.00</b>	-	<b>\$2,559,872.00</b>

**EXPENSES**

For the twelve month period ended December 31, 2020

	Operating Actual YTD	Operating Budget YTD	" Capital Actual YTD "	" Conservage Actual YTD "	" Total Actual YTD "
<b>EXPENSES</b>					
<b>Ministerial</b>	<b>378,590.00</b>	<b>454,570.00</b>	-	-	<b>378,590.00</b>
Development	78,201.00	78,740.00	-	-	78,201.00
Sunday Service Expense	3,231.00	2,650.00	-	-	3,231.00
Denominational/Community Affairs	86,814.00	100,500.00	-	-	86,814.00
Outreach Programs	48,021.00	74,000.00	-	-	48,021.00
General Congregation Expenses	69,317.00	119,130.00	-	-	69,317.00
Adult Music Program	194,329.00	179,440.00	-	-	194,329.00
Adult Religious Education	4,492.00	4,000.00	-	-	4,492.00
Adult Programs	3,901.00	10,000.00	-	-	3,901.00
Youth Programs	55,691.00	60,680.00	-	-	55,691.00
Children Religious Ed Programs	87,938.00	119,870.00	-	-	87,938.00
Children's Choir Program	10,735.00	43,700.00	-	-	10,735.00
Childcare	11,128.00	39,720.00	-	-	11,128.00
Kids Day Out	10,852.00	21,520.00	-	-	10,852.00
All Souls Meals & Kitchen	4,647.00	17,670.00	-	-	4,647.00
Admin Salaries, Benefits & Taxes	512,865.00	483,960.00	-	-	512,865.00
General Admin Church Expenses	151,275.00	152,500.00	-	-	151,275.00
Custodial Staff	129,480.00	194,530.00	-	-	129,480.00
Building & Grounds	113,407.00	119,150.00	-	20,919.00	134,326.00
Utilities	61,711.00	78,650.00	-	4,468.00	66,179.00
Reserve Appropriation	-	-	-	-	-
Interest Expense	-	-	-	77,327.00	77,327.00
Homeowners Insurance	-	-	-	-	-
Real Estate Taxes	-	-	-	44,347.00	44,347.00
Marketing Promotion	-	-	-	2,081.00	2,081.00
<b>TOTAL EXPENSES</b>	<b>2,016,626.00</b>	<b>2,354,980.00</b>	-	<b>149,142.00</b>	<b>2,165,767.00</b>
<b>NET OF OPERATIONS</b>	<b>1,625.00</b>	-	<b>379,008.53</b>	<b>(149,142.00)</b>	<b>410,791.38</b>



**ASSETS**

For the twelve month period ended December 31, 2020

	Capital	Peoria Capital Improvement	JLJ Press	Conservage	Total
<b>CURRENT ASSETS</b>					
Checking Accounts-BOK	465,405.00	-	-	113,207.00	1,244,019.00
Savings Accounts-BOK	2,021,680.00	-	-	-	2,021,680.00
Imprest in Bank	-	-	-	-	1,000.00
Petty Cash on Hand	-	-	-	-	200.00
Pledges Receivable-Capital 2002	-	11,925.00	-	-	11,925.00
Downtown Capital Campaign Pledges Receivable-Current	-	-	-	-	-
Allowance for Uncollectable Pledges Receivable-Current	-	-	-	-	14,795.00
Accounts Receivable from Endowment	-	-	-	-	2,556.00
Accounts/Rents Receivable	-	-	-	-	-
Miscellaneous Accounts Receivable	-	-	242,376.00	10,046.00	252,422.00
Suspense (to be Cleared)	-	-	-	-	(140,150.00)
Investments	-	-	-	-	-
Prepaid Expenses	-	-	-	-	1,749.00
ASUC Merchandise Inventory	-	-	-	-	-
Due To/From Downtown Capital	-	-	-	-	1,000.00
Due From Operating	-	465,995.00	-	-	465,995.00
Gain/Loss Investments	-	-	(17,632.00)	-	(17,632.00)
<b>Total Current Assets</b>	<b>2,487,085.00</b>	<b>477,920.00</b>	<b>224,744.00</b>	<b>123,253.00</b>	<b>3,859,559.00</b>
<b>PROPERTY, PLANT AND EQUIPMENT</b>					
Downtown Capital Project Planning, Design & Construction	1,058,566.00	-	-	-	1,058,566.00
Land & Improvements	-	-	-	-	292,369.00
Building	-	-	-	-	2,736,209.00
Accumulated Depreciation-Buildings	-	-	-	-	(531,703.00)
Furniture, Fixtures & Equipment	-	-	44,159.00	-	530,281.00
Accumulated Depreciation-Furniture & Fixtures	-	-	-	-	(161,516.00)
Vehicles	-	-	-	-	47,203.00
Accumulated Depreciation-Vehicles	-	-	-	-	-
Residential Rental Houses	-	-	-	2,313,336.00	2,313,336.00
Accumulated Depreciation-Residential Rental Houses	-	-	-	-	-
Total Property, Plant & Equipment	1,058,566.00	-	44,159.00	2,313,336.00	6,284,745.00
<b>TOTAL ASSETS</b>	<b>3,545,651.00</b>	<b>477,920.00</b>	<b>268,903.00</b>	<b>2,436,589.00</b>	<b>10,144,304.00</b>

