



# 2024-2025 Annual Report

Love beyond belief in action

# Senior Minister

**Rev. Dr. Marlin Lavanhar**

## **A Quarter-Century With All Souls:**

This April marked 25 years since I first stepped into the pulpit at All Souls. It was Easter morning, I was 31 years old, and I was bursting with enthusiasm. None of us could have imagined what lay ahead: the attacks on the Twin Towers and the Pentagon in 2001, the nationwide recognition of marriage equality, the election of our first African American president, Bishop Carlton Pearson and his family joining our church and ministry, a global pandemic that claimed millions of lives, or the emergence of an All Souls community that now includes members from across the country and around the world. So much has happened—and I cannot imagine a better community with which to experience it all.



## **Ministerial Transitions & Gratitude:**

This past year has brought its own significant changes. Rev. Randy Lewis accepted the offer to be our Assistant Minister on an ongoing contract. We also brought on Rev. Dr. Nicole Kirk as our part-time Program Minister for a two-year term. As the church year draws to a close, we prepare to say goodbye to two beloved leaders: Rick Fortner, who retires in June after 26 years as our Music Director, and Rev. Gerald Davis, who concludes 16 years of service as our Affiliate Minister. We are deeply grateful to both for their many years of dedicated ministry.

## **Capital Campaign Preparation:**

A major focus of my work this year has been laying the foundation for our upcoming \$14 million Capital Campaign. As we've assessed the feasibility of this transformative effort, we've already secured approximately \$6.5 million in pledges and gifts. We plan to publicly launch the campaign in January 2026. I encourage each of you to begin considering a historic gift to support this exciting project. Pledges may be fulfilled over a period of 3–5 years.

## **Service Beyond the Pulpit:**

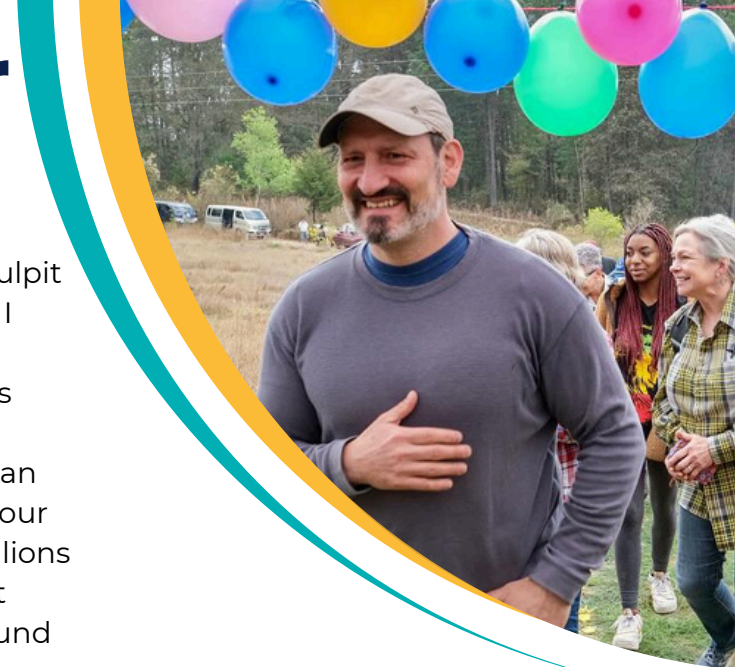
In March, I joined the Sienna Project with my wife and daughter to help build a school in Guatemala, working alongside fellow church members. In May, All Souls hosted a major Interfaith Vigil in support of Oklahoma's immigrant communities.

## **Civic Engagement:**

Beyond All Souls, I continue to serve on the board of the Greenwood Cultural Center (now as a member rather than president), as Vice President of the Knippa Lecture Board, and as a board member of the Oklahoma Center for the Humanities at the University of Tulsa. I remain active with the Downtown Ministers and with Enfrente Unidos—a coalition of leaders addressing immigration issues in Tulsa.

## **A Thriving Congregation:**

Our congregation continues to grow, and our services, programs, and events are thriving. We regularly host gatherings and initiatives that oppose Christian Nationalism and promote democracy. In this critical moment when our nation faces deep divisions and the erosion of democratic norms, All Souls remains a bold, engaged voice for justice, pluralism, and the common good. I continue to feel enthusiastic and am honored to serve as your minister.





# Advocacy & Justice

At All Souls, justice means putting love into action—locally, nationally, and globally. This year, our Justice Teams led with courage and compassion. They rallied 105 members for a Mayoral Accountability Session, launched the churchwide Justice Jam series, and brought over 60 people together for our first-ever Climate Justice Revival.

