



**ANNUAL REPORT
2022-2023**

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EXECUTIVE & MINISTERIAL REPORTS

PRESIDENT'S REPORT

Dan Piazzola
President of the Congregation
2021 - Present

BOARD MEMBERS:

Dan Piazzola
President
Louie Rojas
1st Vice President
Beau Brock
2nd Vice President
Eileen Kenney
Secretary
Donna Dutton
Treasurer
Dorothy Checotah
Brian Cross
Donna Dutton
Diane Eason Contreras
Kendra Freedom
Deborah Fritts
Clarence Garrison
William Jennings
Scott Keith
Shelly Mackin
Carlos Moreno
Mike Newman
Dan Piazzola
Sherry Swanwick
Deanna Tirrel

Executive Staff:

Rev. Dr. Marlin Lavanhar
Rev. Barbara Prose
Shannon Boston
David B. Smith

Do you feel it? Are you seeing it around you? WE ARE BACK!! And it is GREAT!!

We have actually heard the words "the pandemic is over!!". Maybe so, maybe not quite. But with the accelerating growth of our sense of normalcy comes reconnections and transitions, ones that will be shared by all of us, some great, some challenging, some bittersweet. We will bid adieu to our beloved Barbara Prose. We will build on our momentum coming out of the past few years, planning for the renewal of our church home, welcoming new staff and congregants, and making All Souls more united and stronger in covenant and fellowship.

The financial status of All Souls is healthy. Through your commitment to stewardship, timely public fund infusions, and generous gifts in support of this church we were able stay fiscally healthy. We are intent on keeping on track with full transparency using our ongoing budget processes and a reenergized and fully staffed Audit committee. We are intentional to utilize our conservage homes in the most prudent way while serving the public with generosity. We look forward to continuing the programs and services we currently enjoy with your ongoing generous support through the pledges you have made or soon will make to foster all that we do, so watch for information from the Stewardship Team.

As part of our stewardship process, we are planning a golf tournament on May 20th, and a special highlight for the year, a Gala in the spirit of Galas past!! It will be held on the top of the Discovery Lab, with an auction, food, refreshments, a great view, and much fun! It will be held on September 14th and will benefit the Justice Team, so mark your calendars and watch for your invitation.

We share in a challenge that has affected the whole country, coming out of the pandemic, and that is staffing, which occupied leadership an inordinate amount of time and effort this past year. Through people moving on, and difficult and changing workplace dynamics, it has been an uphill climb to fill our open positions, though we are now making headway. We gratefully have a new front desk person and financial manager, and will soon have a communications director, and are diligently working to fill all the slots so as to better serve our All Souls family. All these efforts are also directed towards our

goal of reorganizing the church structure into the financial, ministerial, and business sectors as outlined in our previous gathering.

The Visioning process as proposed in our last gathering has taken off under the direction of several dedicated volunteers and staff to gather the thoughts and ideas of the congregation towards making our renewed home better serve the needs of the congregation. We had one full-scale open session that provided an opportunity to gather and resulted in a wealth of ideas about the planning for our renovations and expansion, and we are now working with specific groups in breakout visioning sessions.

We remain active in our outreach. Our All Souls Everywhere congregation is growing. And we continue to look for ways to be a destination for those seeking a free, open and welcoming church environment, along with new and creative ways to provide on-ramps to the All Souls experience. You are instrumental – and instruments – in that effort, and we express to you our gratitude.

We have ongoing initiatives in support of racial justice, the fight against hunger, environmental stewardship, the Care Team, the Memorial Guild, and service to the immigrant/New Tulsans community, an ongoing need. We have made one of our rental houses available to a refugee family. These are just a few of the many causes we are dedicated to through a network of strong and caring staff members and volunteers, far too many to name here but who deserves our collective gratitude, the backbone of the work of this community, a group that exemplifies our covenant. They deserve our thanks and admiration.

The Master Plan is moving ahead. The architects have taken the results of the Visioning process and are incorporating them into their planning and will soon host a town hall to share conceptual ideas and get feedback. Eventual plans include a renewed capital campaign that is an active and ongoing effort and will provide the financial basis on which to enact the expansion and renovation process, and how it will be done in practice: staged, all at once, or via some other work plan. This is on track to provide for us a new facility, as well as a home for future generations of UUs.

As we were able to celebrate our 102nd anniversary, we had the privilege and great honor to ordain Reverend Randy Lewis, a moving and heart-warming ceremony, a responsibility of our congregation in our free faith practice. He has been and will continue to be a strong and stabilizing presence until we transition to our next organizational plan.

We have now joined the ranks of organizations with our own unique version of an Employees Handbook through the efforts of several capable and dedicated people. It will streamline and facilitate organizational processes and personnel interactions and provide a framework for the business of running All Souls. As you would expect from such a document created by All Souls, it will be a living document instilled and implemented with compassion, clarity, and flexibility.

I extend my gratitude to you, the people of All Souls, and to the ministers and staff, who stood by my side as I did my best to help lead this journey as your president. It has been a privilege and honor. I can only hope that those blessings of purpose and service have in some small way helped to further our mission. A special thank you goes to the members of the Board of Trustees who served with me. They are the true hands, heads, and hearts carrying out the mission of this board. We now pass this quest to your new board to continue serving the needs and aspirations of this congregation, to build on our unity, to enhance our future, and to ensure that every voice has the opportunity to be heard, a task that I have no doubt they will be successful at. They, in partnership with and in service to you, the members of All Souls, will continue to forge a future that I am more than enthusiastic to see unfold.

SENIOR MINISTER'S REPORT

Rev. Dr. Marlin Lavanhar

It will probably take many years before we are able to fully process and understand what we have been through in the COVID-19 pandemic. It's been a time of incredible social and political upheaval and personal hardship for many of us. Perhaps the most consequential change during this church year was the return to life without masks and the fear of the pandemic. Even though in-person attendance has not yet returned to the pre-pandemic levels, when we include online participation, our overall Sunday attendance is often higher than it was before the pandemic.

There have been some Sundays this year when the church was full to overflowing. These Sundays include Heritage Sunday and Easter and of course Christmas Eve.

One year ago, I left on a three month sabbatical that included a 12 day silent retreat in Colorado, and a trip with my family driving across the country and then flying to Spain, Portugal and Morocco. I returned, renewed, refreshed, and inspired to rebuild the church for this new era.

We have been responding to many of the big, moral and social crises of our times both in worship, programming and social justice outreach.

We have had services that have garnered local newspaper and television news coverage on the topics of Banned Books, the Unmarked Graves from 1921, a memorial for a Trans man killed in a nightclub mass shooting, one on Gun Violence and on Easter celebrations that was inspired by our music program.

The church ordained the Rev. Randy Lewis in February in glorious fashion. We have recruited a number of new staff members and said goodbye to some who we see now in the pews. The departure of Rev. Barbara Prose, in June 2023, is bittersweet, as we are happy for her, but we already feel the loss of her outstanding ministry with us over 13 years. I will miss collaborating with her immensely.

I hope we will always express our gratitude to our Covid Task Force who kept us safe through the past few difficult years under the leadership of Dr. Chris Blake.

The future we imagine is taking form in our vision statement and plans for expansion. Our Church-wide Visioning process has been ongoing in 2023. We held town halls regarding our building expansion this fall.

Beyond the congregation I have been honored to be elected as the president of the Greenwood Cultural Center Board of Directors. I continue to serve on the Knippa Lecture Board as well as the Advisory Board for the TU Center for the Humanities.

As we have only just begin this new era of All Souls, I have great expectations for what we will accomplish together.

Respectfully Submitted,

Rev. Dr. Marlin Lavanhar
May 2023

EXECUTIVE MINISTER'S REPORT

Rev. Barbara Prose

In childbirth, transition is the toughest time, when the birthing mother starts to think she won't be able to do it, and the midwife reminds her that she is, in fact, with each breath, doing just what she needs to do. Well, this year has been a transition year for me.

Ever since Rev. Lewis' arrival in June, he and I have been working together to facilitate a smooth leadership transition of our pastoral care and social justice teams, including our memorable Memorial Guild, our growing Garden team, our rejuvenated Green Team and our timely Reproductive Justice Team. Rev. Lewis' character, compassion and commitment have made these transitions practically painless, and I have total faith that his leadership will help All Souls continue to deepen and expand its life-saving, world-changing ministry.

In my last month here, Rev. Randy and I will be working together to birth and support a new Health & Safety team, building upon the good work of our Security Task Force. Our shared vision is that a team of leaders will support our staff and ministers to ensure everyone—staff and volunteers—are receiving regular training, including CPR, AED and Active Shooter trainings. This will not only protect us but also provide us with a peace of mind that comes with preparedness.

Our membership associate, Nefertiti Sanders, continues to expand her reach within our community, not only doing data entry in our database, but coordinating new member recognition ceremonies, new member classes and helping new members find where their passion meets the world's and All Souls' needs. If you haven't found your

place yet or would like to serve or volunteer, please contact nsanders@allsoulschurch.org

As a midwife, coaching All Souls as it moves into its second century, I see us ready to face the challenges of our times. Our newest employees, including Hunter Owens in our front office, belong to the future and have quickly become integral to our staff team. As I write, we are preparing to welcome a new, full-time Accountant and a full-time Stewardship & Membership Manager. Our staff's passion to serve All Souls makes my leaving, a little bit easier, as I know the congregation is in such capable hands.

The future beckons us all. After conducting more than 20 Visioning Sessions with hundreds of members and friends from every part of our community, we are nearly finished recording and organizing your thoughts for the future of All Souls. Come fall, a new Vision Statement will be created and a Strategic Plan too. Please stay tuned for more information about being involved with both!

And so finally, it is time for me to say thank you and good-bye. Thank you for allowing me to serve and lead for all these years. I will carry this place and the people of All Souls with me, wherever I go. I am blessed to have been brought to All Souls in Tulsa, OK and this place will always be a blessing.

As we say in French, "Adieu," which literally means, to God. So, with God or with all that is good, may we each walk, as we take our next steps.

With gratitude and love, Rev. Barbara Prose

ASSISTANT MINISTER'S REPORT

Rev. Randy Lewis

Last year was a whirlwind for me. In May 2022, I became the Sabbatical minister at All Souls Unitarian Church, a place I consider to be my spiritual home, after serving as a community minister in North Carolina for several years. During my time in North Carolina, I founded a non-profit, served on multiple boards, and led several effective outreach programs there. Despite being away, I remained closely in touch with the All Souls congregation and visited frequently. With each visit, I was reminded of how much I missed this community. Then, Rev. Dr. Marlin Lavanhar called me with an offer to join the ministry team, and I knew it was the universe's answer to my desire and calling. Being closer to my biological family in Oklahoma was also important, as some of my family members were experiencing health challenges, and my daughter was pregnant. After a few more discussions, the details were finalized. I started work in May and completed the relocation by August.

Worship Team Ministries

I was thrilled to be back at All Souls and hit the ground running with enthusiasm. Rev. Marlin, Rev. Barbara Prose, the ASUC staff, along with the congregation itself – all made my transition smooth and enjoyable. In May 2022, I delivered my first sermon in the new position, officiated a member's memorial, and led chapel services. Additionally, I planned and participated in several community events, some of which garnered media attention and resulted in direct interviews, presenting the opportunity to convey to a wider audience the issues and causes important to this community. Over the following months, I contributed to various worship services, including festival Sundays and Wednesday Connections worship and educational classes.

Justice Team Ministries

All Souls has a strong commitment to justice, and I've had the privilege of working alongside some outstanding teams, including Justice Council, Refugee Team, Community Resource Bank, Voting is Power, ACTION, and Partners in Education. Additionally, I am looking forward to working with El Centro and TulsaRise, two organizations founded by the leadership of Rev. Prose and with the support of the rest of All Souls' leadership team.

I am working with our staff to develop DIVE (Diversity, Inclusion, Vulnerability, and Empathy)

intercultural leadership program, which is comprised of SHADZ and REWIRE alumni. I also had a chance to represent this community's vision and values in Rev. Marlin's absence by attending several MPACC (Mayor, Police, and Community Coalition) meetings for community engagement.

Several significant events have occurred at the local and national levels during this time. When tragedy struck at St. Francis Medical Center in Tulsa, and a gunman shot and killed members of the community, All Souls was there to provide support and care. As part of our ministerial team, I also had the solemn privilege of offering ministerial presence and conducting ceremonial rites at the grave exhumations of the victims of the 1921 Race Massacre. This was documented in photos and narratives by several media publications. I also had the honor of representing this community by speaking at the public vigil for the victims of the Colorado Springs LGBTQ nightclub shooting. I was interviewed by the media in a separate event when our church organized a service to support the family and community of the local trans individual who was murdered in that tragedy. When Tyre Nichols died of police violence, when the Tennessee church school shooting took place, and in multiple other community events, wakes, and vigils, All Souls has been a long-standing place of refuge for the grieving and a voice calling for justice and sensible laws.

Pastoral Care Team Ministries

Upon my arrival, Rev. Barbara introduced me to the Pastoral Care teams. While most of the teams had strong leadership, the Shawl Ministry and Friendly Souls groups were in need of new leaders. I am currently seeking candidates to lead these teams. The other Pastoral Care teams remain active and continue to serve the community in full capacity.

As a part of the Friendly Souls team during the holiday season, I delivered poinsettias to sixteen All Souls members who were unable to attend church in person. We have also started two new support groups: the Diabetes Support Group and Healing and Holding Grief.

At the heart of our Pastoral Care network is the Care Team, dedicated to providing 24-hour care to All Souls' members and friends. Our ministerial team,

which includes lay ministers Rev. John Biedler, Rev. Doug Inhofe, Rev. Cathey Edwards, and the recently joined Rev. Ren Pasco, offers spiritual support to the entire All Souls' congregation. They work in collaboration with the pastoral team leadership to ensure that everyone in our community has access to spiritual support when they need it most.

Life-Event Ministries

I have had the privilege of providing support and guidance to individuals, couples, families, and groups during noteworthy life and community events. I have been honored to stand alongside families during the difficult time of losing a loved one and have led or coordinated a total of fifteen memorial and funeral services. Additionally, I have had the opportunity to counsel with two couples as they prepared for marriage, officiated three weddings, and facilitated two baby dedication ceremonies. As the staff liaison for the Memorial Guild team, I work closely with them to support families during memorial services

and to continually improve our ability to provide compassionate care for those who are grieving.

Ordination

I am honored to have been ordained by All Souls Unitarian Church in February. This pivotal moment in my life and career was a testament to the deep connection I have with this community through ministry, community work, and a common vision. The outpouring of love and support during the service was overwhelming, and I am grateful for the opportunity to continue serving this community.

With gratitude and love,
Rev. Randy Lewis

STEWARDSHIP REPORT

MEMBERS

Pauline Farmer
 Jean Ann Fausser
 Tom Fausser
 Jeni Halliday
 Dave Kroll
 Marjorie Kroll
 Jeenee Lee
 Shirley Scott
 Jim Walker
 Rev. Barbara Prose, Interim
 Director of Stewardship

As interim director of Stewardship I am excited to introduce our new Stewardship Team, including, in alphabetical order: Pauline Farmer, Jean Ann and Tom Fausser, Jeni Halliday, Dave and Marjorie Kroll, Jeenee Lee, Shirley Scott and Jim Walker.

The stewardship team focuses on the fiscal health of the church, all year round.

This year, the team introduced the concept of a three-legged stool as a foundation for All Souls' financial well-being.