**LIABILITIES**

For the twelve month period ended December 31, 2020

	Capital	" Peoria Capital Improvement "	JLJ Press	Conservage	Total
<b>CURRENT LIABILITIES</b>					
Accounts Payable	-	-	-	17,594.00	19,438.00
Salaries, Taxes & Benefits Payable	-	-	-	-	(2,579.00)
Uncollectable Pledges	-	11,925.00	-	-	11,925.00
Unearned Pledge Income-Future Year	-	-	-	-	224,478.00
Unearned Income-Other	-	-	-	1,595.00	1,595.00
Building/Residential Rental Deposits	-	-	-	22,153.00	22,153.00
Note Payable-BOK-Current Portion	-	-	-	1,823,102.00	1,823,102.00
Note Payable-BOK-Long Term Portion	-	-	-	-	-
Other Liabilities	-	42,709.00	-	(32,525.00)	10,184.00
Reserves	-	-	-	19,551.00	145,808.00
Due To/From Funds	-	-	-	-	-
Due To/From Capital Improvements-Peoria	-	-	-	-	390,011.00
Due To/From Endowment Funds	-	-	-	-	(19,194.00)
Due To/From Endowment Fund-Day Communications	-	-	-	-	(2,837.00)
Due To/From Endowment Fund-Mcelroy Intern	-	-	-	-	(25,313.00)
Total Current Liabilities	-	54,634.00	-	1,851,470.00	2,598,771.00
<b>Unrestricted Fund Balance</b>	3,119,849.00	453,335.00	268,903.00	554,962.00	6,719,577.00
Excess Cash Received	379,009.00	(41,074.00)	-	30,157.00	365,516.00
<b>Total Temporarily Restricted</b>	46,793.00	11,025.00	-	-	460,440.00
<b>Total Liabilities &amp; Equity</b>	3,545,651.00	477,920.00	268,903.00	2,436,589.00	10,144,304.00

# CONGREGATIONAL MEETING MINUTES

All Souls Unitarian Church  
Congregational Meeting  
1:00 PM, August 23, 2020

This meeting started via Zoom, a consequence of the COVID19 pandemic, with Reverend Marlin Lavanhar welcoming the congregation with a slide show and music as they logged in from home. Over a span of several minutes, several hundred families joined remotely, enjoying the opportunity to see faces they had not seen for months.

Reverend Barbara Prose began her comments with a heads-up about, and where to find, the written version of the instructions as to how to vote using the “chat” function of Zoom, one of the many extraordinary circumstances necessitated by the virus.

By way of invocation, Marlin lit a chalice and shared thoughts about our current situation, outlining all the challenges we have experienced as a church over nearly 100 years: the Great Depression, the Dust Bowl, WWII, the civil rights movement, the Vietnam War, the Oklahoma City bombing, September 11, and now the pandemic - and we have made it through all these holding the church together as a people, and we will do so again. We are proactive in our efforts to reach out, including feeding children and families, and our acts of support for Black Lives Matter, as a symbol of our caring. We have been and will proudly continue to show up.

Another aspect of these times is our regret that we can't fully honor the passing of members. Marlin called on the memory of Roger Ames, twice president of this congregation, his heart and wisdom, his insights including the need for us to come out of these meeting, no matter the issues, still unified in our purpose and community. So we thank him, and we light this chalice for him and all who came before who have held this church together with their strength, love, and wisdom. May our lives proudly honor their legacy, a legacy of religious freedom that we pass along to future generations, binding them together to continue to carry forward that freedom for our church, state, country, and world.

Marlin expressed his gratitude for the graciousness with which he has received, considering the emotional process we've gone through, for not telling him “I told you so”, though they could have, that he had failed related to the building process. And that through this time, the nearly 20 years as senior minister, the generation of births and deaths we've experienced, he has done his utmost to make the best

decisions for the future of All Souls and all of us. And since he doesn't get a vote today, he stated that the issues being put forward from the Board and nominating committee and capital campaign team are decisions that he wholeheartedly supports, but whatever the outcome, his fervent desire is that when all is said and done, we all can lock arms and walk together united into a bright future for All Souls.

At this point the meeting was turned over to Lei Rumley, who provided a thorough and concise set of instructions covering viewing and screen/membership/speaker options, chat room instructions, the mute function and that all members will be muted unless they are recognized to speak, parliamentary and voting procedures for Zoom and phone-in, and phone numbers for problems. She outlined how to make a motion or call the question using chat. All instructions were also posted, and multiple-voter households are being taken into account. Poll methodology and results display were described. She did a sample run-through of a test poll using the poll feature in Zoom to familiarize everyone with the process using the chat function. It was noted that the voting process is an honor system, but that verification of proper voting was possible if it was needed, so all were urged to vote only once. Technical issues were to be directed to John Boston, who was instrumental in making this process successful, for which we express a huge thank you!!

Lei outlined the necessary qualifications for each of the three questions. Questions One and Three require that the voter be a member for at least one month and had made a recorded financial contribution within the last 12 months. For Question Two, which involved property, the voter must be at least 18 years of age, been a member for one year, and had made a recorded financial contribution within the last 12 months. Virtual members are not eligible to vote at this point.

Marlin then introduced Board of Trustees President Floretta Reed, who called the congregational meeting to order. First order of business was to determine if there was a quorum. A quorum was then certified by the BOT Secretary Dorothy Checotah. Flo noted that 327 member sites had logged in, and she welcomed us all to our first online congregational meeting. In lieu of, and because we were virtual and not able to do it in person, she called us to give ourselves a group hug, which was happily accomplished.

## **President's Report:**

Floretta began the meeting with a statement of compliance of our semi-annual congregational meeting virtual format after checking with the UUA and other churches. Bylaws that state that voting should be done in person are considered to be satisfied via this COVID-necessitated Zoom format. She asked that we waive the rule related to the timing of our annual meeting originally scheduled for May, along with any technicality of the voting procedure. Per Marlin's suggestion, she called for any objections to these waivers to be submitted via chat. Barbara reported that there were no objections, so those rules were formally waived. A similar call for acceptance of or changes to minutes brought no proposed changes. She then thanked the Board of Trustees for their work and introduced the officers and the other board members to the congregation. Officers are: President Floretta Reed; 1<sup>st</sup> Vice President Louie Rojas; 2<sup>nd</sup> Vice President Craig Jones; Secretary Dorothy Checotah; Treasurer Beau Brock; Assistant Secretary/Treasurer Dan Piazzola. Board members are Cassandra Austin, Diane Eason Contreras, Brian Cross, Donna Dutton, Kendra Freedom, Clarence Garrison, Tip Jennings, Scott Keith, Shelley Mackin, Sherry Swanwick, and Jill Webb.