From our school partners in Tulsa to highland villages in Guatemala, they delivered what matters most: food, education, shelter, and hope. They built All Souls' 13th school abroad, renovated a transitional home for refugees, and provided winter gear and field trips for hundreds of local students.

Whether empowering LGBTQ+ voices, supporting women entrepreneurs, or making sure every vote counts, these teams remind us that justice isn't a program—it's a way of being together in the world.

## Justice By The Numbers:

- **28,852 lbs** of food distributed to **1,413 families**
- **1,067 sweatshirts & 256 essentials kits** went to Tulsa students
- **\$7,773 raised** to support women entrepreneurs in Guatemala
- **105 members attended** a Mayoral Accountability Session
- **60+ participants** gathered for the inaugural Climate Justice Revival
- **13th school completed** in Guatemala, now serving about 60 children

## Looking Ahead:

As we continue this work, our Justice Teams are focused on growing their leadership, strengthening partnerships, and creating new ways for more people to get involved.



# Advocacy & Justice



## All Souls ACTION

ACTION (Allied Communities of Tulsa Inspiring Our Neighborhoods) is a nonpartisan, interfaith coalition building community power for justice. All Souls' ACTION team trains leaders, hosts listening sessions, and builds partnerships across differences to influence local policy.



## All Souls Community Resource Bank (CRB)

CRB addresses hunger and poverty in Tulsa through the collection and redistribution of food and material goods. By building relationships and partnerships, CRB works to meet immediate needs while fostering a deeper awareness of systemic issues among the All Souls community.



## All Souls Justice Council

The Justice Council brings together leaders from each of All Souls' justice teams. Together, they coordinate collective action, increase visibility, and support each other's missions in pursuit of a more just and equitable world. The Council's work is grounded in the church's mission and our collective values of advocacy, awareness, environmental justice, and human dignity.



## All Souls LGBTQ+ and Allies

All Souls LGBTQ+ and Allies Justice Team champions advocacy and visibility for 2SLGBTQIA+ communities through engagement and education. We aim to strengthen connections within All Souls Unitarian Church and the broader LGBTQ+ community, promoting an inclusive environment where all can thrive.



## Green Team

The Green Team promotes environmental stewardship and climate justice through education, action, and advocacy. The team supports All Souls' sustainability efforts and builds partnerships locally and nationally.



# Advocacy & Justice



## **Partners In Education (PIE)**

PIE uplifts Tulsa Public Schools students by partnering directly with two high-need schools: Unity Learning Academy and Monroe Demonstration School. Volunteers support teachers, sponsor student experiences, and respond to basic needs—providing clothing, meals, and encouragement throughout the year.



## **Refugee Resettlement**

Formerly the Refugee Relief Team, All Souls Refugee Resettlement focuses on welcoming new refugee families and supporting their transition to independence. Through partnerships, housing initiatives, and hands-on care, the team facilitates resettlement and self-sufficiency.



## **Sheila's Circle**

Sheila's Circle supports Guatemalan women through a partnership with Friendship Bridge, honoring the legacy of Sheila Swearingen. By selling handmade goods and raising funds, the team uplifts women's health, education, and entrepreneurship abroad.



## **Sienna Project**

The Sienna Project is a living memorial to Sienna Lavanhar, building schools in rural Guatemala to increase access to education. Founded by Sienna's grandfather, the project is now carried forward by All Souls, with members and friends fundraising, traveling, and physically helping to construct classrooms in remote villages. Each school changes lives for generations.



## **Voting Is Power (ViP)**

ViP empowers voters in Tulsa and beyond by promoting nonpartisan voter education, registration, and mobilization. The team focuses on removing barriers to voting, building coalitions, and uplifting civic engagement within All Souls and the broader community.

# Program Minister

## Rev. Dr. Nicole Kirk

### **Introduction:**

On the first day of September 2024, I joined the All Souls Ministry Team as the part-time Program Minister. With more than twenty years of ministry experience, I quickly immersed myself in All Souls' program and worship rhythms. The congregation, ministry team, and staff warmly welcomed me, and they are a pleasure to work with—what an extraordinary team. In my role as Program Minister, I collaborated with our justice council and active justice teams to expand our church-wide justice offerings. I provided support and coverage for the ministry team in areas ranging from pastoral care, preaching, and Wednesday Chapels to representing All Souls at public events. "Momentum" has been my watchword for this year at All Souls – to regain momentum for our justice teams and bolster areas of church life that call for new energy, creativity, and support. All Souls is a vibrant community, and my joy on Sunday mornings reflects the energy I receive from the congregation each week and from working with my colleagues Marlin Lavanhar, Randy Lewis, Gerald Davis—and the whole team.