The legs of the stool are:

1. The Present – Our Operating Fund, so we can worship and work together for a more loving and just world
2. The Future – Our Capital Fund, for major improvements
3. The Forever – Our Endowment, to ensure the presence of a liberal religious community in Tulsa far into the future

Focusing on the fiscal health of the congregation includes educating our members about planned and legacy giving, supporting staff and ministers with the fall pledge drive, a spring Golf Tournament, our Community Resource Bank's spring Empty Bowls fundraiser and more.

Soon, the Stewardship Team hopes to introduce a new annual, economically inclusive fundraising event. Please let us know if you have suggestions along these lines - anything from a telethon to a dance marathon to a pickle ball tournament!

In 2022, pledges and gifts from members and friends totaled \$1,348,223.00.

With the blessing of Mr. Stegman's family and after a congregation-wide naming contest, the Annual Rocky Stegman Memorial Golf Tournament was renamed - the Golf Beyond Belief Tournament. This annual event will be held at the Page Belcher Golf Course on Saturday, May 20, 2023. The tournament is a 4-person scramble with a shotgun start. Golfers will enjoy a day of fresh air, exercise and competition, followed by refreshments and awards in the clubhouse.

Many thanks to Bill Kellough, Event Chair and Hunter Owens, Staff liaison, and the entire Tournament

Committee: Craig Jones, Earl Bachenberg, Glenn Hudgens, Gunilla Bachenberg, Hugh Burleigh, Jim Jarvis, Joe McDonald, Scott Halliday, Scott Keith, Steve Sandblom, and Steve Sparkman.

We also extend our sincere and utmost appreciation to all of our Golf Beyond Belief Tournament Sponsors.

The Board of Trustees' primary fundraising event, the annual Love & Light Gala is scheduled in 2023, for Thursday, September 14, at the Discovery Lab. Our theme is Courageous Love! This year's event will be our first truly hybrid event, including a dinner, silent and live auction items.

Please SAVE THE DATE! Thursday, September 14, 6-9 pm.

I couldn't be more grateful for our incredible leaders, who are working now, to create an unforgettable event.

Please know our chairs are looking for volunteers.

- Gala Chair: Jeni Halliday
- Honorary Chairs: Marjorie and Dave Kroll
- Audience Recruitment Chair: : _____
- Decorations Chair: _____
- Finance Chair: Jim Walker
- Item Procurement Chair: Pauline Farmer
- Sponsorships Chair: Sarah Darby

Please contact Hunter Owens, our new and fabulous Front Office Coordinator and Stewardship Assistant, if you would like to help with this year's Gala. You can reach Hunter at howens@allsoulschurch.org

Thank you to everyone who continues to make All Souls a priority. Your generosity allows us to share our courageous love and our visions of beloved community with people in Tulsa and beyond.

Please feel free to reach out to Rev. Lavanhar if you would like to discuss including All Souls in your DAF, estate planning or will.

May we continue to do good works with our hands, in whatever number of days ahead are ours to claim.

Respectfully submitted,

Rev. Barbara Prose
 Interim Stewardship Director

COVID TASK FORCE

MEMBERS:

Jenny Bent
 Dr. Chris Blake
 Greg Bledsoe
 Lynne Burson
 Eileen Kenney
 Shannon Boston
 Libby Sublett
 David Smith, Staff Liaison

The COVID Task Force was created and appointed by the Board of Trustees in early 2020 to help guide the church through the pandemic with the creation and recommendation of health related-policies and the ongoing assessment of disease-related risks.

In 2022-2023 the COVID Task Force oversaw the relaxing of restrictions as the healthcare crisis subsided and vaccinations became more readily available to all who sought them. We were able to restructure and simplify our COVID guidelines to allow the church to fully open to in-person gatherings while keeping an eye on state and local hospitalizations keeping our congregants informed and as safe as reasonably possible.

With a hopeful and promising outlook, we determined to suspend our meetings until October 2023, barring any precipitous uptick in COVID numbers.

GOLF TOURNAMENT

MEMBERS:

Bill Kellough, Chair
 Earl Backenberg
 Gunilla Backenberg
 Hugh Burleigh
 Glenn Hudgens
 Jim Jarvis
 Craig Jones
 Patty Jones
 Scott Keith
 Joe McDonald
 Alicia McLain
 Steve Sandblom
 Steve Sparkman
 Hunter Owens, Staff Liaison

DESCRIPTION:

All Souls has sponsored a golf tournament for at least 30 years named in honor of one of our esteemed members, Rocky Stegman. The tournament is a 4 person scramble format played at a local public golf course. All net proceeds go to the church general operating fund.

VOLUNTEERS:

The Committee handles all aspects of the tournament with help from All Souls staff.

2022-2023 GOALS:

The goals year to year are always the same: to foster fellowship, inspire interest in the sport of golf and raise money for the church.

2023-2024 GOALS:

Our goals for the 2023 tournament, scheduled for May 20, 2023, are the same as above but with the added commitment to increase the number of teams and, therefore, net income. We have changed the name to "Golf Beyond Belief" to capture the mission and spirit of All Souls.

ACHIEVEMENTS/MEASURE:

The tournament this year was on May 9, 2022. We had 9 teams playing and grossed \$11,025 from players and non-player donors. We netted \$8,610. In addition, several Committee Members donated clubs which were given to the First Tee program.

**NOMINATING
COMMITTEE
REPORT &
RECOMMENDATION
2022-2023**

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:

Deborah Fritts, Deanna Tirrell

Third Two Year Term:

Scott Keith, Shelley Mackin , Dan Piazzola

Board Seat	2011-2012	2012-2013	2013-2014	2014-2015	2016-2017	2017-2018
1	Krista Waldron 1/1	Krista Waldron 2/2	Krista Waldron 3/3	Krista Waldron 4/4	Krista Waldron 6/6	Clarence Garrison 1/1
2	Brenda Alred 3/3	Brenda Alred 4/4	Brenda Alred 5/5	Brenda Alred 6/6	Craig Jones 2/2	Craig Jones 3/3
3	Roger Blais 4/6	Roger Blais 1/5	Roger Blais 2/6	Roger Blais 3/7	Deb Herrmann 2/5	Samantha McPheter 6/6
4	Georgia Snoke 1/2	Georgia Snoke 2/2	Jane Newman 1/3	Jane Newman 2/4	Jane Newman 4/6	Tip Jennings 1/1
5	Jim Perrault 5/5	Jim Perrault 6/6	Mike Wessinger 1/1	Mike Wessinger 2/2	Mike Wessinger 4/4	Jane Newman 5/5
6	Nancy Harbaugh 3/3	Nancy Harbaugh 4/4	Greg Bledsoe 1/5	Greg Bledsoe 2/6	Bill Kellough 2/2	Bill Kellough 3/3
7	Steve Caldwell 2/4	Steve Caldwell 3/5	Steve Caldwell 4/6	Justice Waidner-Smith 1/5	Justice Waidner-Smith 2/5	Dorothy Checotah 2/2
8	George Schnetzer 1/1	George Schnetzer 2/2	George Schnetzer 3/3	George Schnetzer 4/4	Geroge Schnetzer 6/6	Donna Dutton 1/1
9	Joe Lytle 1/1	Joe Lytle 2/2	Joe Lytle 3/3	Joe Lytle 4/4	Dorothy Checotah 1/6	Brian Cross 1/1
10	Sharon McElroy 4/4	Sharon McElroy 5/5	Sharon McElroy 6/6	Sharon McElroy 1/7	Aneta Wilkinson 3/4	Justice Waidner-Smith 2/4
11	Ruth Ferguson 4/6	Imogene White 1/2	Imogene White 2/2	Imogene White 3/3	Imogene White 5/5	Imogene White 6/6
12	Maurice Storm 5/5	Maurice Storm 6/6	Becky Sherwood 1/1	Becky Sherwood 2/2	Greg Bledsoe 4/4	Greg Bledsoe 5/5
13	Barry Wilder 3/3	Barry Wilder 4/4	Barry Wilder 5/5	Barry Wilder 6/6	Floretta Reed 2/2	Floretta Reed 3/3
14	Emily Duensing 3/3	Emily Duensing 4/4	Aneta Wilkinson 5/1	Aneta Wilkinson 2/6	Glenn Hudgens 2/2	Glenn Hudgens 3/3
15	Jim Walker 4/4	Samantha Wignarajah 1/5	Samantha Wignarajah 2/6	Samantha Wignarajah 1/3	Samantha Wignarajah 3/5	Deb Herrmann 3/4
16	Laura Hailey Butler 5/5	Laura Hailey Butler 6/6	Alicia McLain 1/1	Alicia McLain 2/2	Alicia McLain 4/4	Alicia McLain 5/5
17	Colin Bent 2/2	Colin Bent 3/3	Colin Bent 4/4	Colin Bent 5/5	Beau Brock 1/1	Beau Brock 2/2
18	Nancy McDonald 5/5	Nancy McDonald 6/6	Ryan Darby 1/1	Ryan Darby 2/2	Ryan Darby 4/4	Ryan Darby 5/5
Pres	Jim Perrault	Jim Perrault	Sharon McElroy	Sharon McElroy	Geroge Schnetzer	Alicia McLain
1st VP	Sharon McElroy	Sharon McElroy	Samantha Wignarajah	Samantha Wignarajah	Samantha Wignarajah	Floretta Reed
2nd VP	Maurice Storm	Maurice Storm	Roger Blais	Roger Blais	Deb Herrmann	Deb Herrmann
Sec.	Laura Hailey Butler	Laura Hailey Butler	Barry Wilder	Barry Wilder	Aneta Wilkinson	Dorothy Checotah
Treas.	Roger Blais	Roger Blais	Joe Lytle	Joe Lytle	Alicia McLain	Craig Jones
Asst Sec/Treas	Barry Wilder	Barry Wilder	Colin Bent	Colin Bent	Jane Newman	Jane Newman

2023-2024 Officers:

Eileen Kenney
President
Dan Piazzola
1st Vice President
Deanna Tirrell
Secretary
Phil Haney
Treasurer
Sherry Swanwick
VP of Programs

NEW BOARD POSITION NOMINEES

First Two Year Term:

Francia Allen, Walter Armstrong, John Burns, Ros Elder, Jeenee Lee, Shirley Vincent

OUR GRATITUDE FOR SERVICE TO OUTGOING BOARD MEMBER

The Board of Trustees thanks Beau Brock, the late Mike Newman, Kendra Freeman, Tip Jennings, Donna Dutton and Brian Cross for their years of selfless service to the congregation through their work on the Board and in our community.

Respectfully submitted by the 2023 Nominating Committee
Colin Bent, Mary Bain, Floretta Reed

2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Clarence Garrison 2/2	Clarence Garrison 3/3	Clarence Garrison 4/4	Clarence Garrison resigned	Beau Brock 6/7	Francia Allen
Craig Jones 4/4	Craig Jones 4/4	Craig Jones 6/6	Mike Newman 1/1	Mike Newman 2/2	Walter Armstrong
Diane Eason Contreras 1/1	Kendra Freedom 2/2	Kendra Freedom 3/3	Kendra Freedom 4/4	Kendra Freedom 5/5	John Burns
Tip Jennings 2/2	Tip Jennings 3/3	Tip Jennings 4/4	Tip Jennings 5/5	Tip Jennings 6/6	Ros Elder
Jane Newman 6/6	Shelley Mackin 1/1	Shelley Mackin 2/2	Shelley Mackin 3/3	Shelley Mackin 4/4	Shelley Mackin
Kendra Freedom 1/1	Cassandra Austin 1/5	Cassandra Austin 2/6	Deanna Tirrell 1/1	Deanna Tirrell 2/2	Deanna Tirrell
Dorothy Checotah 3/3	Dorothy Checotah 4/4	Dorothy Checotah 5/5	Dorothy Checotah 6/6	open 1/1	open 1/1
Donna Dutton 2/2	Donna Dutton 3/3	Donna Dutton 4/4	Donna Dutton 5/5	Donna Dutton 6/6	Jeenee Lee
Brian Cross 2/2	Brian Cross 3/3	Brian Cross 4/4	Brian Cross 5/5	Brian Cross 6/6	Shirley Vincent
Justice Waidner-Smith 3/6	Justice Waidner-Smith 4/6	Eileen Kenney 1/1	Eileen Kenney 2/2	Eileen Kenney 3/3	Eileen Kenney
Louie Rojas 1/1	Louie Rojas 2/2	Louie Rojas 3/3	Louie Rojas 4/4	Louie Rojas 5/5	Louie Rojas
Greg Bledsoe 6/6	Scott Keith 1/1	Scott Keith 2/2	Scott Keith 3/3	Scott Keith 4/4	Scott Keith
Floretta Reed 4/4	Floretta Reed 5/5	Floretta Reed 6/6	Deborah Fritts 1/1	Deborah Fritts 2/2	Deborah Fritts
Glenn Hudgens 4/4	Sherry Swanwick 1/5	Sherry Swanwick 2/6	Sherry Swanwick 1/3	Sherry Swanwick 2/4	Sherry Swanwick
Deb Herrmann 4/4	Diane Eason Contreras 2/6	Diane Eason Contreras 1/3	Diane Eason Contreras 2/4	1/3	1/3
Alicia McLain 6/6	Jill Webb 1/1	Jill Webb 2/2	Carlos Moreno 1/1	2/2	2/2
Beau Brock 3/3	Beau Brock 4/4	Beau Brock 5/5	Beau Brock 6/6	open 1/1	open 1/1
Ryan Darby 6/6	Dan Piazzola 1/1	Dan Piazzola 2/2	Dan Piazzola 3/3	Dan Piazzola 4/4	Dan Piazzola
Alicia McLain	Floretta Reed	Dan Piazzola	Dan Piazzola	Dan Piazzola	Eileen Kenney
Floretta Reed	Louie Rojas	Louie Rojas	Louie Rojas	Louie Rojas	Dan Piazzola
Deb Herrmann	Craig Jones	Beau Brock	Beau Brock	Beau Brock	
Dorothy Checotah	Dorothy Checotah	Eileen Kenney	Eileen Kenney	Eileen Kenney	Deanna Tirrell
Craig Jones	Beau Brock	Donna Dutton	Donna Dutton	Donna Dutton	Phil Haney
Jane Newman	Dan Piazzola	TBD	TBD	TBD	Sherry Swanwick, VP of Programs

MEMBERSHIP

Nefertiti Sanders, Staff Liaison

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 = 1624
 Local members = 1464
 Virtual members = 160

Nefertiti launched the Database Project in 2021, and continues to follow the process, which includes verifying our membership records, completing incomplete records, and correcting out-of-date addresses and data.

Implemented Record Maintenance processes, which include the following channels:

Birthday Call List (BC List) – Care Team callers contacts member to wish them a Happy Birthday and verify contact information.

Return to Sender letters (RTS Letters) – Letters returned to All Souls with incorrect addresses.

Guest cards/Connect cards – Guest/Member filled out card whether online or in-person to update contact information.

Member/Visitor request – Phone call, Email, In-Person to update profile in ACS.

Gifts/Pledge information (Bookkeeper) – Bookkeeper notifies Membership Associate by email whenever a pledge and/or Membership registration form has been received.

Staff – Word of Mouth or by email.

CYP Registration forms – Forms received from the Children's area.

Mailing labels (Communications) – Parish Notes, Invitation mailouts, etc., with incorrect addresses.

Membership Outreach Project (Membership Associate) – Volunteers are given a spreadsheet to contact members by phone/email to help update contact information during connection.

ACHIEVEMENT/MEASURABLES:

- 58 members joined through April 2022 – April 2023
- 150 visitor bags were distributed and picked up by Guests
- 128 In-person Guest Cards received
- Joining Class offered all year round (Hybrid)
- New Member Recognition 2022 (Hybrid)
- Assisted with Gratitude/Volunteer Appreciation Sunday & Christmas Eve Services

CHALLENGES:

- Re-engagement of our members and visitors as we re-opened for services and programs.
- Implementing myAllSouls with members and encouraging them to use ChurchLife browser link.
- Strive to communicate the benefits of using the platforms in terms of sharing their gifts and talents, connecting with other members, and maintaining their records.
- More volunteer involvement from our members.
- More outreach and involvement to and with our All Souls Virtual Members.