She presented a retrospective of the challenging year that it has been for the church and impacts upon all of us, including COVID, the inability to interact in person both with each other and our loved ones, especially those in assisted living or nursing homes, throughout our isolation. Difficult board decisions had to be undertaken, such as closing the church building on March 12<sup>th</sup> through at least the rest of this year, and finding new ways to do business to keep everyone safe and do the work of the church. During this year, we also called upon the Capital Campaign Task Force to continue their work towards a resolution that would provide us the opportunity to make a decision regarding our church, which has culminated with a proposal outlined in a video that has been released, and she briefly described our financial situation as being in good shape, and thanked everyone for their continued financial support.

Consequent to the previously stated intent to name an Employee of the Year, Flo proudly announced the Board selection of Knowlan Randza for this award. He has gone above and beyond to redefine and implement a new standard in the care of

our building. He is constantly looking for ways to make things better inside and out of our church. He has responded to countless emergencies great and small. And he has done great work to keep the congregation connected by continuously taking and posting photos of the church and grounds. The love he shows for the church is reflected in all that he does. As he represents the best of us, let us congratulate him for a job well done. In response, he reminded us that he's been a long-time member, and that in the two years he's been on the job, he has felt nothing but love and support from all the members, that he loved us all, and is glad to be serving this church, and thanked us for the honor.

Flo also announced the recipient of the second Soul for Service award, given to honor the many volunteers who lovingly serve the church and community at large above and beyond what is expected. Recipient this year is John Greene. John is a former President of the Board of Trustees, chair of the Building and Grounds Committee, has served on the Building Task Force, and the Master Planning Committee. But his greatest contribution has been running the conservage program for over a decade. During this time, the church has acquired seven new homes. He has served the role of landlord for 13 rental properties and has been a resource for many of our elderly members, maintaining those homes, updating and installing air conditioning and appliances, and other tasks as needed. He has put in time, effort, heart and soul, and does it with a smile and a great attitude. We are blessed to have him. Thanks, congratulations, and an ovation are owed and were delivered. He acknowledged his gratitude for the honor that it has been to serve the church, hoping to continue even with splitting time on the west coast with his new grandchild, and pledged to continue his financial support as well as his time.

### **Financial Report:**

Beau Brock was introduced to summarize our financial situation. He highlighted the circumstances related to the pandemic and quarantine, but despite this, our finances are a good news story. We continue to operate in the black due to the receipt of the PPP loan of approximately \$300,000 from the Recovery Act, which will be converted to a grant later in the year contingent upon us maintaining our staff, which we fully intend to do. Our revenue is off by about \$200,000, though, primarily in our pledge payments, fully understandable in light of the pandemic economic

impact, but we need to keep up as much as possible with out pledges, and if possible to accelerate them to provide the church an assurance for its ability to cover its expenses. He illustrated the tax-savings method to donate directly out of an IRA if you've reached 70 ½, as a possible vehicle to help both the church and member. Another way to assist tax-efficiently is to donate appreciated stock directly to the church.

On the expenditure side, it has been a big help that Marlin and Barbara and the staff have been managing spending closely, resulting in lower-than-expected costs to the tune of about \$140,000, being helpful for many reasons, one of which is allowing full-time staff retention, with minimal cuts only to part-time and those involved in programs that are inactive due to the virus. Beau and Marlin reemphasized that we keep up our support to maintain vital church efforts and expressed their thanks and pride for all that everyone has contributed.

#### **Vote on the Questions Pending:**

Floretta and Lei reviewed voting procedures and requirements for the questions/ motions pending. Flo then introduced Colin Bent representing the nominating committee.

Colin presented the motion from the nominating committee to approve Eileen Kenney as a new member for a two-year term on the Board of Trustees, with the option for two additional two-year terms; for a second two-year term for Kendra Freedom, Louie Rojas, and Diane Eason Contreras; and a third two-year term for Dorothy Checotah and Beau Brock. With no questions, Flo called for the vote. After some discussion and directions from Marlin and John Boston related to voting uncertainties and logistics, the final tally was 369 yes, 31 no, with many of the no votes likely due to voters neglecting to vote all three slots on their ballot screen. Motion passes, Flo welcomed Eileen to the Board of Trustees.

Floretta introduced the second question by reiterating that, this being a property-involved motion, voter eligibility requirements are to be at least 18 years of age, been a member of the church for the last full year and had made a financial contribution of record within the last 12 months. Virtual members are not eligible. Those not eligible are on the honor system to not vote, though there is the capability to check qualifications.

The rationale for this second motion as explained by Flo involved the fact that it proved difficult to raise enough funds for the proposed design of a new church, with



one task force being formed to consider cost-saving ways to accomplish the construction, and a second to see if we would be able to conceptually successfully repair, remodel, and expand our current location. Out of that effort, from the conclusions of the task forces, and recognizing the lack of funding within the financial (and other) circumstances of the pandemic crisis, the Board has come up with the second motion. It being a difficult and emotional decision, we felt like we had no other alternative than the one being presented today, as described in the video previously released summarizing this process and decisions.

Dianne Eason Contreras was then introduced by Flo to present the motion on behalf of the Board of Trustees. All Souls Unitarian Church, in light of having determined that it is unfeasible to build a new church downtown, and our plan to move forward with a campaign to repair, renovate, and expand the current location on Peoria Avenue, we propose to release the property located in Downtown Tulsa back to the Dutton, McElroy, and Tanner families, with great gratitude and appreciation.

At that, Flo referred those with questions to the chat space. As the questions were posted, Marlin addressed the primary ones. First, he emphasized that the land downtown does NOT belong to All Souls, it was a provisional gift from the donor families, secured and dedicated so that we could go through the fundraising process and planning for a move downtown while knowing the location was secured, and cost established. After nearly 10 years of the land being held, taxes being payed, along with maintenance and insurance, an incredibly generous and patient gesture, it is time to release this land back to the donor families. The task force comprised of talented architects, engineers, and other knowledgeable people looked hard at ways to scale back the proposed construction and still have it meet the expanded needs of the congregation, but even at that, we would have had to raise another \$10,000,000, all at one time, which we determined that we could not do, with even less likelihood due to COVID. The decision to deal with the Peoria location instead will allow us to do the task bit-by-bit, in stages, allowing funding to be done over an expanded time interval.