### **Year in Review:**

I leapt into my role at All Souls by preaching at both Sunday services on my first day and started getting to know the members and staff. I collaborated closely with Shirley Vincent, our fantastic chair of the Justice Council, and Quanah Scoggins, our wonderful programs assistant. Together, we launched a new program (Justice Jams) to unite our justice teams, provide congregation-wide opportunities to learn more about justice initiatives, and serve as a way to invite new people to join our justice teams. We also assisted the justice teams in creating a budget and improving the post-gala grant process. Here are a few more highlights: In January, I supported our Green Team as they organized a Climate Justice Sunday (January 26th). Throughout the year, I provided support to our justice teams, whether it was visiting Sheila's Circle at the Tulsa Farmer's Market, serving dinner with Partners in Education (PIE) team members at Unity Learning Academy, or supporting our LGBTQ+ and Allies team's documentary film event while meeting with community leaders to discuss their programs. I also attended both Women's Retreats and led a worship service with the women of All Souls. I revitalized announcements during worship and have appreciated the strong commitment at All Souls to creating quality worship. Randy and I worked with our coming-of-age class to help shape their credos. Whenever possible, I strive to lighten the heavy load of the ministerial team.



# Program Minister

## Rev. Dr. Nicole Kirk

### **Looking Ahead:**

Here are a few of the areas I plan on focusing on in the coming year:

- Working closely with our Youth Director, Corey Smith, and this year's youth advisors to update the Coming of Age program.
- Providing adult education courses during Wednesday Connections in the coming year and as needed.
- Continuing to work with the Justice Teams to add new members to the teams, robustly support current initiatives, and develop new outreach. Leadership development and support is an ongoing need.
- Work with interested members to restart our Reproductive Justice Team and reengage with programs for the incarcerated.
- Meeting with each of the Justice Team leaders this summer for long-range planning.
- Provide resources that enable our Justice Teams to access the information they need to lead. This includes working to develop guides for the budgeting process and updating the grant process.
- Recruit new members for our Justice Teams.
- Further develop the Justice Jams and discern other ways to communicate opportunities for members to participate.
- Cover events, services, vacations, and other needs for the ministry team and additional projects specified by the senior minister and the ministry team.
- At the Unitarian Universalist General Assembly, I will lead the Sunday, June 22 worship service, and I am a part of a short history film that will be presented in General Assembly Session 3.

### **A Note of Gratitude:**

In late December, my husband, Frédéric, died after a 13-month battle with pancreatic cancer. I received tremendous love and care from the members of All Souls and the marvelous ministry and staff teams. I experienced firsthand the power of All Souls' pastoral care. Marlin Lavanhar, Kacy Selby, Rick Fortner, and the whole team created a beautiful memorial service to celebrate Frédéric's too-short life.

### **Conclusion:**

I look forward to another year with All Souls, and I find the mix of the part-time with my full-time position not only manageable but invigorating. My full-time position is at Meadville Lombard Theological School in Chicago as an associate professor and the Schulman Chair of Unitarian Universalist History (we teach mostly online). My role at All Souls complements my teaching the next generation of Unitarian Universalist ministers. I look back on this year with a full heart. All Souls is growing not only in membership but in community, spirit, and living our values of love and justice out into the world.



# Affinity Groups

At All Souls, community means showing up—for each other, for joy, and for connection across every stage of life. This year, our Affinity Groups brought people together in meaningful and memorable ways.

Day Alliance served more than 1,300 guests through monthly luncheons and memorial receptions, offering nourishment for both body and spirit. The Women of All Souls connected to over 500+, and hosted retreats that focused on centered healing, justice, and spiritual growth.

Young at Heart kept friendship and playfulness alive with monthly lunches and games, while the Men of All Souls created space for thoughtful conversation and new bonds through events and online conversations.

Together, these groups remind us that belonging doesn't just happen—it's built, one gathering at a time.

## Community By The Numbers:

- **1,375 guests** served by Day Alliance at luncheons and memorial receptions
- **515+ participants** connected through Women of All Souls
- **103 attendees** at Men's Group Zoom gatherings
- **40 joined in-person** Men's Group events like Pins with Pals
- **\$5,000 donated** by Day Alliance for kitchen improvements
- **10 monthly luncheons** hosted by Young at Heart

## Looking Ahead:

These groups are expanding intergenerational programs, creating new spaces for spiritual connection, and welcoming more people into the circle.