2022-2023 GOALS:

- Complete 2022 Membership Outreach project by the end of the year – building a team of 200 callers to check in with 100 percent of our members.
- Launch "From Friendship to Membership" campaign, the next phase in maintaining our records and building our membership.
- Continue to streamline our regular maintenance of member records including utilizing the "Gifts and Talents" feature of the database to match needs with the attributes of our members.

2023-2024 GOALS:

- Launch "From Friendship to Membership" campaign – the next phase in maintaining our records and building our membership.
- Continue to streamline our regular maintenance of member records including utilizing the "Gifts and Talents" feature of the database to match needs with the attributes of our members.
- More Volunteer Recruitment Training classes
- New Member Recognition in the Fall
- Gain more members!

SERVICES & WORSHIP

STAFF:

Shannon Boston
 Rev. Gerald Davis
 Rick Fortner
 Rev. Marlin Lavanhar
 Rev. Randy Lewis
 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, friends, and guests 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.

June 6, 2021 was our first official multi-platform service (both in-person and online) after being closed due to COVID-19.

This past church year experienced the significant decline of COVID-19 and restrictions on gathering. At the time of this report, the building is now fully open and we are having two services each Sunday along with Wednesday evening chapels. This is in addition to ministerial, social, and supportive programming for all ages. While we continue to offer a multi-platform approach to services through our All Souls Everywhere outreach, most of our congregation's members and guests are choosing to be in person.

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

2022-2023 GOALS:

- Continue to integrate and improve multi-platform or hybrid services and programs to be meaningful and engaging for in person and online attendees.

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

2023-2024 GOALS:

- See increased attendance in person and online. Attract more guests and integrate new members (both in person and online) into the life of the church.
- Continue to integrate and improve multi-platform or hybrid services and programs to be meaningful and engaging for in person and online attendees.
- Continue equipment updates for impactful service experience.
- See ways to Continue to integrate themes and messages more efficiently between Worship, CRE programs, and Communications.

ACHIEVEMENT/MEASURES:

- Completed all 2022-2023 Goals.
- Continued development compelling online Worship services to meet the needs of our community.
- Sunday services include elements for intergenerational integration.
- Welcomed back Assistant Minister, Randy Lewis to staff and facilitate transfer of duties from Executive Minister.

SERVICE STATS

Services were streamed on all platforms and launched YouTube Live on January 16, 2022. Platforms include allsoulschurch.org/live, Facebook, YouTube, and Zoom (with coffee hours!).

In Person:

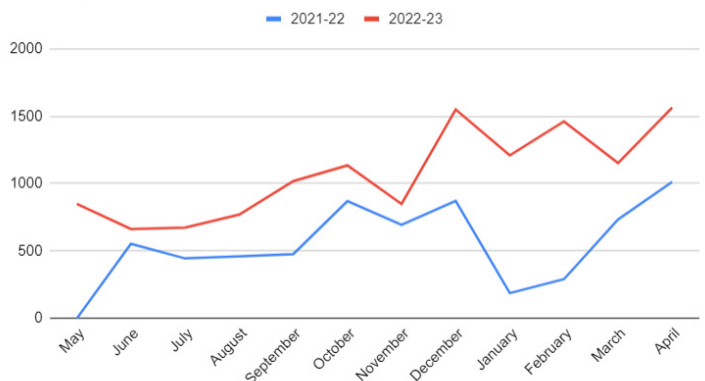
Worship Attendance: 7,822
 Humanist Attendance: 4,449
 Total Attendance: 12,271
 Monthly Average: 1023 (Previous year: 438)

Streaming Online:

Online viewership dropped to an average of 80 per stream. Zoom viewership statistics were not available at the time of this report.

Between April 2022-April 2023, average in-person weekly attendance was roughly 248 people, including Christmas Eve services.

Monthly Attendance - In Person



WELCOMING SOULS

MEMBERS:

Bill Kellough, Chair
Mary Bain
John Biedler
Lisa Coats
Suzy Ewing
Jeenee Lee
Steve Ludiker
Steve Platner
Rev. Randy Lewis
Rev. Barbara Prose
Nefertiti Sanders,
Staff Liaison

DESCRIPTION:

Welcoming Souls is considered the "face of the church". We welcome all who enter the church as well as those who attend on Zoom and FaceBook. We also reach out to guests and answer questions and encourage further involvement. Ushers, greeters, welcome table hosts, docents, pre and post service chat hosts (on Zoom), guest card contact volunteers, Facebook Live hosts and hosts who post messages and information during online services...all are under the umbrella of Welcoming Souls.

VOLUNTEERS:

Approximately 50 volunteers cover all of the various elements of Welcoming Souls.

2022-2023 GOALS:

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

Souls committee and the All Souls family.

We generally met all of these goals.

2023-2024 GOALS:

- Recruit and train more volunteers in all categories
- Create a more consistent and robust follow through to encourage guests to return and become engaged;
- Rejuvenate the docent program
- Recruit volunteers to perform welcoming functions at Wednesday Community Connections.

ACHIEVEMENTS/MEASURE:

Our volunteers interact with hundreds of members and guests, live and online, each month. It is impossible to estimate the number. One specific measure we can report is the number of guest cards worked by Welcoming Souls calling volunteers during 2022: approximately 150 people who filled out guest cards in person or online were contacted by Welcoming Souls calling volunteers.

PASTORAL CARE LIFE EVENTS & SUPPORT GROUPS

CARE TEAM

careteam@allsoulschurch.org

Our Care Team are members of the church who have received lay pastoral care training:

- Rhonda Holt, Chair
- Francia Allen, Vice Chair
- Robert Billings
- Lynn Bootes
- Lynne Burson
- Susan Chase
- Greer Fites
- Elaine Hammar
- Rod Harwood
- Carol Leach
- Winston Lewis
- Sid Martin
- Cathy Wilson
- Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

The Care Team is comprised of 13 people who take call for the church 24/7/365. They are knowledgeable about local resources and receive on-going training on assisting members who are experiencing crises. They call the local hospitals Monday – Friday to see if any All Souls member is hospitalized. They make hospital visits and coordinate with Helping Souls, Friendly Souls and Parish Nurses. They work closely with the ministers to plan and coordinate services for members.

MEMBERS!

Call 918.724.8326 (TEAM) or careteam@allsoulschurch.org *any time you are in need for any reason, have a health concern, or lose a loved one.*

Add the Care Team number to your emergency call list for the hospital and your family!

2022-2023 GOALS:

Care Team members work to provide support to all

members of the congregation in a number of ways:

- Calling local hospitals five days a week to determine if members have been admitted.
- Making calls to members on their birthdays.
- Sending cards of congratulations or condolence that recognize their life events providing a listening ear/support by phone 24/7/365.

2023-2024 GOALS:

- Provide 24 hour phone coverage for the church.
- Provide support for church members experiencing crises or who are in need of spiritual care.
- Provide resources to both church members and persons in the community who contact the Care Team

ACHIEVEMENT/MEASURABLES:

During church year 2022 - 2023, the Care Team had 330+ pastoral care connections, sent 130 cards of sympathy, congratulations, and support and made birthday calls to every church member.

DIABETES SUPPORT GROUP

Steve Ludiker, Chair
Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

A diabetes support group that is open to anyone interested in gaining or sharing information on diabetes.

2022-2023 GOALS:

Providing a forum (discussion group) for those impacted by or interested in diabetes.

2023-2024 GOALS:

We strive to provide an open forum for those impacted by diabetes, which might include a

diagnosis of diabetes, a provider who provides care for the diabetic or family of the diabetic. Also, we support those with an interest in learning more about diabetes care.

ACHIEVEMENTS/MEASURABLES:

A service provided would be the interchange of diabetes care/information between those impacted by or desiring to gain further information and those with diabetes knowledge, such as a diabetes educator.

HELPING SOULS

helpingsouls@allsoulschurch.org

Elaine Hammar, Chair
Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

Helping Souls provides short-term support for members in a variety of ways including providing transportation to and from medical appointments, preparing and/or delivering meals for folks recently discharged from the hospital or recovering from an illness or injury, as well as running errands and caring for pets of members in those same situations.

VOLUNTEERS: 49

2022-2023 GOALS:

- Continue to serve All Souls members and families.
- Participate in a church activity fair to recruit additional volunteers.

2023-2024 GOALS:

- Audit and contact all members on roster to ascertain desired level of involvement
- Identify a co-chair for the team
- Continue with recruitment of members and education with of congregation on services

ACHIEVEMENTS/MEASURABLE:

14 volunteers provided meals 32 meals and 14 rides for members.

Pet care provided for 1 member

HOLDING GRIEF SUPPORT GROUP

Chad Johnson
Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

Support group for processing grief and loss.

2022-2023 GOALS:

- Hold regular space and place at All Souls to support grief work.
- Provide education about grief and mourning
- Facilitate healing and connection

2023-2024 GOALS:

- Hold regular space and place at All Souls to support grief work.
- Provide education about grief and mourning
- Facilitate healing and connection

ACHIEVEMENTS/MEASURABLES:

The group serves 20-25 people at each meeting.

LIFE DECISIONS

MEMBERS:

Ellen Bussard
Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

To help All Souls members prepare for decline and death by providing information about issues, options, and decisions necessary to allow others to support us when we are unable to speak for ourselves, and to help one's family and friends make decisions to that they may be supported.

SERVICE TO THE CONGREGATION/ COMMUNITY:

We make available materials which are distributed by the church staff and on-line, not easily quantified. We also respond to individual requests for discussion and meetings, usually several times a year.

2023-2024 GOALS:

This group needs to expand, and find someone new to step up and lead it.

LIFE EVENTS

MEMORIAL GUILD

Janet Allen
Walter Armstrong
Mary Bain
Becky Bowles
Jane Brumley
Sara Carlson
Lisa Coats
Deborah Edelman-Kline
Greer Fites
Jane Franklin
Richard George
Vicky George
Nancy Harbaugh
Kelly Jennings
Marty Kamp
David Kroll
Marjorie Kroll
Gladys Platner
Cynthia Vanderpool
Rev. Barbara Prose
Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

Life Events mark the important milestones, such as weddings, memorials, interments, baby dedications, in the lives of those in our All Souls Unitarian Church Community and the larger community.

VOLUNTEERS:

22

SERVICE TO THE CONGREGATION/ COMMUNITY:

Provide hospitality, care, comfort, and support for all major life transitions. Complied with our Covid task force team, with masking guidelines and social distancing. Managed logistics for memorial events for members of the congregation and community.

2022-2023 GOALS:

- Increase the number of the Memorial Guild volunteers and cross-train for lead life event coordinator.
- Promote the Memorial Guild group for congregants to be involved and join our group. Have in-service visiting guests or authors majoring in end of life, stress, and trauma to help our group when dealing with complex situations.

2023-2024 GOALS:

- Continue to provide excellent services to our members
- Increase the number of volunteers and team leads
- Automate and streamline intake processes
- Hire a New Life Events Coordinator

ACHIEVEMENT/MEASURABLES:

The Life Events Program has participated in 29 memorials, 8 interments and graveside services, 6 weddings, and 2 baby dedications.

NAMI FAMILY SUPPORT GROUP

Mary Ellen Jones, Chair
Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

NAMI, National Alliance on Mental Illness, provides education, support and advocacy for all who are affected by mental illness. The Family Support Group offers support for family members of individuals with a severe mental illness. We meet on the 1st Thursday of each month via Zoom. Contact: maryellenjones@gmail.com for more information.

ACHIEVEMENTS/MEASURABLES:

Group attendance fluctuates with approximately 3 - 12 participating each month. People come and go as they are able. I send a reminder each month to a list of over 100 people who have participated over the years.

PARISH NURSES

LEADERSHIP:

Lynne Burson MS, CNM (ret),
RN, Faith Community Nurse
Rhonda Holt MPA, RN, CPC,
Faith Community Nurse
Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

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

2022-2023 GOALS:

- Rhonda Holt is to take the required Foundations Course in Faith Community Nursing in the Fall of 2022.
- Recruit a 4th Parish Nurse and ask them to take the required course.
- Expand our services to do more home and hospital visits and develop some wellness programs for our congregation.
- Continue our service to the COVID Task Force.
- Extend our service to the All Souls Refugee Program.

2023-2024 GOALS:

- Work with ministers and staff to establish and maintain safety standards. This includes updating first aid kits and AED equipment, training in CPR, AED and first aid for staff and key volunteers, updating medications, establishing checklists and identifying an emergency coordinator for every church event.
- Recruit 1-2 more Parish Nurses by 2024.
- Reestablish a visiting nurse roster for congregants in need.

ACHIEVEMENTS/MEASURABLES:

- Assisted over 100 congregants with their health needs over the phone and in person.
- Attended weekly COVID Task Force Meetings and contributed vital decision making guidelines to the Church. Read and reviewed over 300 documents to assist in COVID decision making.
- Helped establish Diabetes Support Group and attended twice monthly meetings.
- Helped Facilitate Trekkers (Cancer Support Group) and attended weekly meetings.
- Integrated a Parish Nurse into the Refugee Support Program.
- Fully integrated Parish Nurse program within the Care Team including taking call every 12 weeks and attending monthly meetings, writing end of week reports, midweek reports and making daily birthday calls to congregants.
- Active in Faith Community Nurses of Oklahoma by attending quarterly educational meetings, annual meeting and summer retreat. All Souls Parish Nurses also hold a Board seat at FCNA-OK.

SPIRITSONG

Alisa Hall, Director
Susan Chase
Larry Cochran
John Jacobs
Wallace Love
Judy McCormack
Wendi Opitz
David Parker
Lisa Perrault
Roger Sallman
Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

We are a small choir that sings for the terminally ill and dying on request from the family

2022-2023 GOALS:

As the pandemic eased, we hoped not only to have our services be made available to families of the dying, but also to resume our regular monthly dates with Clarehouse.

2023-2024 GOALS:

To continue our mission.

ACHIEVEMENTS/MEASURABLES:

We meet weekly to rehearse and sing monthly at Clarehouse. We sang at the Care Team Commissioning, the annual memorial service at Clarehouse, the Omega Home Network conference opening and at Grove Assisted Living. In addition, we sang on request for 6 dying patients.

ALL SOULS TREKKERS: LIVING BEYOND CANCER

faithboudreau@gmail.com

LEADERSHIP:

Co-Facilitators:

M. Faith Boudreau, LCSW

Carol Dillard, PhD

Lynne Burson (on call)

Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

"All Souls Trekkers: Living Beyond Cancer" is a weekly educational group to support cancer patients in treatment, long term survivors, caregivers, adult family members, and friends to live beyond the diagnosis and treatment of cancer. The group seeks to enhance and enrich the quality of life for its members. Highlights of the Mission of this group include: to seek a broader understanding of the physical, emotional, spiritual and psychological aspects of this "unplanned journey", to network with one another in order to access community resources serving cancer patients, survivors and their family during and after treatment, to become self-advocates and advocates for others, to deal with family, spiritual, and grief issues which arise during the cancer experience and to refer members to appropriate resources to address those issues.

Weekly Meetings via Zoom Wednesday Evenings:
5:30-6:15pm

Phone connections with Facilitator/Participants PRN

Zoom Link:<http://bitly/astrekkers>

Volunteers: Facilitators and Presenters

Number of People Served:

Our Roster included 27 members in 2022 with the average weekly attendance of 10-12 participants. Since the initiation of the group 3 members have made their transitions.