Another question that seemed to be in a lot of peoples' minds is the design seen in the proposal presentations and materials. Marlin made it clear that that is not the final plan, rather it is a conceptual illustration, and at this point we do not have a specific design. It is presented to show that we will be able to meet our expanded needs through expansion and upgrade of our current location, including aspects such as fellowship space, educational facilities, meeting zoning codes, allowing for

drainage and water retention, and expanded parking. If we can pass the next two motions, we will engage in a collective process involving conversations with the entire congregation to define our priorities and needs and come up with an agreed-upon master plan that will provide a church home for several decades. The pandemic gives us a window of time to undertake this process in a staged, thoughtful and deliberate way, and secure the current building. It was asked whether we are liable legally for taxes and holding costs of the downtown location if the motion passes, and Floretta pointed out that the donor families clearly intended it as a gift until we made a decision, and that unless there is donor family feedback otherwise at this time, which there was not, we would not be liable. Barbara passed along a question about the estimated costs for the revised downtown location, which was \$21 - \$23,000,000. Being no further questions, Floretta called for the vote. Marlin declined to sing a song during the wait. The motion passed with 358 yes, 7 no.

For the the introduction of the third question, Floretta Reed introduced Ryan Darby, Co-Chair of the Capital Campaign Committee. In light of the passage of the second motion, he introduced the following to the congregation: Whereas the current capital campaign committee of All Souls has been working for more than two years on raising money to support the future capital needs of the church; and whereas the time and effort expended have been significant; and whereas significant funds have already been given and pledged to support the future capital needs of the church; and whereas ending the current campaign and starting a new one would be both expensive and would create the need for additional years of fundraising; and whereas the COVID pandemic makes face-to-face fundraising very difficult, if not impossible; and whereas the current pandemic and other realities have changed the capital needs and opportunities of the congregation; and whereas the work of the Board of Trustees' recent task force has led to a motion and vote of the congregation to repair, renovate, and expand the present location on Peoria Avenue; therefore, the Capital Campaign Committee of All Souls moves that the congregation of All Souls continue the current capital campaign and redirect the efforts and the resources towards repairing, renovating, and expanding the present location on Peoria.

Marlin then addressed questions related to this motion. First, he emphasized that this is an organizational vote, not an individual one, meaning that each individual contributor/pledge will have an opportunity to verify that their gift is still valid for

efforts towards the building on Peoria. It is not appropriate to take the monies pledged and donated and redirect them to Peoria without this vote, which makes over \$2,000,000 in the bank and pledged monies unusable without passage.

Also, he stressed that we have significant renovations and repairs that are needed to secure the current building right now, so a “yes” vote will allow us to begin the work of securing the windows in the sanctuary along with multiple other projects that are needed immediately. Being closed right now will allow that to go ahead without interrupting activities and staff work. Without this approval, we will have to start fundraising from scratch during a pandemic, without the ability to meet face-to-face, having to reduplicate staff and volunteer efforts and energy for another year to meet our financial needs for just the repairs, which are pressing right now. Instead, we can transfer the funds and begin the needed work immediately. We have already received approval to do so via chat during this discussion from a number of people, that there is a sense that the gifts and pledges were given for the good of the future of the church, and he thanked those who have already agreed to the shift. So, by this motion we are asking for the authority to reach out to individuals for their approval to transfer funds and pledges.

Barbara reiterated that we are getting chat messages from members giving approval to make the shift. In light of this, Marlin called upon those who already know that they will also approve to transfer their pledge to reach out by phone or email to Alicia or him and notify us, saving significant effort and time that otherwise would need to be dedicated to reaching out individually. A comment and amendment were put forward by Josie Rosenthal to clarify that we make the organization distinct from the individual as part of the motion, along with a separate suggestion that the gift carry forward if the individual cannot be reached or has passed away. Ryan indicated that he didn't think anyone on the capital campaign committee would object to these additions. Marlin recommended that this language be added to the motion as a friendly amendment that would not have to be voted upon, so it was so added. Marlin also clarified that as far as funds transferring upon inability to contact or death, that this would be within our authority to do as part of the congregational vote, if agreed to by legal counsel and after a due diligence effort to find the contributor.

Rod Harwood was recognized. He wondered if he could get clarification as to how his funds would be used, since he pledged to move, and he would not be interested in his funds being used now for repairs and renovations until we know after a year

or two into what our plan for the church becomes. Ryan responded by reiterating the reasons for the need to redirect funds in light of the pandemic and our financial realities. Also that individuals are going to have the right to take their pledge back or shift it, use it for repairs now, and everyone will have the right to make a decision in the future when plans and the vision for the renovations and expansion are developed to restore their gift at that point. Colin Bent made an amending motion that individuals who wanted their funds returned to not be bound by this motion, which was seconded. This having similar intent to Josie's amendment, it was discussed and decided that Colin's motion be added to the friendly amendment.

Jim Rusher was asked to clarify the issues surrounding repairs versus renovations. Before he began, a question was asked as to whether there were fund allocation contingencies included on the pledge form, and it was determined that there were not. Jim then gave his opinions about the "grey area" as to what constitutes a repair and what then is a renovation. There are circumstances that would qualify as both, such as the need to update the HVAC system as well as replacing it. We do have funding to do some of that already, but not enough for everything we would want to see accomplished. Another question about the need for this motion was again explained by Marlin, in that we want to give each individual the option to transfer without having to start over, which many are already graciously allowing. We have \$6,000,000 in pledged commitments that we need to make sure are still good, and then start using the funds to begin the work on Peoria. This will allow for organizational momentum, rather than having to start from zero.

At this point, the question was called and seconded to stop discussion and vote on the motion as revised. The procedural question to stop discussion was the first of the two needed votes at this point, and it passed the needed two-thirds necessary by 352 yes to 41 no.