# Affinity Groups



## Day Alliance

Day Alliance brings people together through monthly luncheons featuring guest speakers and meaningful conversation. The group also provides hospitality support for memorial receptions and donates to support church needs.



## Men of All Souls

The Men of All Souls 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 provide community and fellowship among the congregation. This group encourages passion, kindness and compassion while looking to help those in need.



## Women of All Souls (WAS)

WAS is a vibrant community open to all who identify as women or gender non-conforming. Through events, workshops, retreats, and sacred circles, they foster connection, creativity, learning, and advocacy—with a special emphasis on women's issues, wellness, and justice.



## Young At Heart

Young at Heart is a social group for older members and friends of All Souls who meet monthly for lunch and games. Gatherings occur on the first Thursday of each month and include a catered meal followed by games such as Rummikub, Scrabble, and Bridge, with a suggested donation.

# Finance

At All Souls, financial stewardship is an act of faith—one that sustains our mission, empowers our programs, and secures our future. This year, careful planning, generous giving, and wise investment helped us end 2024 with a surplus, exceed our pledge goal, and strengthen our foundation for growth.

From the diligence of our Audit Committee to the oversight of our Investment Committee, every dollar was thoughtfully tracked, managed, and directed with purpose.

We launched new reporting processes, increased endowment support, and prepared for long-term expansion initiatives.

Thanks to you—our members, donors, and supporters—All Souls is financially strong and spiritually grounded.



## Finance By The Numbers:

- **\$11.15 million** in total investment assets managed
- **\$447,550 distributed** from endowment and donor-specified funds
- **\$1.46 million in pledge revenue**—exceeding our goal by nearly \$13,000
- **\$2.45 million in total revenue** (vs. \$2.28M budgeted)
- **\$45,823 year-end surplus**
- **\$3.66 million** in Capital Fund balance (↑ \$368,000 from 2023)
- **\$100,000 major gift** from Beth & Keith Goddard
- **\$25,128 gift** from the Carol B. Jones Trust

## Audit Committee

The All Souls Audit Committee provides an oversight of the Church's finances and works collaboratively with the Church's Accounting Director. Members of the Audit Committee have a very diverse business experience and have been actively involved in the church for many years.

## Investment Committee

The All Souls Investment Committee continues to carefully manage the church's investment funds in accordance with the policies set by our Board of Trustees (BOT). We work closely with the BOT through the Vice President of Finance and are grateful for the trust placed in us.

## Looking Ahead:

The Finance Teams are focused on growing transparency, expanding donor engagement, and laying the financial foundation for the church's next chapter. From strengthening internal controls to building endowment support, they are helping All Souls thrive today—and plan boldly for tomorrow.



# Membership

At All Souls, membership means belonging—to each other, to a legacy of love, and to a future we're creating together. This year, our Membership Team helped more people than ever say “yes” to that belonging. Whether arriving in person or logging in from afar, new members shared powerful stories of finding home at All Souls.

Many joined in the wake of the 2024 election, seeking a spiritual home that affirms every identity and background. Some relocated to Tulsa just to be near this community. Others joined online from across 39 states and 8 countries, becoming part of the ever-growing All Souls Everywhere members.

To support this growth, we updated to the Realm database, allowing members more access to their records, giving history, and more. Joining Classes were redesigned to highlight volunteer pathways, and first-time guests were welcomed through new Wednesday night dinners.

Each Sunday, our Welcoming Souls volunteers created a culture of radical hospitality—online and in person—ensuring every visitor felt seen, valued, and at home.



## Membership By The Numbers:

- **1,840 total members**
  - 1,658 local members
  - 182 “Everywhere Members” across **39 states & 8 countries**
- **462 guest bags** distributed
- **215 visitor cards** received
- **121 new members** joined
- **100+ guests** received follow-up from Welcoming Souls
- **95 people** attended in-person Joining Classes
- **34 people** joined via online

### Looking Ahead:

The Membership Team is focused on deepening engagement with All Souls Everywhere, strengthening volunteer systems, and helping every newcomer—no matter how they arrive—feel seen, supported, and at home.

# Membership



## Membership Office

All Souls is home to (1,658) local members in Tulsa and (182) All Souls Everywhere members who join us from around the world. Together, all (1,840) members contribute to the life of the church through financial support and the sharing of their gifts and talents. The Membership Office maintains accurate records and thoughtful procedures to ensure that both members and visitors feel genuinely welcomed into the All Souls community.