This is an opened-ended group where members attend for a needed period of time and return periodically when the need arises. All meetings are conducted under an agreement of a contract of Confidentiality of Trust: that is members may share the topics covered in group and what they said in group, but may not share identities of other members of group or what those members shared in group without specific permission from members.

Budget: Funds donated/transferred to Trekkers account from the Program "Celebrating the Art of Healing"

\$2,500 Original Balance with \$500 distributed directly to Group Member Nikki Taylor as an emergency need during chemotherapy in 2021.

Balance of the Trekkers Fund: in 2022: #2,000

Service to the Congregation/Community:

Transportation to doctor's appointments and medical procedures, preparing and delivering meals, supportive telephone calls and visits, networking with community resources.

2022-2023 GOALS:

- Revisit Current Membership Rolls
- Continue to serve the All Souls Church Community
- Design a new Trekkers Brochure
- Disseminate Trekker Information at Oncology, Internal Medicine and Specialists Doctors Offices
- Educate our congregation about the existence and Mission of Trekkers
- To expand Membership through continued efforts to open this group as a Resource to the Tulsa Community

2023-2024 GOALS:

- To continue to Serve the All Souls Community, as well as to offer the group as a Tulsa Community Resource.
- To seek new educational resources for the group in terms of offering presentations by Professionals in the Medical community.
- To explore within the group time the use of Complimentary Therapies to support Medical treatment such as: Art, Music, Drama, PT, OT, Exercise, Meditation, Nutrition, etc.
- To have a Minister or Care Team Member present at group meetings
- To work on Living Wills and Directives.
- To explore the financial burdens of a cancer diagnosis.

ACHIEVEMENTS/MEASURABLES:

- Growth and steady attendance of group members' weekly with participation including participants from out of State.
- Design of an Updated Trekker's Brochure by a Group Member
- Networking directly with Oncologists, Urologists, Immunologists, and Internal Medicine Doctors to discuss the Mission and Availability of Trekkers.

Additional Remarks:

All Souls Trekkers: Living Beyond Cancer is a group that provides a Forum for participants to network with and support one another in a safe, trusting environment. Members seek to understand and to improve community resources, gain empowerment by supported decision making, as well as to promote self-advocacy at a time when one experiences little control. Trekkers is a group of amazing individuals who face various challenges in their diagnoses of cancer and treatment protocols.

Group members are eager to learn, share, inspire, love, and serve others. Trekkers share their kindness, optimism, wisdom and knowledge with humor, hope, and realistic perspective.

SOCIAL & SMALL GROUPS

DAY ALLIANCE

BOARD & COMMITTEE:

Claudia Cravens
Connie Dooley
Judy Jarvis
Caroline Johnson
Beverly Seay
Ellen Sowell
Carrie Stuart-Grote
Susan Swatek
Shannon Boston, Staff
Liaison

DESCRIPTION:

The purpose of Day Alliance is to bring its members into closer fellowship and cooperation through monthly luncheon meetings and programs of current interest. Its members aid in service to the church and community, particularly through Memorial Receptions. Membership is open to all members and friends of All Souls by payment of \$10 annual dues.

VOLUNTEERS:

Day Alliance members serve as volunteers at the memorial receptions. This year we hosted 11 receptions, each requiring 5 volunteers.

2022-2023 GOALS:

Focus on rebuilding and reconnecting with our members. In many ways, we feel as if we are starting over. We will ask our current members to bring in friends to increase our fellowship energy as well as our numbers; we will solicit input from members about meaningful programs. For our role in memorial receptions, we will update our menus based on current prices and trends. Our primary goal remains to bring members into closer fellowship.

2023-2024 GOALS:

We will focus on increasing awareness of and membership in Day Alliance. Our primary goal remains to bring members into closer fellowship.

ACHIEVEMENT/MEASURABLES:

Because Day Alliance was dormant for two years due to the pandemic, 2022 was a rebuilding year. We started the year with zero members. Our normal program year is September through May, but in 2022 we held potluck lunch programs during the summer months to rebuild interest and to sign up members. We currently have 58 paid members and average 45 attendees at our lunch programs.

We hosted 11 memorial receptions, with an estimated 900 people attending.

MEN'S GROUP

MEMBERS:

Andea Bain
Jim Gillispie
Earl Goodman
Bill Westcott
Mike Workman
Corey Smith, Staff Liaison

DESCRIPTION:

The Men's Group seeks members from all walks of life. We are a multicultural group for people that seek the company of all races, genders and sexual orientations. We strive to cultivate social opportunities that provides community and fellowship among the congregation . This group encourages passion, kindness and compassion while looking to help those in need.

2023-2024 GOALS:

- Increase Participation
- Cultivate new Social opportunities for community and fellowship
- Develop avenues for personal and spiritual growth

ACHIEVEMENTS/MEASURABLES:

Over the Summer, we fired up the grill for the weekly Wednesday Connection Cookouts. These shared meals contributed heavily to getting this community off of Zoom and back to All Souls. We also assisted with laying the Labyrinth, and the annual "Hanging of the Greens" These activities are pivotal to kicking off the Holiday Season. We meet weekly via Zoom along with 1 monthly hybrid meeting at All Souls.

WOMEN OF ALL SOULS

MEMBERS:

Linda Alred
 Claudia Arthrell
 Margaritte Arthrell
 Lindsey Barbour
 Marcy Clements
 Kate Ellington
 Leanna Fish
 Karen Greenwalt
 Stacey Leigh
 Sasha Martin
 Cathey McClure
 Lottie McKinnick
 Kathy Piersall
 Kate Starr
 Deanna Tirrell
 Chelsea Vaughn-Showalter
 Lisa Wada
 Rev. Barbara Prose
 Shannon Boston
 Michelle Spencer
 Paula Vella
 Quanah Scoggins, Staff Liaison

DESCRIPTION:

The Women of All Souls group hosts events for women to be together, learn from each other, and grow as a community.

Engage with others on women's issues, interests, creative expressions, social justice, and share in the ups and downs we all experience. Open to all who identify as women, gender non-conforming, and all ages.

In addition to our regular attendees, we reach a group of about 300 women through our Facebook posts.

2022-2023 GOALS:

- Plan and implement a retreat before the 2022 holiday season to launch a core foundation of members, gain insight and connection to congregants and their needs/interests, and plan an activity/event schedule for the remaining calendar year.
- Continue to offer a consistent variety of activities to engage members in person and online.
- Continue to grow our membership through shared interests and service work to the church

and larger Tulsa community. WAS also wants to continue to change and grow by ensuring we are serving ASUC members regardless of gender identity, while still offering a safe space for those who identify as women to process and share ideas and events that are unique to the female experience.

2023-2024 GOALS:

- Gain membership (intergenerational/diverse) and identify lay leadership
- Create a calendar of events with regular annual events as well as rotating speakers/outings/workshops
- Becoming more visible in the church and Tulsa community

ACHIEVEMENTS/MEASURABLES:

- We met monthly on Zoom to discuss our religious theme and create a community of fellowship (10 Zooms).
- Collage Conversations with Nancy Moran
- Atlas of the Heart Book Club
- Burnout Book Club
- Ancient Forest Hike
- Holiday Cookie/Tree Trimming Party Prep
- The Bee (weekly creative time for WCC)
- The Enneagram

YOUNG AT HEART

MEMBERS:

Lynn Bootes, chair
 Beverly Seay, vice-chair
 Shannon Boston, Staff Liaison

DESCRIPTION:

We offer a monthly catered lunch on the first Thursday of the month September to June, followed by a session of card and board games. In past years, we also offered periodic Senior Outings to destinations of interest on the handicapped accessible van several times per year.

VOLUNTEERS:

Friend Sandrah Welliver (non-member of All Souls) has been sending birthday cards to our members. Friend Don Bootes (non-member) has been authorized to drive the bus and is willing to continue doing so provided he is satisfied with the condition of the bus.

2022-2023 GOALS:

- Resume in-person lunch and games
- Honor members who have died or unable to attend any longer and welcome new members
- Receive an update and accounting of our present budget and expenditures

2023-2024 GOALS:

- Continue lunch and games
- Consider perhaps quarterly Senior Outings if budget allows. Lynn Bootes does not wish to continue planning these but Don Bootes will be willing to drive the bus with due assistance in navigation and parking issues..

ACHIEVEMENTS/MEASURABLES:

We resumed in-person meetings in the fall of 2022, with one cancellation due to weather. Attendance varied but by late winter/early spring we were back to a typical attendance of 10-12 members for lunch and 6-10 for games. There has been some discussion about resuming outings but no action taken yet. We keep up to date on the status of present and past members which is of assistance to the Care Team and Ministers.

JUSTICE GROUPS

ALL SOULS ACTION

action@allsoulschurch.org

MEMBERS:

Ted Bakamjian
Emily Duensing
Ros Elder
Christy Emig
Autumn Fowlkes
Carol Hinkley
Deanna Tirrell
Sue Williams
Rev. Randy Lewis, Staff Liaison

ACTION member institutions:

All Souls Unitarian Church
Church of the Restoration UU
Church of St. Mary Outreach
Dan Allen Center
Fellowship Congregational UCC
Hope Unitarian Church
Kansas–Oklahoma Conference,
United Church of Christ
Saint Aidan’s Episcopal Church
Saint Francis Xavier Church
Together Oklahoma
Tulsa Lutherans in Action
ACTION United Tenants of Tulsa

DESCRIPTION:

All Souls ACTION is the embodiment of All Souls’ commitment as a partner in ACTION Tulsa (Allied Communities of Tulsa Inspiring Our Neighborhoods). ACTION Tulsa is a broad-based organization—a non-profit comprised of various faith-based and civic institutions working together for the common good of our members and our community. The organization is politically engaged yet radically non-partisan. Members think true democracy starts not with casting a ballot but with building a culture of empathy in which we share our stories and collectively pursue common interests. The vision is an engaged, equitable community of people transforming mutual experiences into power to influence public decisions.

VOLUNTEERS:

Approximately 400 All Souls members stay connected to ACTION Tulsa through the monthly ACTION newsletter. Because ACTION All Souls engages the whole church, in reality every member of All Souls is part of ACTION!

2022-2023 GOALS:

- Build relationships in the congregation, with other select churches, and with salient community organizations.
- Influence distribution of American Rescue Plan Act (ARPA) funds to better target the needs of individuals and families most impacted by COVID in Tulsa and Tulsa County.
- Increase voter engagement through education, registration and mobilization.
- Hold accountability sessions for candidates seeking city/county elective offices.

2023-2024 GOALS:

Because of changes and challenges caused by the pandemic, racial tension, the fall of *Roe v. Wade*, political division, economic stress, and the

changing dynamics of our church and related vision development, All Souls ACTION is focusing more than ever on creating space for congregation-strengthening conversations. The Rev. Dr. David Breeden, senior minister of First Unitarian Society in Minneapolis, Minnesota, writes, “When we feel overwhelmed, we gather to find a path, to find new ways forward. When we feel overwhelmed, we know that to our right and to our left are the faces of caring, faces of companionship. Joining together, we find our refuge. We find our strength. We find our wisdom. We find our way forward.” All Souls ACTION will continue sharing organizing tools with other teams to support and advance their missions as we all work to find our way forward.

ACHIEVEMENTS/MEASURABLES:

From June 2022 through April 2023, All Souls ACTION conducted 10 community conversations involving a total of nearly 100 members to build and strengthen relationships in our congregation. The purpose was to hear how members are doing, what they need from church, and what they want to do together to strengthen the church community. Many participants expressed gratitude for the space we created and shared personal experience of disconnection and isolation, loss, mental-health struggles, challenges of caring for family members, and financial stress. In February, 25 participants in these conversations were among 150 representatives of 17 ACTION Tulsa-aligned institutions to ratify ACTION Tulsa’s agenda. The agenda, based in conversations held in all ACTION member and affiliate institutions, affirms organizing around issues of public education, mental health, local infrastructure, economic opportunity, tenants protections, and community safety.

ALL SOULS READS WITH REV. GERALD DAVIS

Shannon Boston, Staff Liaison

DESCRIPTION:

All Souls Reads is a book discussion group that explores the human condition when encountering and overcoming oppressive circumstances. All are welcome to attend our discussions. Pre-reading the selection is not required.

2022-2023 GOALS:

Next year we plan to meet five times, in September, November, January, March and May. We will begin with Octavia Butler's *Parable of the Sower* and then go on to explore other afro-futuristic writers for the remainder of the year.

2023-2024 GOALS:

We look forward to continuing next year meeting in person and regrowing our presence at All Souls.

ACHIEVEMENTS/MEASURABLES:

We met five times in the 2022-23 church year, three times on Zoom and twice in person, with a focus on afro-futurism. Our selections included Octavia Butler's *Parable of the Sower*, Toya Miles' *All That She Carried*, Marlon James' *Black Leopard Red Wolf*, Matt Ruff's *Lovecraft Country*, and M.K. Jemisin's *The City We Became*.

BOOK TABLE

MEMBERS

Jim Barton
Chris Campbell
Linda Campbell
Roz Hand
Anna Bell Neal
Mike Newman
Eileen Simmons
Danna Vitt
Dale Watts
Shannon Boston, Staff Liaison

DESCRIPTION:

The Book Table provides current books and/or novels that are of interest to our membership and are often titles request by the membership. If a member request a title, we will order it for the member and perhaps order extra copies.

2022-2023 GOALS:

- Continue to provide access to books and materials for the membership and consider ways to offer our inventory online.
- Offer books requested by the staff and/or church membership.
- Offer other materials the church wishes to sell.

2023-2024 GOALS:

- To continue to raise sales in the new/old location in the Alliance Room
- Work with the Ministers and others to provide the books often discussed from the pulpit and in classes
- Encourage new volunteers to the Book Table

ACHIEVEMENTS/MEASURABLES:

Over the past 30 years the Book Table has provided income for the Adult Religious Education Committee and for the children's educational programs.

ALL SOULS REFUGEE RELIEF TEAM

MEMBERS

Deena Al-Saleh
(translator)
Ros Elder
Suzy Ewing
Dennis Grote
Rhonda Holt
Michael Klenda
Wayne Sterba
Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

The All Souls Refugee Relief justice team was formed in September 2021 as a start-up effort in response to an expected influx of over 800 Afghan refugees being resettled in Tulsa following a chaotic closure of the Afghanistan war.

There are around 20 active volunteers engaged from a larger 70-person roster. And about a fourth of the larger team has had one or more opportunities to actively support our new neighbors. Our volunteers' assistance originated through coordination with Tulsa Metropolitan Ministries and authorized resettlement agencies (Catholic Charities, B'nai Emunah & YWCA). Partnerships with additional non-profits that support refugees are engaged as needs evolve, (examples—Goodwill, CAPTulsa).

The team strives to match volunteers with tasks that support the various needs that are uncovered as we learn of the refugees' challenges. The team primarily communicates using the Slack collaboration app as needs develop and are acted on. The team holds standing monthly Zoom calls, as well as ad-hoc calls as necessary (includes church leadership representatives). Team leader(s) participate in quarterly All Souls Justice Council Zoom calls to coordinate common areas.

2022-2023 GOALS:

Mission: To create hope for our new neighbors while combating fear and despair

Current primary goals of our team: To help make refugee life transition in Tulsa a little easier by removing (or minimizing) barriers in three key areas to facilitate their self-sufficiency & independence,

- Language
- Transportation
- Employment

2023-2024 GOALS:

Continued 2023 goal—to further English literacy, independence & autonomy (transportation/jobs) accompanied by household budget development to better position refugee families for their pathway to citizenship.