The original motion with additional amendments and clarifications was then voted upon after reiterating qualifications for voting. It passed with 361 yes, 11 no.

Thanks for all who have joined this meeting via Zoom, and to the staff for setting this successful event up, were given in closing by Floretta. She outlined what we need to do going forward, to develop a plan for renovations as we move forward as a team, unified to do the work and face whatever challenges that may come. She thanked the task force for their efforts, and the donor families again for their generosity. She pledged that she and the board will strive to keep everyone

informed in anticipation of the next congregational meeting in December, and assured that the thoughts, desires, and priorities of the membership will be honored. Marlin added his thanks to the donors for their efforts beyond their financial pledges, and the task force and capital campaign committee and asked that the congregation give them their thanks as well. He also thanked the congregation for their support and participation in a process that could easily have divided a congregation and eroded support for the ministerial staff, not to speak of it being during a pandemic, but that was harmoniously accomplished. The spirit of the community going forward will provide relevance and a bright future for our church. At that point, the entire congregation was taken off mute for a group greeting and farewell, much to the joy of everyone as a host of reconnections and warm exchanges and delighted faces ushered in the adjournment of the meeting.

Respectfully submitted,

Dan Piazzola

Assistant Secretary/Treasurer, Board of Trustees

All Souls Unitarian Church  
Congregational Meeting (via Zoom)  
December 13, 2020  
1:00pm

Note: Due to the COVID-19 restrictions, the Congregational Meeting was held via Zoom. The meeting began with Lei Rumley providing the congregation with detailed instructions on how participate and cast their votes (via Zoom or a phone). The instructions were also displayed on the screen during the meeting.

Board of Trustees President Flo Reed called the meeting to order at 1:00pm and welcomed the All Souls congregation to the December Congregational meeting. She thanked everyone for attending the Zoom in order to handle the Church's business. Flo asked the BOT secretary if there was a quorum. The secretary was able to certify there was a quorum.

Rev. Marlin Lavanhar provided the Invocation. He read words written by Rabbi Arthur Waskow, who is an American author, political activist and rabbi associated with the Jews Renewal movement. Marlin said he was reading the words in honor of the theme of the day, 'Light' and the Hanukkah holiday. The reading is titled, *Between the Fires: A prayer for lighting candles*. "We are the generation that stands between the fires. Behind us, the flame and smoke that rose from Auschwitz and from Hiroshima. Before us, the possibility of the flood of fire, the flame and smoke that could consume all Earth. It is our task to make from fire not an all consuming blaze, but the light in which we see each other fully".

Flo announced to the congregation that a letter was received from Ren Pasco, requesting to be ordained at All Souls. Ren may be familiar to some members because she grew up at All Souls. Since the BOT received the request after the agenda was posted for the congregational meeting, Flo asked the congregation to approve adding this request to the agenda to be voted on later in the meeting. There was no objection to this addition.

The minutes for the August 23 meeting were approved as posted.

### **President's Report**

Flo told the congregation that this was a challenging year for everyone. She then listed some of the things the Church had done or may still be facing into the coming year. During the August meeting, the Church voted to repair, remodel and expand our present location on Peoria. Prior to taking the vote, Jim Rusher presented an overview and estimated cost for the repairs, remodel and expansion. This project is titled, All Souls Centennial Master Planning Project. The three committees listed below are working on different areas of the project.

#### Building Repair & Maintenance

Terry Lastinger-Chair  
Hugh Burleigh-Vice Chair  
Shelley Mackin  
JoJo Ogundare  
David Smith

#### Building Renovation & Design

Gabe Palacios-Chair  
Jim Rusher  
Denise Dutton  
Colin Bent  
Glen Hall

Leisa McNulty  
Shirley Vincent

Conservage Property Sales Committee

John Greene  
Rebecca Sherwood  
Jim Perrault

Flo thanked each committee member for stepping up and volunteering during this critical time. She added, this is a time for all members to take the opportunity and be a part of what our future will look like. She said these committees can use church members' help and expertise in any of these areas, so please respond to their request for help, if you can. She noted that All Souls has plenty of talented people to get the job done.

A Finance Review Committee has been established to help make sure we are spending the funds efficiently. Members of this committee are from the Board of Trustees, they are: Craig Jones (Finance), Beau Brock (Finance), Jill Webb (Legal) and Clarence Garrison (Project Management).

Flo anticipates that All Souls will reach its goal of a balanced budget by the end of December 2020 as the pledges continue to come in according to the revised budget plans. All Souls was fortunate to received approximately \$292,000 from the Cares Act (Paycheck Protection Program). We were able reduced our pledge income to \$1,400,000 from the estimated \$1,630,000 for 2020 & 2021. Unfortunately, the Board fundraisers ran short last year because our biggest fundraiser the 'Gala' could not be held indoors due to COVID-19. Instead, we held an alternate event at a drive-in theater that raised about \$23,000. The golf tournament did well as usual.

The church building is having some issues with its air-conditioning system. Due to COVID-19, the air flow system will need to be changed. The BOT has received two bids from two different system repair companies. After careful evaluation and the BOT will determine which company offers the best system for us. The approximate cost ranges from \$13,000 to \$20,000 depending on the system chosen. Presently, the church can only have up to 50 people in the sanctuary at a time. Fixing the air flow system is a priority to make sure everyone in the building will be safe.

Flo said there is a mold issue in Emerson Hall. A company has been contacted to evaluate that situation and determine if we can mitigate the mold and what it will cost. If the cost is too much, a decision may have to be made to tear that part of the church building down. Flo reminded the congregation of the long term plans for the Emerson Hall. The plan is to replace that old portion of the building with a newly constructed and much larger Emerson Hall. Flo said if it is not cost effective to mitigate the mold, we will have no other choice.

Flo informed the congregation that they will be voting on three (3) Motions during this meeting. Motion #1 is the Sale of Real Properties on the south side of 30th Street. The committee will be determining the best steps to take toward the sales, keeping in mind, some of the houses have tenants that still may be under lease. Motion # 2 has to do with our Virtual Members. This motion is being tabled at this time and Flo said she would explain later in the meeting. Motion #3 is concerning the 2021 Budget and Motion #4 is the ordination of Ren Pasco,

Flo informed the congregation that over the past year All Souls had three of our treasured staff members to leave the church staff for other positions. They are: Dave Manson-Exec.Director of Finance/HR, Knowlan Randza-Facility Manager and Nicole Ogundare-Special Events Coordinator. Each former staff member did an outstanding job in their position, often going

above and beyond what was required. We wish them the best in their new endeavors. We know each of their futures will be bright. Flo ended her report by saying that Barbara will introduce the newest member of the staff, the Exec. Director of Finance Manager/HR later in the meeting.

**\*Motions #1 Sale of Property (Vote Participants: Traditional Members 18+)**

Board of Trustee, William (Tip) Jennings read the Motion for the Sale of Real Property. He reminded the congregation that during the August meeting it was decided by the Church to remain at the current location on South Peoria Avenue. While Tip read the motion it was also posted on the screen for everyone to see. He noted All Souls owns several homes on the South side of East 30th Street and to expand our present location the Board of Trustees formed a task force to analyze the options for how to use the properties on the South side of East 30th Street. On August 23, 2020, the congregation of All Souls approved a plan to stay at its present location and expand to the West. It was decided that All Souls will not be able to utilize the properties on the South side of East 30th Street and therefore has no need for the properties. Article X, Section 2 of the By-Laws states that any sale of real property requires the approval of the congregation. The Board of Trustees of All Souls move that the congregation approve the following resolutions: The Congregation of All Souls resolves as follows: All Souls shall sell the real property located on the South side of East 30th Street at the following addresses:

1214 E. 30th St	1222 E. 30th St	1226 E. 30th St	1232 E. 30th St
1236 E. 30th St	1240 E. 30th St	1250 E. 30th St	1260 E. 30th St

The sale of the properties will be done with the oversight of the Board of Trustees or a committee established by the Board of Trustees. The houses will be evaluated for best market value and the sale will be conducted by professional real estate individuals. The proceeds from the sale of the properties will be utilized to retire the debt owed by All Souls to the Bank of Oklahoma, as much as possible. The final part is the President and Secretary of the Board of Trustees are authorized to execute any and all documents necessary to sell the properties.

Flo explained to the congregation that since the Board of Trustees is presenting the motion, a second is not required. She then called for any questions before the vote was to be taken.

Question: How many of the properties are currently occupied? And, how will the removal of tenants be handled?

Answer: All properties currently have tenants. Each tenant will be informed about the vote, once it becomes official and the authorized officials of the church, along with the tenants, the sellers and the buyers will engage in conversation as the process move forward.

Question: Will the sell of the properties retire the BOK debt?

Answer: The total appraisal amount is not known at this time, but it is Marlin's understanding, it should cover the debt on all the houses. Flo added, the value of the above mentioned properties has increased over the years and this should be more than enough to cover the debt. She did note that the motion says to retire the debt as much as possible.

Comment: This is a difficult time for people to move.

Response: That will be taken into consideration when the process starts. The authorized church officials will work closely with the tenants and the buyers to make sure they are taken care of respectfully, to the best of our ability.



**Note:** All Souls is not currently subsidizing any of the properties being rented at this time. The total loan from the BOK is \$1.85 million.

**Question:** Does the current rental amount received cover the payments on the debt?

Answer: Yes, they have historically cover the payments with some surplus. But, we are approaching the point in the last year, where that will no longer be possible and the Church may need to pay back part of the loan from the operating budget. The cash flow is no longer in our favor and we will need to eventually sell the properties. Also, we no longer have the person to do the landlord duties, which required a lot of work from Dave Manson and then Knowlan Randza, after Dave left. Since both Dave and Knowlan are gone, Jim Perrault has generously been handling the landlord duties as a volunteer, with the expectation these responsibilities will end once the properties are sold in the near future.

Question: Has the Church looked at the Zillow's estimated market value?

Answer: Zillow market value estimates are available to anyone who would like to look them up, but they are not actual market values that can be used in our case. Marlin said the value of the properties has gone up considerably since the Gathering Place as come to the area. We expect to get a good price for the homes, we do not expect to lose money.

Question: What was the original purpose for buying the homes and has that purpose changes?

Answer: We originally the properties were bought for possibly expanding the church in the future. We have since learned that it is unlikely that we can get the zoning changed to use those properties as was envisioned . Also, All Souls was blocked from buying all the properties on that block, which is another reason keeping us from getting a zoning change as well.

A member 'Called the Question' and further debate was stopped. To limit the number of times the congregation would have to go through the voting process online, Flo asked the congregation if anyone objected to forgoing the Call to Question vote. Since there were no objections, she was able to move on to the Motion #1 vote.

**Motion #1-Vote results: Yes: 204 No:12 Motion #1 passed with majority yes vote.**

**Motion #2 By-Laws Update (Vote Participants: Traditional Members, 1 year, 18+)**

Flo explained that Motion #2 was being tabled for the December meeting and will be presented at the next congregational meeting in May. She said that there are a few items needing correcting and have more clarification to be given. The changes being made have to do with the virtual members and the changing trends in attendance online.

**Motion #3 2021 Budget**

Craig Jones, the Board of Trustees-Vice President-BOT presented the 2021 Budget to the congregation, a copy was displayed on the screen for members viewing. The congregation was told that a copy of the Budget is also available online or by mail from the church office.