2023 strategic goals:

- Explore additional options for supporting Year 2 challenges of refugee families, as well as continued 'wrap-around' support of new arrivals seeking resettlement and/or asylum.
- Expand fund-raising to adequately support new programs. (I.e. grants & partner matching)
- Consistent with our shift in 2022, this will

include continued support for Syrian & Afghan families, while taking on additional refugee family/individual(s) for wrap-around-support (I.e. Ukrainian).

ACHIEVEMENTS/MEASURABLES:

Donations received

- Cash donations of over \$2500 (direct & plate offerings)
- Approximately \$8000 of non-cash donations (clothing, furniture, household items)
- Approximately 600 hours of in-kind donation (volunteer time)
- Transportation provided for over 120 passengers (TU legal clinic, Cultural orientation, local family events & Friday Mosque prayers)
- Over 40 homes/apts inspected for possible refugee housing
- Additional miscellaneous household items donated by church members, (lawn equipment, sewing machines, furniture, bicycles & gear, linens)

Other examples of All Souls' love for our new neighbors: (initial 6 months)

- All Souls UU provided the rental property for Syrian refugee family (Board approved Conservage property)
- Started English classes at All Souls (twice per week; possible expansion for 2023 refugee arrivals)
- Provided transportation to legal, medical & school appointments.
- Donated bicycle & provided Tulsa bike path orientation.
- Helped Mohammed find employment at an upholstery business. Searched for job leads for wife/mother Fatouh, now employed (PT).
- Located and facilitated car purchase, while Mohammed obtained DL.
- Sorting and refugee help shopping clothing
- Collected digital devices, prayer rugs, and gift cards at All Souls office
- Furniture donations picked up, delivered to refugee home; completed with household items from donors team secured
- Pre-arrival home preparation: home safety inspection & household items checklists; cleaned/sanitized; initial food supply shopped & stocked; neighbors of Woodward home personally informed of new refugee family to help welcome them to the neighborhood.

COMMUNITY RESOURCE BANK (CRB)

crb@allsoulschurch.org

LEADERSHIP:

Joe John Nurre
Deanna Tirrell
Berkeley Shouse
Rev. Randy Lewis, Staff Liaison

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:

CRB maintains a list of nearly 200 volunteers; our active volunteers for the past year number approximately 45.

2023-2024 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. We remain committed to our previous goals:

- Gratitude
- Nimbleness and flexibility
- Mission - our purpose and our work is, simply, to make sure people have enough to eat – each day, every day.

The Community Resource Bank will celebrate its 11th birthday this year. We have changed and adapted greatly in that time; but our commitment to alleviating hunger and food insecurity in our communities, both large and small, has never faltered. Each day offers a new challenges,,,and new solutions. We remain inspired by the work we have done and humbled by the work yet to do. We look forward to a day when families everywhere can sit down to a healthy, nutritious dinner without wondering where the next meal is coming from.

ACHIEVEMENTS/MEASURABLES:

Community Resource Bank – By the Numbers – 2022-2023

Families Served - 3681

Individuals Served - 14348

- Adults - 5689
- Children - 8271
- Seniors - 479

Total Distribution - 79,691 lbs.; 39.8 Tons

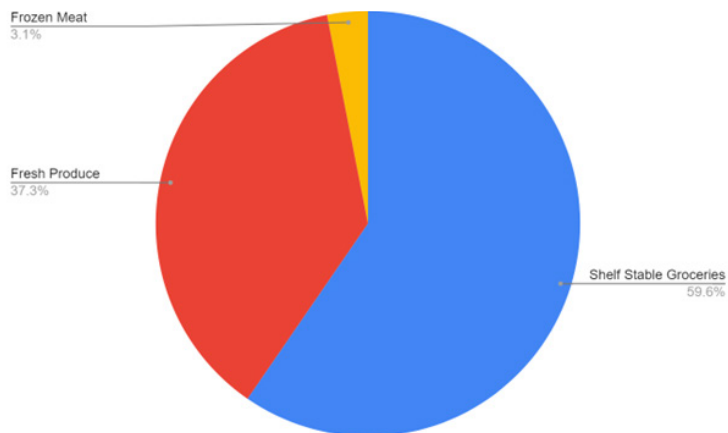
- Shelf Stable Groceries - 47,525 lbs.; 23.8 Tons; 59.6%
- Fresh Produce - 29,758 lbs.; 14.9 Tons; 37.3%
- Frozen Meat - 2,408 lbs.; 1.2 Tons; 3.0%

Total Budget - \$36,035.98

Cost/lb. \$0.45

Cost/Family - \$9.79

Distribution/Family - 21.64 lbs.



DIVE
Diversity
Inclusion
Vulnerability
Engagement

MEMBERS:

Francia Allen
 Ted Bakamjian
 Colin Bent
 Greg Bledsoe
 Beau Brock
 Jenny Clyde
 Emily Duensing
 Kathleen Garrison
 Dionne Lambert
 Carlos Moreno
 Nicole Ogundare
 Floretta Reed
 Jeni Rojas
 Louie Rojas
 Kate Starr
 Imogene White
 Rev. Marlin Lavanhar
 Rev. Randy Lewis
 Rev. Gerald Davis
 Shannon Boston, Staff Liaison

DESCRIPTION:

The Mission of the DIVE Team is to foster beloved relationships, empathic action, and racial unity through interacting with one another, while reflecting on our unique experiences, perspectives, and stories, both traumatic and triumphant.

The DIVE Team seeks to bring together culturally diverse individuals to learn new ways of being together through intercultural praxis, antiracist, anti-oppressive, and multicultural habits and skills in an effort to build a multicultural world of beloved community. Through deep and active listening and sharing, with intentional vulnerability, we explore our intersectionality and intercultural competencies so that we may continually deepen our commitment to love beyond belief.

2022-2023 GOALS:

- To create an intercultural group that could model best practices for how to be in relationship across cultural differences both real and perceived.
- To continue to grow into our motto of "Love Beyond Belief."

2023-2024 GOALS:

- To successfully pilot our DIVE program retaining full participation.
- To develop Deeper DIVE program for the following year.

ACHIEVEMENTS/MEASURABLES:

Floretta, Carlos, Randy and I are creating this course based on a wide array of resources and personal training experiences. Each of us will lead two sessions and assist twice during the 8-month course which officially began in late March. We have recruited a remarkable group of individuals who have spent many years doing the deep work of racial healing and cultural understanding. Several key members were original members of our Bridge Team and each has taken and/or facilitated Shadz or REWIRE to prepare them for the deep and vulnerable work of caring for one another. We meet twice monthly: once for facilitated activities designed to take us deeper into relationship and once for a dinner and conversation.

PARTNERS IN EDUCATION (PIE)

pie@allsoulschurch.org

MEMBERS:

Margo Mitchell,
 Chair
 Jim Beasley
 Carol Burleigh
 Jenny Clyde
 Dennis Grote
 Carol Hinkley
 Kathy Horne
 Kelly Jennings
 Caroline Johnson
 Nancy McDonald
 Eileen Simmons
 Marquel Stewart
 Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

PIE's mission is to partner with teachers to mentor and encourage students to always do their best. Our vision is to be a profound catalyst for engagement among students, administrators and the community. We currently are partnered with Unity Learning Academy and Monroe Demonstration Academy.

VOLUNTEERS:

60 PIE program volunteers

2022-2023 GOALS:

- Secure grant funding through Tulsa Rise.
- Educate and recruit All Souls members to serve as volunteers.
- Re-institute all of our direct service programs.

2023-2024 GOALS:

- Recruitment of volunteers for before school, during school and after school activities
- Support the teachers and administrators with special appreciation events and in-kind donations
- Increase our volunteer hours by 15% at both schools

ACHIEVEMENTS/MEASURABLES:

- Provided 1200 customized sweatshirts for the students and teachers at Unity and Monroe.
- Served over 1000 dinners to the guests at Unity's Family Night Dinners.
- Throughout the year stocked Unity's Kindness Coupon store with healthy snacks.
- Chaperoned numerous events ranging from trips to the Discovery Lab to Opera performances.
- Sponsored numerous teacher appreciation events at both schools
- Provided transportation for Unity Scholars of the Month field trips.

ALL SOULS FOR REPRODUCTIVE JUSTICE

reprojustice@allsoulschurch.org

LEADERS

Leanna Fish & Kathy Piersal, co-chairs

Rev. Barbara Prose

Rev. Randy Lewis, Staff Liaison

DESCRIPTION:

ASRJ meets the 3rd Sunday of the month 3:00-4:30 at All Souls and on Zoom. We are a reformation of the courageous souls who drove Tulsa's and Oklahoma's Reproductive Justice story before us and passionate about

We have stories to tell, educating to do and money to raise to support people needing access to abortion healthcare, while we also fight to change the laws to restore the rights of bodily autonomy and reproductive healthcare.

(Our Mission Statement is finally in the works - final approval expected 5/21/23)

VOLUNTEERS: About 20

ACHIEVEMENTS/MEASURABLES:

- All Souls and B'nai Emunah held a 4-part Summer Series (in June/July?) focused on the efforts to overturn Roe v Wade and the effects on lives. That started the movement toward ACTION
- ASRJ began regular meetings in July

- Started with a list of 19 names, now have an email contact list of 90 and growing
- Established the ASRJ Watch, a twice monthly ReproJustice update with podcasts, articles, and webinars to help educate our members on the state of ReproJustice today
- Leadership completed UUA's Side with Love's Congregational Organization Training based in a ReproJustice framework and SACReD's Principles and Commitments Orientation for Facilitators
- T-shirts for the secular (My God, My Body, My Decision), the humanist (My Life, My Body, My Decision), and the allies (Your Life, Your Body, Your Decision) to show our unity when appearing as a group in public and to raise funds for Roe Fund OK.

REWIRE DEVELOPMENT TEAM

MEMBERS:

Suzie Bogle
Mandy Eubanks
Chad Johnson
Bailey McBride
Kate Starr
Barbara Prose
Shannon Boston

DESCRIPTION:

REWIRE is a racial identity group for white people to unlearn racism. Participants explore racial identity formation and learn how to be effective allies for racial justice.

2022-2023 GOALS:

- After moving online last year, and realizing the abundance of resources available, we are in the process of completely restructuring our courses - REWIRE 1, 2, and Facilitator Training - to an online format with many additional resources including TedTalks, podcasts, journaling prompts and activities.
- We have requested and been granted approval to use almost all needed published materials for this project.
- We look forward to piloting the new program in the Fall of 2022.

2023-2024 GOALS:

- To prepare REWIRE 2 to be Moodle ready for Fall 2023
- To offer both REWIRE 1 and 2 in Fall 2023
- To train REWIRE facilitators during the 2023-24 year

ACHIEVEMENTS/MEASURABLES:

We launched our first fully revamped 8-month version of REWIRE 1 online in February. All materials, resources, and links are housed on the Moodle platform making the course very easy to administer once the materials have been uploaded. Along with the platform shift, we updated the materials significantly receiving copyright releases for all book chapters used and creating a much broader array of resources for participants. Additionally, we added a mid-month check-in to our format which is proving most helpful in keeping participants engaged and on track.

SHĀDZ

Healing the Past,
Finding Yourself,
Changing the Future:
A Reconstruction
of Racial Narrative:

FACILITATORS:

Dorothy Checotah
Jeenee Lee
Carlos Moreno
Rev. Randy Lewis
Corey Smith, Staff Liaison

DESCRIPTION:

The mission for SHĀDZ seeks to heal BIPOC of trauma experienced through all forms of racism and to uncover and rediscover racial value and worth. We explore information and history pertaining to racial trauma that all people of color have experienced, but perhaps not processed. We provide the necessary tools for BIPOC to navigate bigotry and hatred in today's world.

2022-2023 GOALS:

- To provide our BIPOC members and friends with a safe space to process racial trauma in all its forms.
- To continue to train facilitators for the Shādz curriculum.
- To continue to grow participation in the next session of Shādz.
- To use the knowledge gained to engage in meaningful dialogue with people of all races.

2023-2024 GOALS

- Increase participation by reaching out to community organizations outside of All Souls for more participants
- Rebranding SHĀDZ with a focused marketing strategy for the Fall '23 session
- Hosting a Summer film documentary series focusing on race relations and social justice
- Increase All Souls Everywhere participation
- Launching a full SHĀDZ class for Fall '23
- Recruit potential candidates for Fall '23 launch

SIENNA PROJECT

DESCRIPTION:

The Sienna Project is a living memorial to Sienna, daughter of Reverend Marlin and Anitra Lavanhar. Sienna died unexpectedly in May 2006, just three days after her third birthday. Sienna's grandfather, Martin, his wife Caroline and Sienna's Uncle Derek (hereinafter the Lavanhars) established the Sienna Project as a 501(c)3 non-profit corporation in her memory.

The Sienna Project builds three room elementary schools in small, remote mountain villages in the highlands of Guatemala, where there may not be enough classrooms or even any schools at all. The national government pays teachers' salaries but does not provide funds for school buildings. In many villages, children never attend school simply for a lack of classrooms.

The Lavanhars committed to building 10 schools, which they accomplished in 2014. Having met that goal, as well as becoming octogenarians, Martin and Caroline were no longer able to do the work necessary for this project (traveling and speaking to raise funds, recruiting volunteers, and leading groups to Guatemala to build the schools) and decided to discontinue the Sienna Project.

A number of All Souls members, aware of the decision to discontinue the Sienna Project, started meeting to discuss how All Souls could support

its continuation. Martin, Caroline, and Derek had virtually everything in place from prior trips and Derek coordinates the bulk of the work in Guatemala – from identifying a village and working with village leaders to ordering the supplies, reserving hotels and creating an itinerary that includes meals, transportation and some sightseeing, as well as working on the construction of a school.

All Souls International/Sienna Project committed to continuing Sienna's legacy and has since built two schools in Guatemala: one in Panajxit in 2017 and another in Nuevo Xepocol in 2019.

VOLUNTEERS:

All 32 alumni of the trips are considered committee members.

2023-2024 GOALS:

To build another school after Covid restrictions are lifted and travel to a foreign country with a large group is feasible.

To plan another school building trip to Guatemala in Sienna's memory in 2024.

ACHIEVEMENTS/MEASURABLES:

Two elementary schools built, each with three rooms and a swing set. Approximately 60 children taught in each school per year. Approximately 400 children have been educated to date.

VOTING IS POWER

votingpower@allsoulschurch.org

MEMBERS:

Amanda Shankle-Knowlton
(Chair)

Lynn Bootes

Karen Hardy Cárdenas

Barbara Collier

Emily Duensing (Team Lead)

Ros Elder

Leanna Fish

Kathleen Garrison

Rod Harwood

Alice Helmke

Rachel Hutchings

Kathleen Jones

Mary Ellen Jones (Team Lead)

Mary Jane Lindaman (Team
Lead)

Lanetta Lyons (Team Lead)

Floretta Reed (Team Lead)

Babs Richardson

Anessa Steidley

Rhonda Steiner

Deanna Tirrell (Former Co-Chair)

Ida Walker

Sue Williams (Team Lead)

Mike Workman

Rev. Barbara Prose

Rev. Randy Lewis

Shannon Boston, Staff Liaison

DESCRIPTION:

Voting is Power (ViP) engages and empowers current and future voters at All Souls, in Tulsa, and in communities across the country that are impacted by voter suppression. We do this through Voter Education, Voter Mobilization/Registration efforts, outreach to targets of voter suppression in other states through our partner organizations, and building coalitions with other organizations in Tulsa.

VOLUNTEERS:

10 for voter registration events

2022-2023 GOALS:

Train 25 people as voter registrants.

Create a bank of voter education material (including presentation slides, handouts, email templates) that can be shared with the All Souls congregation and available to other partners in the Tulsa area.