Income

Craig began his report by focusing on the left column showing the 2020 Budget and said these numbers were approved by the church members back in November 2019. The numbers were representative of what the Board of Trustees felt could be done in 2020. The revenues were at

a level we had experienced a few years previously. No one was aware of COVID-19 or the impact it would have on people's lives. The bottom line is that 2020 was a tough year for the Church and very challenging. The desired plan is to break even with the Budget and to have enough revenues to cover our programs, keep the church doors open, provide programs for our members and outreaches to the community, etc. Our pledges and general contributions have usually run about \$1.6 million. This has dropped to a little more than \$1.4 million which is a loss of a little more than \$200,000 in pledges and contributions. As long as the pandemic is in place and the church is closed, this is the 'run rate' the Church will likely be facing. Additionally, our ability to do fundraising has also been compromised. The Gala was held at a drive-in as a family event and we were only able to raise about \$23,000. That was certainly better than nothing since the past goal of \$100,000 was not makable. We still face the same problems with raising funds in 2021, but hopefully things will get better. The pandemic is expected to continue through 2021 and that may mean the Church will not be open for possibly the next eight (8) months or more. If the Church stays closed through the end of August, that will mean the Church will only be open the last four (4) months of the year. We will still be under pressure to hit the \$1.4 million mark from pledges and contributions. The BOT will closely monitor our operating expenses to make sure we can get to a break even position.

One highlight of the 2021 Budget is the run rate of \$1.4 million on the pledges. Under the Endowments Funds showing \$348,000, the rules states the Church, if necessary can take out as much as 5% of the cumulative earnings in the general endowment. This means the corpus or principal amount is not touched. The stock market has done well over the last ten years which has allowed us to build up some head room on our principal amounts and cumulative earnings. The decision was made to pull down the full 5% at this time which adds an additional \$60,500 to our revenue. The amount is allow according to the rules of the General Endowment.

The Board Fundraisers were tasked at raising \$55,000 and not the usual \$100,000, like in the past. If everything get back to normal and the city of Tulsa opens up, there is a possibility we can have our indoor Gala and raise the funding we are use to raising. The golf tournament continues to do well and has proven to be the perfect fundraiser during this pandemic, because it is held outdoors.

During the pandemic while the church building was closed, we were unable to receive any rental income. In 2021 we anticipate getting about \$10,000 in rental income if the building can be opened the last four months of the year.

#### Operating Expenses

Craig said that since the building has been closed the operating expenses have been much lower. Ministerial expenses are down about \$84,000 from what it was in 2020. This was mainly due to a saving in salary and retirement benefits after Yadene Hailu left the Assistant Minister position at the end of 2019 and the position was not re-filled. He added that the professional expenses for the ministers that are usually budgeted for year have been cut by \$11,000 for 2021 to help deal with the short fall in pledges.

The Denomination & Community Affairs line is our annual pledge to the UUA. In the past few years we have pledged \$100,000 per year, but with the decline in our pledges we have decided to cut that pledge to \$65,000. The amount will be reviewed as the circumstances changes for the church.

The General Congregation Expenses are down due to having the church building closed and the level of security needed is down. Craig told the congregation the reserve account of \$13,000 for Barbara Prose and Marlin Lavanhar's sabbaticals was also put on hold.

Religious Education Programs operating expense is down about \$79,000. A large part of that is due to the reduced cost of child care since the church building is closed. The building has been closed since March 2020 and we have saved about \$45,000. Some of the youth education programs have been curtailed due to closure, as well. We also have a large savings in the Building and Grounds expenses because we are not renting out for functions/events, so the need for custodial services has been lessened. All Souls is down to having only two sextons on duty, with a savings in salaries, retirement & insurance of about \$103,000. The janitorial supplies and grounds maintenance savings is about \$13,000. Utilities across the board are much lower. The good news is all this is helping to lower the cost of most things. But, we will still need to continue to maximize our revenues and minimize our expenses to break even. Craig ended his report by saying that Marlin, Barbara and the staff have done a great job in managing the Church's expenses and making good decision in personnel matters to keep everything in balance. He also made a plea to all the members who have not put in their 2020 pledge to please do so, as soon as possible, if they can. This will help the Board of Trustees and the Church staff with better planning and management of the Church and its funds.

Question: Why have the General/Admin. Church expenses gone up?

Answer: When the pandemic happened, some of the staff were re-assigned to another positions under Administration in order to maintain employment within the church and after their prior position was not needed because of the building and some programs shut-down.

Question: Please explain the funds from adult music to the children's music?

Answer: In the past, David Smith salaries were reflected in the adult music and the children's/youth music programs. His salaries were later consolidated for accounting purposes into one line item. In 2020, Dave Manson moved most of David Smith salary into the adult music line item. After reviewing it, it was determined that it would be better to have it under the children's/youth line item. This gives a better reflection of how the money is being spent.

Questions: Is the \$60,000 referred to represented in the Budget or the 'possibility of just in case'?

Answer: The \$60,000 is included in the Budget. It is from the Endowment.

Question: If circumstances change for the better, we will need to look at revising the Budget?

Answer: Yes, we will. That will be the best case scenario. If we end up with more money than we anticipated, we will be able to put some money back into the different programs. Also, many of the staff are working extra hard and it would be nice to reward them for a job well done.

Question: Why are payroll expenses not listed separately?

Answer: Ministers' pay are posted, but for privacy reasons, some of our staff not comfortable with having salaries and other things listed for just anyone to see, online. If someone has a relevant reason to know someone's salary, they can contact the church directly. To honor the privacy of our staff, we do not list each staff members' salaries separately.

Question: What is the total payroll for the Church?

Answer: That is something we do not have readily available for this meeting, but it is something we can certainly have for future meetings. We can show the total that is spent on salaries and payroll which is certainly a large percentage of the total budget.

**Motion #3 Vote results: Yes: 206 No: 6 Motion #3 passed with a majority yes vote.**

**Note:** Unfortunately, Virtual members were not allowed to vote on the Budget during this meeting due to changes not yet made in the By-Laws at this time. Flo apologized to the virtual members and let them know the Board of Trustees working on making changes to the By-laws and having the changes ready for a vote by the next congregational meeting. The original plans were to have the changes in place for the meeting and take a vote on it, before voting on the Budget. Flo thanked the virtual members for their patience.

**Motion #4 Ordination of Ren Pasco (Vote Participants: Traditional member making contribution to church for at least one year)**

Flo announced the next item on the agenda is a vote to ordain Ren Pasco. Ren completed her training last week and has just passed her ministerial fellowship committee, making her eligible for ordination into the UU ministry. Her official title will be Community Minister, as she will be serving in a non-congregational role. She has already accepted a position as a chaplain at St. John Hospital in Tulsa, Oklahoma.