Get 10 people to participate in a nationwide phone banking or postcard writing campaigns.

2023-2024 GOALS:

Begin process of engaging with youth (roughly middle school to middle age) to inspire and inform on the topic of civic engagement/voting, starting with our congregation and moving outward

Publish notices about elections and related topics at least monthly in the church email newsletter

Host at least 2 events at All Souls or at partner locations to educate/inspire community on civic engagement

ACHIEVEMENTS/MEASURABLES:

Registered/Updated 194 Voters

· Presence at 25 registration events in partnership with:

- Food on the Move
- Gilcrease Hills Baptist Church
- Terence Crutcher Foundation
- Woody Guthrie Center
- Delta Sigma Theta Sorority
- Metropolitan Baptist Church
- Friendship Church
- First Baptist North Tulsa
- Jordan Plaza Sr. Center
- Vernon AME
- Clary Sage College
- University of Tulsa
- Antioch Baptist Church
- NAACP
- New Jerusalem Baptist Church - Rides to the polls

Notarized absentee ballots on Sunday mornings & Wed evenings

Held 3 Voter Registrar Training Events: trained 28 people (Thanks Mary Jane & Flo!)

Published 7 pieces of upcoming election-related news in email newsletters (thank you Bonita James & Michelle Spencer!)

LIFESPAN RELIGIOUS EXPLORATION

ADULT, CHILDREN'S, &
YOUTH PROGRAMS

LIFESPAN RELIGIOUS EDUCATION AND PROGRAMS

Children, families, & adults

STAFF,

TEACHERS & SUPPORT:

Darin Alred
 Nattasha Bogdanova
 Chris Campbell
 Kris Farnsworth
 Marie Farnsworth
 Jim Gillispie
 Earl Goodman
 Josie Rosenthal Goodman
 Davis Hale
 Heather Hale
 Sarah Hall
 Linda Kovak
 Joe Nurre
 Rev. Ren Pasco
 Susan Spooner
 Bill Westcott
 Toni Willis
 John Boston
 Quanah Scoggins
 Corey Smith
 Paula Vella
 Shannon Boston, Staff Liaison

All Souls provides a safe space, a community, a place and time set aside to engage with others and ourselves to delve into the questions of Faith. Not to be given answers, but to be given a container in which the questions can be asked, and where answers can be tried on, turned over, discarded or embraced.

This process happens over and over again from the earliest years when we teach gentle loving hands to our toddlers and remind our kindergartners the this a church of the open mind, the loving heart, and the helping hands to our school age children who learn the Peace Practices: be kind in word and deed, respect yourself, each other and the environment, and everyone gets to play, and our youth who develop their own Credo's that they deliver to the congregation as their unique statements of Faith. This process is repeated tri-annually as we cycle through our thematic ministry, maturing and understanding in ever deeper and more nuanced ways.

Together we create a community where people of all ages will grow and be challenged personally, intellectually, and spiritually. Here we hold and are held, we celebrate and are celebrated, we have opportunities to lead, to follow, to teach and to learn, and to be in covenanted relationship with one another as we practice Love Beyond Belief.

At all Souls, we teach children

- that they are born into this world intrinsically good, inherently worthy, and lovable.
- to listen to their thoughts and feelings and to share them with trusted community.
- that people have different beliefs, and everyone should be treated with respect.
- that kindness and inclusion are among the highest aims.
- that to ask questions is to use one of the greatest gifts with which they have been blessed.

We teach youth

- that all are imperfect, that adults are not omniscient and that to be in community we all must be willing to flex and forgive.
- that no one has all of the answers, and that truth is multifaceted.
- that continuing to question and to think critically is to use the gifts with which they have been blessed.
- to be kind and inclusive, to stand up with and for others, to listen first and be willing to speak out.

- to speak their truth.

We teach adults

- to honor their religious upbringing while recreating a mature and current faith for themselves.
- how to nurture spirituality in their own lives and in the life of their families.
- that life is a gift and that that every person has gifts to share, that we make meaning of our experiences, that we are stronger together and that we are practicing imperfection.
- to continually strive to become more self-aware of our own identity so that we can understand and take responsibility for our impact on others.
- that death is as natural as birth; to live and die with dignity.

Because we are a church that aspires to Love Beyond Belief, we do not privilege any particular religious beliefs as absolute truth. Instead, we aim to present a full breadth of stories, ideas, and traditions from different cultures around the world including our own contemporary culture and the world's religions. We recognize and hold up parents and caregivers as the primary religious educators of their children. We seek to engage parents and caregivers with their children's faith formation through cooperative work in the program, offering classes and discussion groups geared to support their roles as religious educators, and providing opportunities for adults to continue to learn and grow.

VOLUNTEERS:

60-70

ACHIEVEMENTS/MEASURABLES:

After our 18-month COVID hiatus, our worship and programs teams realized that we had a great opportunity to re-imagine the way we do things rather than continuing as tradition dictated. To this end, instead of going back to holding a separate "Children's Chapel" we decided to continue to integrate a children's story into our services and broadened it to be a "Time for All Ages" so that it could also be special music or a ritual. In this way children as young as kindergarten regularly experience the opening liturgy of the first 15 minutes of the service with their families and share a key message through the Time for All Age which then ties into the children's Sunday School lesson.

Over the summer and into the Fall we renovated and reorganized several spaces moving all children's and youth activities to below the ramp and turning the large Kids' Day Out space into a much needed

Zoom meeting room for staff and adult programs. With the permanent closure of Channing Day School on the lowest level, we were able to utilize the four rooms it occupied more fully and are currently sharing two of them as pantry space with the Community Resource Bank until renovations can allow CRB a more appropriate space. We reorganized staff responsibilities by putting Calendaring under the Program Department and including meals and kitchen staffing under my portfolio. It was also determined the Children's and Youth Programs needed its own weekly email which I became responsible for producing and sending out to our families in January 2023. In addition, I have taken over payroll and onboarding duties for new staff during our transition in the Finance Department.

A minor shift with big impact came when we rethought our intergenerational community activities like our Halloween and Tree Trimming Parties. Rather than hold our children's events on Monday evenings (when they had been held for the last 50+ years to waning attendance), we moved them to Sunday afternoons and focused on the intergenerational aspect. This has increased both volunteer participation and attendance.

Professional development:

- Began a 2-year certification program through Meadville-Lombard Theological School in Spiritual Direction Certification August 2022
- LREdA Fall Conference, Oct. 12-16. This conference was a deep dive into the work of the 8th Principle, grounded in Civil Rights History and included a visit to the Legacy Museum: From Enslavement to Mass Incarceration
- Intercultural Development Inventory Assessment Seminar Dec. 7-9, 2022
- Additional Highlights:
- UU Superhero Summer Camp August 8-12, 2022, included over 30 campers and Youth and a dozen adult staff and volunteers.
- Dec. 4 Tree trimming party and Hanging of the Greens/Lighting of the Labyrinth on a Sunday afternoon/evening.
- All Souls member Nicole Vreeland started Girl Scout Troop 7555 which is meeting twice monthly and flourishing at All Souls with 10 primarily kindergarten and first graders.
- Dec. 24 Re-imagining the Christmas Eve services to take into account changing demographics and responding to the needs of families. We rewrote the 4:30 Family service and it was very well received. In addition, I took part as a speaker in the Christmas Eve Services for the

first time in my 20+ years as a staff member attending.

- Continuous growth in-person RE participation numbers – both children and adult – throughout the year. As of mid-April, these numbers have not waned as is our traditional Springtime pattern.
- We introduced a new adult Sunday program, "Wellspring." It is a small group ministry that meets bi-monthly for 10 months. We have approximately 20 congregants currently participating in three groups and look forward to expanding the program next Fall.
- Our Wednesday Connections dinners and classes are growing and establishing a new post-COVID rhythm with 40 at a minimum and regularly bumping up to 80 participants.

2022-2023 GOALS:

- Build community at all levels.
- Find and cultivate leaders/group facilitators.
- Allow programs and topics to emerge organically.

2023-2024 GOALS:

- Create and train leadership teams for each of our groups.
- Spread our small group ministry model.
- Continue to refine our programs allowing them evolve organically.

Respectfully submitted

Shannon Boston,

Executive Director of Lifespan Religious Education

YOUTH PROGRAM

Corey Smith, Staff Liaison

DESCRIPTION:

The Youth Department at ALL Souls seeks to develop the spiritual, intellectual and emotional character in a safe, all-inclusive space for Middle and High School Youth. Students of all races, genders and sexual orientations meet weekly to discuss monthly themes, world religions, social justice and UU history. Our mission is to create an environment where everyone is loved, everyone is heard, and everyone gets to participate. We encourage free inquiry, mutual respect and responsible behavior.

Volunteers: 8

EVENTS & ATTENDANCE

Trivia Night	80
All Souls Halloween Festival	200
Coming of Age Vision QUUest Campout	15
Labyrinth Lighting & Choir Concert	100
Hanging of the Greens	80
Youth Holiday Lock-In	20
Middle School Main Event Lockout	25
MLK Parade	100
OCCJ Interfaith Tour	80
Cat Koen Mosaic Art Project	20
Greenwood Rising Tour	20
Carlos Moreno Greenwood Walking Tour	25
East Egg Hunt on the Lawn	100

2022-2023 GOALS:

- Increase the number of students participating
- Increase parent volunteer participation
- Cultivate new ways to promote spiritual growth
- Find opportunities to promote social justice

2023-2024 GOALS:

- Integrate new families into the Youth Program
- Increase Middle School and High School Participation
- Create opportunities to promote Social Justice issues
- INCREASE PARENT VOLUNTEER PARTICIPATION
- Create an atmosphere of community and inclusion
- Promote opportunities for Spiritual growth

This year, we wanted to take advantage of the momentum we were starting to create post-pandemic. Families were starting to come back! There was an increase again this year with participation from all of our groups. However, we also sensed that our Youth were exhausted with ZOOM and interacting on screens. We wanted to offer plenty of new opportunities on campus for students to strengthen these new bonds being formed.

We introduced a new curriculum entitled "The 5th Dimension" over the summer based on the popular Twilight Zone TV series. This platform had us discussing our individual views on race relations, war, gender roles, addiction, extremism and violence among other social issues we are facing today in a safe, all-inclusive space. The Youth also hosted an intergenerational Halloween Festival on the West Playground that was very well received. We created a family friendly event with costumes, spooky inflatables, games, music, pizza and lots of candy! The Easter Egg Hunt on the front lawn provided another opportunity for fun and community for participants of all ages. These are a few of the highlights of ways we were able to engage our Youth this year and create opportunities for community.

We were also able to return to most of the traditional All Souls Youth programming. Coming of Age returned to Greenleaf State Park for their Vision Quest Campout post pandemic. They also made the annual Boston Pilgrimage with stops at Kings Chapel, Arlington Street Church, Walden Pond and Harvard Divinity School just to name a few on this spiritual journey. This trip is also the catalyst for Coming-of-Age Sunday, which delivered beautiful Credos from our courageous Youth this year. High School Youth practiced and rehearsed for most of the calendar year for Youth Sunday, and the result was one of the best Youth Sundays services ever!

We performed in a number of ways this year helping our congregation and the community at large. With donations from families, we were able to sponsor a meal at the Day Center for the homeless. They also served meals to the congregation for Wednesday Connection dinners. For the MLK parade this year we redesigned the float. Our Youth was a vital component to bringing this vision to light. We will also use this float for this year's Pride Parade. We have an amazing group, and they are always happy to serve this community.

Overall, I am very proud of what we have been able to accomplish this year. We found new and creative ways to exhibit our UU values, to touch lives in a positive manner and to continue to be a beacon for goodness. We are returning to normal somewhat. Families are coming back. We will continue to move forward and build on this momentum we have created. Thank you for your continued love, support and participation in the Youth Program.

Corey

MUSIC

CHERUBS, CHILDREN, & YOUTH
ADULT MUSIC PROGRAMS

ADULT MUSIC PROGRAM (AMP)

MEMBERS:

Lori Franklin, Chair, Adult Choir
Aaron Hawkins, Secretary, Chamber Choir
Sylvia Insall, Adult Choir
Katarina Norman, Adult Choir
Nancy Robins, New Dimensions
Rick Fortner, Choir Director, ex-officio member & Staff Liaison

DESCRIPTION:

The Adult Music Program (AMP) Board serves as the governing body of the Adult Choir Ensembles including the Chamber Choir, the Adult Choir, and the New Dimensions Chorale. 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 serves as a liaison between the Choir(s) and the Music Director(s).

VOLUNTEERS:

The Adult Music Program consists of volunteer singers. Approximately 50 singers are divided among the ensembles. Volunteers serve through participating in rehearsals, performances, supporting church services, and community events.

ACHIEVEMENTS/MEASURES:

In the best news imaginable, the choirs were able to rehearse, in person, for the entire year! After the disruption of the pandemic, this was truly a joyful and memorable year of rebuilding the choirs and enjoying music together.

In the community, the choirs sang the National Anthem at a Drillers' game, sang carols at the Tulsa County Jail, and performed in the Pride Parade. The Chamber Choir performed in a fundraiser for the Little Blue House at TU and provided entertainment at a holiday party for a donor to the church. Another exciting event was singing "Hallelujah" at the opening of a documentary about Leonard Cohen at the Circle Cinema.

The choirs participated in a Holiday Concert and a Spring Concert as well as provided music in numerous services. This included the Festival Sundays as well as in smaller ensembles and Wednesday chapel services.

The choirs continued to support members by sending cards to choir members with health concerns or needs and the Adult Music Program provided a meal for the Day Center for the Homeless. The choirs were rebuilding this year, and there were vacancies in the Board membership, yet the joy of singing together cannot be overstated.

2022-2023 GOALS:

- **Rehearse and Perform:** We want to share music in concerts and in services, enjoy continued collaboration among the multiple choirs of the Church, perform the anthem commissioned for our anniversary, and continue to learn music from multiple genres that highlight the scope and talent of our music program.
- **Welcome New Members:** We hope to welcome more singers to the choirs and make choir accessible to all who are interested in participating. This means encouraging graduates of Youth Choir to join the Adult Music Program, reaching out to former members, and actively encouraging congregants to participate.
- **Support the Growth and Change of the Adult Music Program:** We are sad to see our organist Mike McCrary retire but wish to support the inclusion of the organ in services. We wish to support any innovations and changes in the choirs that allow music to flourish at our Church as we adjust to a music program that supports musicians of all ages and abilities who wish to share their talents.

2023-2024 GOALS:

- **Strengthen Board:** Elect a full Board that can accomplish some business tasks related to account management and Bylaw revision, as well as plan musical enrichment and social activities that will help the choirs flourish.
- **Encourage New Members:** Welcome new singers to the ensembles, including adults of all ages, backgrounds, and interests who enjoy singing a wide variety of music from different genres. This will include events that invite the congregation to sing with the choirs, recruiting activities, and promotion of adult music opportunities.
- **Sing with the Church and the Community:** Continue to share music in services, but also in the community, especially in settings where music is not often found. This may include further concerts at the jail, in agencies that serve people without homes, or other facilities where music is welcomed. Input from the congregation, and connection to such places to sing is especially welcome!

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

MEMBERS:

Carla Clark
Tiffany Cross
Miranda Johnson
Sid Martin
Rachel Mize
Libby Sublett
David B. Smith, Staff
Liaison

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.

2022-2023 GOALS:

We had hope that 2022 was the year of rebuilding but Omicron virus variants helped forge a different narrative. We are now rebuilding choir program from the previous almost year's attrition.

- Stabilize the choir program.
- Return to routine in person musical growth and social development.
- Be a source of learning and friendship while providing a musically excellent experience.

2023-2024 GOALS:

We had hope that 2022-23 was the true year of rebuilding as Covid 19 has subsided. We are now rebuilding choir program from the previous three year.

- Revitalize parental support for the program.
- Reconstitute fundraising activities for support.
- Reconstitute annual choir camp and out of town trips.
- Be a source of learning and friendship while providing a musically excellent experience.

ACHIEVEMENTS/MEASURABLES:

- COVID 19: All fundraising activities were again canceled.
- Rehearsals and activities returned almost exclusively to in person.
- Participated in first in person Holiday Concert since 2019.
- Participated in Youth Sunday.
- Cherub and Children's Choirs had rehearsals during Sunday service times of 10 and 11:30am.

We're so grateful to all the singers and parents who have continued to be a part of the choirs!

BUILDING & GROUNDS

BUILDING & GROUNDS

SEXTONS & VOLUNTEERS:

Beau Brock
Hugh Burleigh
Jeffrey Evans
Dennis Grote
Terry Lastinger
Leisa McNulty
Gabe Palacios
Antonio Ibarra
Arron Matzenbacher
JoJo Ogundare
Jerry Burleson, Staff Liaison

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 Building and Grounds Manager, Jerry Burleson.

ACHIEVEMENTS/MEASURABLES:

Building and Grounds:

- Ordered new windows for the Sanctuary and Chapel. Scheduled installation end of summer.
- New carpet scheduled to be installed in Sanctuary after new windows are installed.
- Patched holes and applied new sealant and striping on parking lot.
- Repaired roof damage from high winds.
- Assisted with the fountain renovation.
- New fence in the North playground.
- Repair wood rot outside garden room.
- Repair Sanctuary ceiling damage caused by roof leak.
- Constructed new parade float.

Renovation Team:

- Painted entryway.
- Touch up paint in Foyer.
- Touch up paint in Garden room.
- Added two new trees to the "Tree of Life" wall in the Garden Room.
- Paint and touch up the Sanctuary Hall.
- Miscellaneous sheetrock repair.

Garden Team:

- Renovated the Garden fountain and basin.
- Planted new flowers.
- Power wash brick pavers in the garden.
- Repaired rock patio.
- Repaired irrigation in the planters
- Cleaned flower beds.
- Repaired garden gate and added a new security lock.

BUILDING REPAIR TEAM

TEAM:

Dennis Grote
John Anderson
Richard Bunn
Marcy Clements
Richard George
Steve Ludiker
David Nelson
Steve Platner
Holly Romaine
Tom Swatek
Mark Westerman
Jerry Burleson, Staff Liaison

DESCRIPTION:

The Building Repair team primarily performs interior and exterior painting of walls, trim and doors. We also perform minor repairs such as replacing rotten wood or damaged trim.

2022-2023 GOALS:

- Assist in the procurement of new windows for the sanctuary and chapel.
- Continue repainting interior doors and paint exterior of outside doors in Emerson Hall and Sanctuary.

2023-2024 GOALS:

Our main goal is to improve the appearance of the entry way of the church. This goal is about 80% complete.

- Our next goal for the remainder of 2023 is to repaint as many exterior doors as we can.
- We will also review the installation of the new church windows.

ACHIEVEMENTS/MEASURABLES:

- Repaired and repainted doors, windows and walls in the Garden Room
- John Anderson added two new Trees of Life in the Garden Room
- Repainted and repaired the walls and trim in the entry hall, Parlor and the hall from the parlor to the Garden Room
- Painted trim in the Sanctuary and numerous doors throughout the church.
- Assisted in the purchase of new windows for the Sanctuary, Chapel, Garden Room and windows in Room 204.

GARDEN TEAM

MEMBERS:

Kathy Hinkle, Chair
 Terry Lastingerm,
 Horticulturalist
 Peter Childs
 Dorothy Davis
 Angela Dixon
 Jerry Gustafson
 Roberta Hovis
 Steve Ludiker
 Dennis Neill
 Shirley Scott
 Sandy Schuster
 Julie Skye
 John Southard
 Scott Swearingen
 Jim Walker
 Jackie Wofford
 Barbara Wolf
 Rev. Barbara Prose
 Rev. Randy Lewis
 Jerry Burluson, Staff Liaison

DESCRIPTION:

The Team meets Wednesdays in the Memorial Garden which is our focus. We are gradually able to address other locations on the grounds. During the colder months we gather in the afternoon. Warmer months in the morning. We clean out, plant, weed, transplant, prune, seed, power wash, add nutrients, compost, mulch – all the things you do in your own garden. The first Wednesday of each month is our Planning/Catch-up Meeting which is inside and includes a Minister plus the Building and Grounds Manager. We talk about what is working or not working, make future/seasonal plans, learn, laugh, and share with remarkable people who all appreciate the importance of Nature in our lives.

2022-2023 GOALS:

- Reliable, professionally maintained Irrigation System and Grounds Management
- Pruning and removal of trees and shrubs at the end of their life cycle in order to plant additional trees and shrubs insuring proper growth of the garden.
- Relocate existing mature plant material to expand the beauty of the grounds.

2023-2024 GOALS:

- Repair and make operational second fountain in Memorial Garden.
- Remove diseased and dead trees and replace them with newly planted trees.
- Continue to renovate and rehabilitate Memorial Garden planting.

ACHIEVEMENTS/MEASURABLES:

Memorial Garden

- Fountain restored and operating, Koi and Goldfish, Aquatic Plants
- Flower Beds rehabilitated; hostas thinned/transplanted, weeding.
- Patio surfaces, benches power washed, stone removed/relaid
- Lawn reseeded (shade mixture), healthy, no chemicals/fertilizers.

**AV
COMMUNICATIONS
& IT**

AUDIO/VISUAL TEAM (AV)

MEMBERS:

Greg Raw
Lead AV/Sound Tech
Zachary Hartman
AV Tech, Cameras
Locke Willis-Edwards
AV Tech, Cameras
Lei Rumley
Produce
Justin Allen
Manager, Broadcast, Editor & Staff
Liaison

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.

FOCUS:

The main focus for AV in the last year has been finding smooth implementation for hybrid events and services that are compelling for in-person attendees as well as for our online audiences. We've sought to streamline the in-person/online experiences to give everyone a sense of togetherness.

2022-2023 GOALS:

- Continue to adapt and build a team to fulfill needs of the church, across departments and programs.
- Relaunch the Podcast.
- Configure Emerson Hall for hybrid services and events.
- Cross-train the team in post-production and live event positions.

2023-2024 GOALS:

- Continue to adapt and build a team to fulfill needs of the church, across departments and programs.
- Grow the department to offer more targeted media production that can be used to promote services and programs
- Continually expand All Souls' digital reach
- Cross-train the team in post-production and live event positions.

ACHIEVEMENTS/MEASURES:

We have successfully brought back the All Souls Podcast, which went dormant during the COVID-19 pandemic, and it is currently one of our most successful digital platforms, with over 1,500 downloads per week. This was a large goal in last year's annual report.

We effectively configured Emerson Hall for livestream capability, allowing us to move the service back into Emerson without sacrificing online audience engagement for the Humanist Hour. This also allows us to livestream and record other miscellaneous events and third-party rentals, which can increase revenue for the church. This was also a large goal from last year's annual report

We've continued growing our YouTube audience with edited and curated content. Over the last year, we have grown our YouTube subscriptions by 6%, and we had over 93,000 video views.

COMMUNICATIONS

Justin Allen
Michelle Spencer, Staff Liaison

DESCRIPTION:

The Communications Team is responsible for the design, production and distribution of all church publications, including Memorial Orders of Service, Annual Report, and additional mailings. We manage the website along with the official Facebook, YouTube, and Instagram pages and our blog, beyondbelief.online.

The Communications team supports the organization, church-wide, across all departments and lay-led groups. We work with members, lay leaders, ministers and staff to share the stories of the church. We work with our community partners and with local and national media to share the news of All Souls.

STAFF:

Bonita James served as Executive Director of Communications from May 1, 2022 until leaving the role at the end of January, 2023. Bonita continues to serve as a lay leader.

The team was joined briefly by journalist Tanya Modersitzki, who served as Communications Director. Tanya produced multiple short videos for social media, leading to increased engagement, and was instrumental in gaining positive media coverage for several church events. After a short time at All Souls, Tanya chose to return to her former employer.

Michelle Spencer, Communications Associate, has taken over many of Bonita's duties pending the hiring of a new Communications Director or Manager. Other duties have been taken on by Justin Allen, who continues to support Communications beyond his role as AV Manager.

ACHIEVEMENTS:

Outreach

- Initiated Many Voices, One Vision campaign to help determine our new vision for the congregation. Engaged with hundreds of members and friends as well as multiple volunteer and affiliate groups through in person and online visioning sessions and surveys.
- Represented All Souls at community events including the PRIDE Parade in June of 2022, Greenwood's Blocktober festival in October of 2022, and the MLK Parade in January of 2023, for which a new float was built.

- Continued to engage with members, and friends via regular posting to social media such as Facebook and Instagram, and through weekly blog posts.
- Garnered media attention for All Souls' justice work, including Banned Book Sunday in October 2022.
- Updated and contributed to the development of the website as needed. Identified the need to improve website accessibility and began working toward that end.

Publications

- Streamlined our weekly emails, making them more targeted and reducing duplicated information. We now have three weekly emails that can be subscribed to independently: Programs, Children & Families, and Worship & Services. Communications produces two of these, while Shannon Boston has taken over production of the Children & Families email.
- Resumed production of Parish Notes, the church's physical newsletter. Reunited our wonderful Parish Notes volunteer team. Sent from roughly 400 to more than 1300 copies to our members and friends on a monthly basis.
- Produced publications, annual mailings, and postcards for Membership and Stewardship. Produced posters and fliers for church events. Produced weekly Orders of Service for the 10 am and 11:30 services, as well as for Festival Services and memorials.
- Updated the All Souls History Tour document to include more current and accurate information.

In-house Communications

- Maintained over-arching announcements document to enable the department to remain abreast of goings-on at the church.
- Maintained weekly chat guide to assist Zoom hosts in engaging with those who join us online each Sunday.
- Created weekly PowerPoint slideshows to inform online audiences of coming events, volunteer needs, activism opportunities, programs, etc.

2023-2024 GOALS:

- Continue to increase social media engagement by posting entertaining and useful content, and responding to comments and questions received online.
- Work closely with Membership to ensure that

we are meeting our All Souls Tulsa and All Souls Everywhere members' communication needs.

- Continue to improve the accessibility of our website and other publications by redesigning online forms and learning best practices for accessible development.
- Continue to share the story of All Souls and its deep ties with Tulsa and the surrounding area through community events and media coverage.

Despite our current vacancy in leadership, Communications continues to function as a strong team. With the help of the extraordinary staff at All Souls and our excellent lay leadership, we continue to bring our message of Love Beyond Belief to Tulsa and to the world.

Respectfully submitted,
Michelle Spencer
Communications Associate

DATA:

April 2022-April 2023

ALL SOULS BLOG:

Beyondbelief.online

Published average of one blog a week, distributed via Facebook and Emails.

Average weekly readership: 145 (down 63.8%)

FACEBOOK:

95,204 Reach (up 3.4%)

22,983 Page visits (up 74.7%)

9,632 People follow our page

INSTAGRAM:

3607 Reach (up 26.7%)

1333 Profile visits (up 15.1%)

1767 Followers

YOUTUBE:

93,899 YouTube Views (down 8.6%)

7513 Subscribers, (up 6.9%)

1.6 Million views over the lifetime of the YouTube Channel!

EMAIL SUBSCRIBERS:

Children & Families: 468

Programs: 2484

Worship & Services: 2489

IT

John Boston, Staff Liaison

DESCRIPTION:

In 2022, the church continued to provide remote access to all our services, as well as many classes and meetings. In the last calendar year, we hosted 1,234 Zoom meetings totaling over 11,680 hours. Our global reach continued to expand, with Uganda and Germany now in our list of top ten countries by Zoom participation.

2022-2023 GOALS:

We completed the transition to a true hybrid model. I had Ethernet cabling run into the rooms we use for Zoom, including 112 and 206 to allow for streaming video. After finding the Zoom equipment we purchased for the Sponge Room was not being utilized often, I moved the camera unit from the Sponge Room into Emerson, and purchased a large monitor and microphone. This has allowed us to continue meetings including all staff members with safe social distancing.

Another goal was training volunteers to assist in running Zoom meetings. We are fortunate to have the Welcoming Souls team helping us. Several of our volunteers now assume hosting duties before and after the services on Zoom.

We purchased and installed a new telephone system. Some employees now have a telephone app that allows them to answer calls to their desk phone while they are away. It also allows them to make calls from their cell phone with the Caller ID showing All Souls. Though we set a goal of working on the remodel of this building, to ensure adequate connectivity in new or expanded spaces, this project has not yet begun.

2023-2024 GOALS:

- Work with remodeling committee to determine wiring and other technology needs in new and remodeled spaces.
- Migrate all users from authenticating via Active Directory on-site to authenticating via Microsoft Azure, a cloud-based system.
- Purchase our existing printer when our lease is up at the end of April.
- Implement a password-management solution. This is being tested now with a free trial.
- Subscribe to J.D. Young's Remote Monitoring and Management service for all of our computers.
- Implement off-site backup solution for files and email.

ACHIEVEMENTS/MEASURABLES:

Cerberus Sentinel was hired to perform a comprehensive risk assessment. This project was delayed for months, but ultimately completed, with the help of Bonita James, once I was allowed to work directly with Cerberus Sentinel. We were given many recommendations to improve our physical and network security.

After this assessment, I was able to get a team from J.D. Young to perform a security audit in-person. They provided recommendations for products and services they offer that would satisfy most of the recommendations by Cerberus Sentinel.

I rebuilt an old server, and worked with support from Shelby to reinstall our old church management software so Barbara could access old Pastoral Care notes.

We purchased a Square Terminal device to handle our credit card transactions. The tablets we had been using were very difficult for our volunteers to master. This purchase has already saved us money by reducing the number of hours spent troubleshooting these issues.

We hired J.D. Young, a trusted vendor, as our new Microsoft Partner. If anything should happen to me, a rep from this company will be able to provide the administrative login and password for our Microsoft account.

J.D. Young installed a new hardware firewall device for our network. It provides more security, and allows us to route our streaming traffic over our faster fiber connection.

In addition to my I.T. duties, I have been assisting Randy Lewis as Barbara transitions away from her position. I am also learning more about accounting in general, as I help with some bookkeeping duties while we are short-staffed. This will help me better serve employees in supporting ACS.

Top 10 Locations By Meeting/Webinar

1	United States	14382
2	Uganda	61
3	Canada	45
4	Netherlands	29
5	Indonesia	24
6	Italy	23
7	United Kingdom	16
8	India	14
9	France	12
10	Germany	8

FINANCIAL REPORTS

AUDIT COMMITTEE

MEMBERS:

Pat Walter, Chair
 Richard George
 Craig Jones
 Laura Ward

DESCRIPTION:

The All Souls Audit Committee works with an outside auditing agency to hold a review of Agreed Upon Procedures. The committee reviews the Report and presents the Report and findings to the All Souls Board of Trustees.

2022-2023 GOALS:

Bring on new committee members and a new chairperson. Work with the senior minister and the staff to review our financial controls.

ACHIEVEMENTS/MEASURES:

The team has been successful in recruiting two new members this year, Laura Ward and Pat Walter. They have elected a new chairperson, Pat Walter.