Dorothy Checotah, the Board of Trustees-Secretary read Motion #4 concerning the ordination request of Ren Pasco. The Congregation of All Souls Unitarian Church of Tulsa votes to ordain Ren Pasco into the Unitarian Universalist Ministry and to hold a ceremony of ordination in 2021.

Flo said since the Board of Trustees are putting the motion forward for a vote, a second is not required. Flo called for any questions and there were no questions posted.

While the vote was being tallied, Ren was able to speak to the congregation via Zoom. She is a chaplain at St. John Hospital and she love being there. She has been a UU since she was a little girl. She did her Credo and Senior Sunday at All Souls Tulsa, where she preached about wanting to be a minister. This is the realization of a dream she's had since being a youth under the Kate Starr's days. She feels Tulsa and All Souls is home and she is glad to be back.

**Motion #4 Vote results: Yes: 197 No: 5, Motion #4 passed with a majority yes vote.**

Question: Ren, where did you go to seminary?

Answer: Meadville Lombard Theological School in Chicago

**2021 Centennial Celebration '100 Years'**

Barbara reported on the plans for the 2021-All Souls Centennial Celebration. She also acknowledged 2021 being the 100th year of the Tulsa Race Massacre. Some highlights are: A birthday party for the Church is planned for March 2021, details will come later. The centennial leadership team is already working, going through the archives, searching through many boxes of Order of the Service, looking at old newspaper articles and hundreds of photos, so the Church can take a glance back over our history.

The Made with Love Cookbook is available for purchase. There are links on the website and facebook. It will make a great gift for the holiday season. Cost: \$15.

The Christmas Eve Candle is available along with the Christmas Eve Order of Service for pick up at the church, check the website.

Specially made earrings handcrafted from the copper of the old steeple are still available for purchase. Find out more on our website.

The next All Souls publication coming soon is a collection of Prayers and Meditations from ministers who have served at All Souls over the years. An announcement will come soon.

Carlos Moreno (All Souls member) is writing an incredible book on the History of Greenwood, Before and After the Race Massacre. It will include really important stories to understand the significance of Black Wall Street. He has been publishing some of the chapters online and on the All Souls 'Beyond Belief Blog'. Carlos' book is being published with the support from All Souls, Jenkins Lloyd Jones Press Funding, it will be available for purchase this coming year.

We are looking forward to celebrating our history in all sort of creative ways. Even if it means we will be doing it online.

Marlin reminded everyone to please pick up their Christmas Eve candle for the candle light service. A schedule will be posted online of the pick-up times. You can have your own commemorative candle at home to light during the service and it can be a beautiful souvenir and reminder of how we stayed together while dealing with the challenges of the pandemic.

Barbara introduced Cindy Ranae, All Souls new Executive Director of Finance/Human Resources. She is originally from Boise, ID and has lived in Bartlesville with her husband for 8 years. She has 25 years of experience as a financial executive in both the non-profit and the for-profit world. Barbara said, "She is a numbers gal with a big heart." She has 3 children and 5 grandchildren. She loves to knit and service on several non-profit boards. All Souls is very fortunate to have her. She has only been at All Souls for two weeks and staff says she already 'feel like part of the family'. Welcome to the All Souls family, Cindy.

No New Business

Flo ended the meeting with a brief encouraging and inspiring message to the congregation.

"Thanks everyone for your participation today. These are challenging times, right now. This Church has met them before. Next year we will celebrate 100 years, which means our ancestors have faced many obstacles. Two Worlds Wars, the Pandemic of 1918, the Korean War, the Vietnam War, the Afghanistan & Iraq Wars, the Great Depression, the Dust Bowl, the Right to Vote for Women & Minorities, Civil Unrest and a Financial Crisis in just about every decade since this church started, but, we are still here. We have hit bumps in the road, but we continue to move forward. We support our community in so many ways. We as members have to stay connected to the Church and to each other. I know it is hard. You are not coming to church every Sunday and you're not going to your group meetings. The staff has done an outstanding job in keeping us connected electronically. Yes, it's difficult times, but we have faced them before and I know we will live up to the challenges that we are facing now. We continue to ask you for your financial support. We had to cut our budget back, as you have seen already to make some difficult decisions. The Board will continue work hard in the best interest of this Church. We will make it through. This is the Christmas season, my most favorite time of the year. I love it because it is the giving and sharing time. I believe we will thrive in 2021, our 100th year. Think about it, how many places have been around 100 years. We have a lot to be proud of. I've only been here for 11 years and this is the first church that I have actively participated, since leaving my childhood church. And, that is because of what we do

for the community and for those less fortunate. This is what a church is about, helping one another in love. May you have a Merry Christmas, Happy Hanukkah, Happy Kwanzaa, Happy Holidays or which ever way you celebrate. Just celebrate! We will face these and some other difficult times over the next three months, with this pandemic. We have to hunker down and stay safe. Wear your mask, wash your hands, practice social distancing and I know we will be all right. It will be at least a year or longer before we can get back to church. But just think, what is a half year or year and a half, out of 100 years, not much. We are as strong or stronger than our ancestors. Thank you for your support and we will see you at the next meeting in May.”

Marlin gave the closing by thanking everyone for coming to the meeting via Zoom, especially the virtual members. He apologized again to the virtual member for not being able to vote to due some errors that could not be corrected before the meeting. The corrections will be made before the next congregational meeting. He told the members in Tulsa and other parts of Oklahoma to go out and enjoy the snowy day. He thanked everyone for taking time out of their afternoon to get church business done. We voted to move forward on the ordination of a minister in 2021, passed the 2021 Budget and done some other important work for the life of our Church. Go forth on this day, be blessed and know you are a blessing.

Before the meeting ended, Flo said a big thank you to the staff and tech team who made the congregational meeting possible. It was a lot of hard work and she wanted them to know the Board of Trustees and the congregation truly appreciated it.

Meeting adjourned at 2:18pm.

Respectfully submitted  
Dorothy Checotah, Secretary-Board of Trustees