They have met with the senior minister to discuss the financial controls employed by the church and to update and improve the controls in light of new online banking procedures, new online giving procedures and new online depositing procedures. Some of the church's processes and procedures were adapted during the pandemic (2020-2022) to meet the realities of the church shut down and stay at home orders. In the past few months there have been renewed efforts to review and reintroduce and update all pre-pandemic financial controls. The church has fallen behind in the auditing process during the past few years and the committee has a plan to return to regular, annual audits of procedures from 2022 onward.

GENEROSITY COMMITTEE

MEMBERS:

Sherry Swanwick - Chair and Board of Trustees Liaison
 Reatha Oliver - Administrative Coordination
 Jo Ann Flournoy Sager

DESCRIPTION:

The Generosity Committee Vision is to change lives for the better through the generosity of the Church. The Mission is to encourage and guide intelligent giving to support positive change predominantly locally, then considers state, national and international depending on priority. **2022-2023**

GOALS FOR 2022-2023:

To meet our goals for 2023 the processes were revised and streamlined to interact efficiently and effectively with the Worship Team and Staff Liaison. This will enable all those involved to meet All Soul's desire to model generosity and abundance by giving away Sunday and Wednesday plate offerings.

In concert with the Worship Team, the Generosity Committee restructured the submission of applications. Each application is investigated through various charity verification resources. With church themes, National Holidays, Heritage Celebrations and current events, a list of approved charitable organizations is provided to the Worship Team for weekly designation.

GOALS FOR 2023-2024:

- Continue to review the processes for submittal of applications and interaction with the Worship Team.

ACHIEVEMENTS/MEASURABLES:

Total plate offering collected \$55,088.03. in 2022, supporting the following organizations and initiatives:

- ASUC Community Resource Bank CRB
- ASUC ACTION
- League of Women Voters - Tulsa
- World Stage Theatre Company
- The ROE Fund

- MLK Commemoration Society
- Black Lives of Unitarian Universalist- BLUU
- Reed Community Foundation
- Racism Stinks
- UUSC Emergency Fund- Ukraine Response
- Resonance Center for Women
- All Souls Garden and Grounds
- ALS of Tulsa
- Tulsa Speech and Hearing Association
- Youth Scholarship Fund
- DRUMM
- Youth Services, Tulsa
- Greenwood Cultural Center
- PIE
- UU Take Action Against Gun Violence
- Moms Demand for Gun Common Sense
- Osage Forest of Peace
- Tulsa Juneteenth
- OK Equality
- National Alliance on Mental Health (NAMI)
- OCCJ - OK Center for Community & Justice
- YWCA free swimming lessons
- Tulsa Metropolitan Ministries
- Day Center for Homeless
- John B Wolf Meadville Lombard
- Just Hope
- Family & Children's Services
- Tulsa Cares
- ASUC Partners in Education
- El Centro New Sanctuary
- Sherwin Miller Jewish Museum
- OK Alliance for Animals
- UU World Ian Relief
- John Hope Franklin Center for Reconciliation
- Tulsa CASA
- Native Alliance Against Violence
- Coffee Bunker
- HOW Foundation
- ASUC Community Resource Bank (CRB)
- Lindsey House-Tulsa
- ASUC PIE
- UUSC Emergency Fund- Ukraine Response
- Clarehouse
- Emergency Infant Services

INVESTMENT COMMITTEE

MEMBERS:

Joe Perrault,
Committee Chair
Mike Noland
Anthony Showalter
Maurice Storm
Member (Vacant)
Dan Piazzola,
BOT President,
ex-officio w/ voting rights
Beau Brock,
BOT 2nd VP,
ex-officio w/ voting rights
Rev. Marlin Lavanhar,
no voting rights

DESCRIPTION:

The responsibility of the Investment Committee is to manage the investment funds of the All Souls Unitarian Church guided by the Investment 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:

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

ACHIEVEMENTS/MEASURABLES:

The Pooled Endowment had a total market value of \$5,212,959 on December 31, 2022 with a total return of -12.43%. As of December 31, 2022, approximately 33% was invested in bonds, 57% in stocks, and 10% in real estate and other assets. Investments are in index mutual funds or exchange traded funds. 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 fund.

In support of the 2022 budget year, the Church withdrew or approved the distribution from the Pooled Endowment Account of a total of \$175,320, in accordance with the investment policy for the following uses:

- Base operating distribution from unrestricted endowment \$150,000
- Outreach distribution \$21,520
- Internship distribution \$3,200
- Garden distribution \$600

Distributions from Donor Specified Accounts
\$80,480

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 six 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
- The "Children's Choir Fund", a gift from the estate of Rev. Suzanne Meyer
- The "Becky Johnson Endowment Fund," a gift from the estate of Becky Johnson.

Gifts from the estate of Becky Johnson, totaling \$1,570,727 had been received as of December 31, 2022. The Board directed the establishment of a separate endowment account. The agreement detailing the purposes for the fund was not completed as of December 31, 2022. No withdrawals from the fund will be made until the agreement is finalized. It has been invested in the same asset allocation as the Pooled Endowment Fund.

The December 31, 2022 market values and annual rates of return for these six Accounts were as follows:

- Memorial Garden Fund Market Value: \$25,711 with a rate of return -6.7%
- Jenkin Lloyd Jones Press Fund Market Value: \$197,170 with a rate of return of -12.95%
- Art & Panny McElroy Internship Fund Market Value: \$561,154 with a rate of return of -12.9%
- Day Media & Communications Fund Market Value: \$696,248 with a rate of return of -12.88%
- Suzanne Meyer Children's Choir Fund Market Value: \$466,362 with a rate of return of -13.48%
- Becky Johnson Endowment Fund Market Value: \$1,804,668 with a rate of return of -13.44%

Respectfully submitted,
Joe Perrault, Chairperson, All Souls Investment Committee

CONGREGATIONAL MEETING MINUTES

**All Souls Unitarian Church
Congregational Meeting
May 1, 2022
Hybrid Meeting—In-person and Zoom**

All Souls Board President Dan Piazzola called the congregational meeting to order at 1:04 p.m. A video highlighting All Souls 100th and 101st anniversary was shown with members highlighting what we love about All Souls.

Lei Rumley welcomed everyone to our first hybrid congregational meeting and provided an overview of procedures and technical instructions, including voting procedure instructions.

Confirmation of Quorum:

All Souls Board Secretary, Eileen Kenney confirmed a quorum was present.

Invocation:

Reverend Barbara Prose let the congregation in reciting our covenant.

Approval of Minutes:

Dan Piazzola presented the December 21, 2021 congregational meeting minutes for approval. The minutes were approved with no discussion.

President's Report:

Dan Piazzola presented his report which highlighted the past year including how All Souls has strengthened our membership through our All Souls Everywhere members, All Souls' fiscal stability and our need for continued support, as we will not have federal PPP support this year. All Souls continues our focus on outreach, racial justice and immigrant issues. We are honored to support a recent refugee family by renting one of our Conservage homes. In the upcoming months we will be focused on strengthening our community and refocusing on our building's needs. We are in a strong position with our capital campaign.

Nominating Committee:

Eileen Kenney, of behalf on Alicia McLain, Nomination Committee Chair, presented the slate of new board members: Philip Haney, Leonardo De Andrade, and Shirley Scott. Dan Piazzola thanked the outgoing board members and confirmed the slate of nominees. The slate was approved as presented.

Finance Report:

Treasurer, Donna Dutton recognized Cindy Ranae for her strong work with All Souls' finances. In brief, All Souls' 2021 income was coming in slower than anticipated, so we reduced expenses. However, December ended up exceptionally strong, so the church ended the calendar year with a surplus of \$300,000. The 2021 surplus

was allocated into three buckets: 1) investment accounts, 2) repair and maintenance that had been budgeted, but deferred when we were trying to reduce expenses, and 3) a third minister for the church. Our total net for the year was \$571.

Donna gave a brief report on finances for the first quarter of 2022 and thanked everyone for the continued support. Revenue thru March 2022 is \$592,932 and expenses are \$486,592. No draw has yet been made from the Endowment fund for this year.

Ministers' Report:

Introduction of New Staff—Reverend Marlin Lavanhar reminded the congregation that if anyone hasn't submitted a pledge for the year, please do. He introduced Lindsay Sparks, who will be leading All Souls' development efforts. Lindsay will be working with All Souls 25 hours per week and some of the staff will help support those functions. Lindsay also works at University of Tulsa's Blue House for LGBTQ students. Lindsay Sparks shared that she is excited to be here and looks forward to getting to know all of us better.

Refugee Relieve Team Report—Debbie Reinhart, who co-chairs the committee with Rick Gibbons shared there is a signup sheet at the welcome table for anyone interested in helping support. They are currently working to match volunteers with needs, coordinating with Tulsa Metropolitan Ministry and Catholic Charities. Cash, furniture, clothing, electronics have all been donated. More than 40 homes have been inspected to ensure they're suitable for our refugee families. All Souls has rented one of our Conservage homes. The Relief Team is grateful for the help and support. Barbara Prose shared that we have a family from Syria whom we are assisting. All Souls is launching an English Language Learners' program. The Refugee Relief Team needs help with support driving families to events, transportation, etc.

Marlin Lavanhar's Report—All Souls' Covid relief efforts continue and are headed by Dr. Chris Blake. All Souls owes the Covid Task Team our thanks for their good work in keeping us safe. Items on the horizon: 1) Vision 2021 was a successful congregational-wide effort and now it's time for us to look to the future again. We will form a lay team that will be appointed by the Board. Their charge will be to focus on what we want All Souls to accomplish and help define our future. 2) Master Planning Team— we are waiting for Covid to lessen even more and in late August/early September we will host town hall meetings to listen and determine what are our needs as we look to the future. We want to listen before we engage the architects. If we need to raise additional funds, we may need to do so in phases.

Marlin shared that he will be taking a sabbatical May 7 – August 7. This will be his first sabbatical since he started at All Souls. Randy Lewis will be present May, June and July during Marlin's sabbatical. Cory Lovell will be staying for the summer to support as well. Barbara Prose has shared with the Board that this will be her last year at All Souls and we have one year of transition. We will put together a search committee. For context, Marlin shared that we've had three full-time ministers for the majority of the time. During Covid, the Board decided not to hire a third minister and now the Board has decided to take some of the surplus to hire a third minister. Additionally, we have asked Randy Lewis to stay on contract for two years; one year while Barbara Prose transitions, and once we hire a new minister, Randy will stay with us as we search for our third full-time minister.

Barbara Prose's Report—Barbara expressed her gratitude to All Souls--it is an amazing place. She apologized if she has not had the opportunity to visit with all members in-person regarding her transition and upcoming move to the Pacific Northwest. She has made several personal changes and is excited for the new life that is opening

for her in the Pacific Northwest. She will be leaving in June 2023 and that leaves plenty of time for her to finish important work before she leaves.

Marlin explained during her transition, Barbara will spend time working from Pacific Northwest in a hybrid situation.

Building and Maintenance Committee--Hugh Burleigh spoke and highlighted the scope of the physical space of All Souls and the potential maintenance needs. These needs will be addressed in the future and communicated to the congregation.

Questions from the Congregation:

David Kroll asked a question regarding the sale of our Conservage houses. Marlin answered All Souls sold eight homes, for approx. \$350,000 in profit. Barbara reminded the congregation that two of the houses are reserved for refugee families. One is in use now and one will be used when it becomes available, with the current occupants determining the best timeframe.

David Kroll moved we adjourn the meeting. Rhonda Holt seconded the motion. The meeting was adjourned.

Respectfully submitted,

Eileen Kenney
All Souls Board of Trustees Secretary

All Souls Unitarian Church
Congregational Meeting
December 11, 2022
Hybrid Meeting—In-person and Zoom

Reverend Marlin Lavanhar welcomed all attendees to All Soul's second hybrid congregational meeting and introduced the opening video. He explained that during Covid we started recording videos of members lighting the chalice as a way to stay connected. We compiled a video of all those who lit the chalice over the past year. Lei Rumley welcomed everyone and provided meeting instructions including how to use the chat function. She explained we follow Robert's Rules of Order and for this meeting, when a motion is presented, unless there are any objections, the motion would pass.

All Souls Board President, Dan Piazzola, called the congregational meeting to order.

Confirmation of Quorum:

All Souls Board Secretary, Eileen Kenney, confirmed a quorum was present.

Invocation:

Reverend Randy Lewis gave the invocation

Approval of Minutes:

Dan Piazzola presented the May 1, 2022 congregational meeting minutes for approval. Donna Dutton moved we accept the minutes. No second was necessary. The May minutes were approved.

President's Report:

Dan Piazzola presented his semi-annual report highlighting the strong work of the church and our committees. He expressed gratitude for our church members and the vitality they bring to All Souls and recognized board members attending.

We continue to promote social justice through our service and support of immigration, reproductive rights and in our fight against hunger. We strive to ensure the well-being and safety of all our members and church staff and we are constantly evaluating and updating our safety measures. We have an attentive Investment Committee as well as newly configured Personnel Committee and we are in the process of creating a handbook that will detail processes and procedures to support the work of All Souls.

We continue to expand our activities and programs as we come out of Covid restrictions and we joyfully celebrated our 100th and 101st anniversaries as we look forward to our next century.

Dan shared transitions in staffing as we reluctantly said goodbye to Cory Lovell and prepare for our beloved Barbara Prose's transition to the Pacific Northwest. We are grateful that Randy Lewis will be with us for two years.

We continue to grow our All Souls everywhere members.

We will be presenting a 2023 budget for approval. The budget has been carefully constructed by the All Souls staff and leadership and approved by the board. We are in good fiscal shape due to the leadership within All Souls. We will no longer have PPP loans in 2023 so our members' continued support and pledges are vital. The building renovation process is well underway and we will be hosting visioning opportunities soon. We have already held two town hall meetings to introduce the next stage and gather feedback.

Today is George Kumme's 100th birthday and we wish him every happiness!

Presentation and Approval of the 2023 Budget:

Marlin Lavanhar began the budget presentation by explaining staffing and organizational changes. Marlin and Barbara Prose have been working with the board's executive committee to determine what organizational structure will best support the work of All Souls. The creation of a director of operations position will provide needed leadership and support. We are committed to bringing on a third minister, but it may be in a year or two. Donna Dutton provided details of the proposed 2023 budget. She recognized the Building Repair Team for their work—meeting weekly at the church and fixing and repairing whatever is needed to help our church shine. David Kroll inquired about the health of our endowment during the downturn in the financial markets. In response, Donna Dutton shared our endowment remains strong and we have not exceeded our 5% guidelines.

David Dutton moved we approve the budget. As this motion came from committee, no second was necessary. There were no objections and the 2023 budget was approved.

Randy Lewis Ordination:

Dorothy Checotah moved that the congregation of All Souls ordain Randy Lewis into the Unitarian Universalist Ministry. Floretta Reed seconded the motion. The motion was approved and the ceremony will take place this winter.

Master Planning Update:

Gabe Palacios shared that we have recently held town hall meetings to keep everyone updated on the renovations and building plans. The responses have been overwhelmingly positive. We will soon engage with architects and share the feedback from the town halls. We will host another town hall to review the architectural drawings. We are not quite ready to predict when construction might start. Much will depend on the drawings and our current funds available, we may need to consider another capital campaign.

Marlin Lavanhar shared that the sanctuary windows will be replaced. The new windows will be very similar to our current windows and they will be double-paned. Our pews have been improved with new cushions and we will plan for new carpet, once the windows are in place. At the May Congregational Meeting, we approved using 15% of the capital campaign funds for restoration and improvements.

Larry Cochran moved we adjourn the meeting.

Respectfully submitted,

Eileen Kenney,
Board Secretary



The Board of Trustees extends their gratitude
to the All Souls Staff.

Thank you

for all the great work behind the scenes,
keeping our church cared for and our community connected.