## Welcoming Souls

Welcoming Souls is the first impression of All Souls. This team ensures guests, newcomers, and members feel seen and valued. They coordinate ushers, greeters, Welcome Table hosts, chat hosts for online services, and personal guest follow-up—offering hospitality in-person and online.





# President's Report

## Eileen Kenny

### **The Power of Belonging:**

One of my favorite opportunities as President of the Board of Trustees is attending the new member dinners. We typically hold these events twice a year, and they provide an opportunity to get to know our newest members and hear some of their stories. I find it so moving to listen to what attracted them to All Souls and what we, as a church community, offer them—the important role we play in their lives and within their families. The stories of belonging, of being able to be their authentic selves, of acceptance and in some cases, of redemption are meaningful and beautiful.

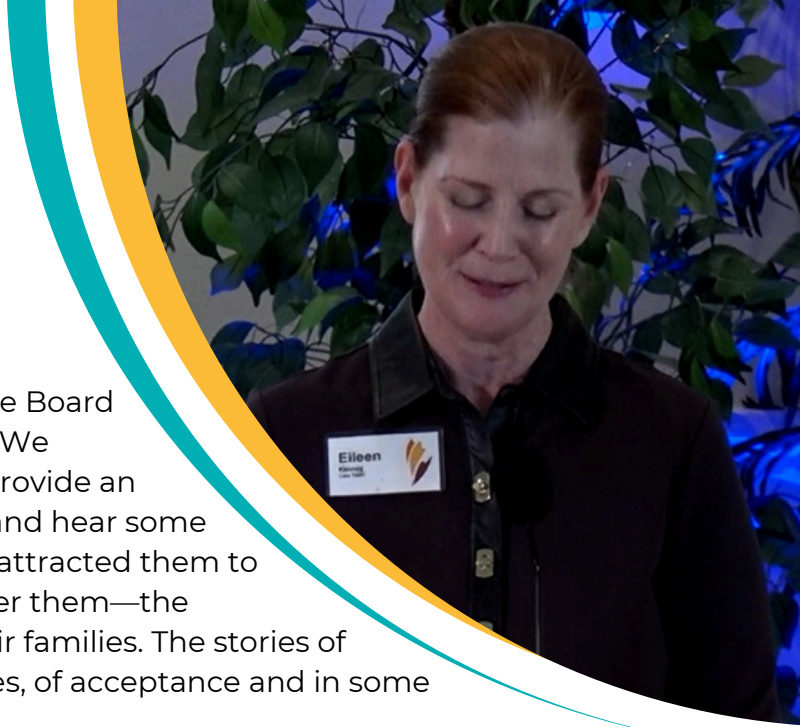
I think it's easy for those of us who have been members for some time to begin to take for granted the unique role All Souls plays in our lives and in our community. To us, our pledge to Love Beyond Belief is the norm, but each time I hear from new members, with their fresh eyes and fresh perspective, it reinvigorates me and helps me renew my vow to not take All Souls for granted.

### **Board Leadership in Action:**

This year, I had two goals for our Board of Trustees—to increase our engagement with the congregation and to deepen our financial literacy as it pertains to church finances.

The congregation was exceptionally gracious when, on a sunny January morning, the trustees stepped outside our comfort zones and led all aspects of both church services with a message centered on the month's theme of Grace. We shared personal stories, sang, and prayed with you. I had members coming up to me for weeks afterward, thanking the Board and expressing how they felt they knew the trustees better—and that was our goal. We are here to represent you and to serve you. You are the church.

The Board of Trustees takes seriously our role as stewards of the church, and we continue to ensure we are knowledgeable about the church's finances. This includes All Souls' robust endowment overseen by our Investment Committee. We carefully track our income and expenses each month, and we were pleased to end 2024 with a balanced budget. A portion of our yearly income is from the Love & Light Gala, and this year we celebrated our beloved Rick Fortner and exceeded our fundraising goal! This is all due to the fabulous gala committee's work and everyone, inside and outside All Souls, who attended the gala, had a great time while raising money for our Justice Council.



# President's Report

## Eileen Kenny

### **Ministries That Make a Difference:**

I hope you will take time to read each of the reports within our annual report. These reports really underscore the important role of All Souls within our community—our justice groups, our choirs, our pastoral care teams, and our lifespan religious education groups all support our congregation, but they also play leadership roles within the broader Tulsa area and beyond. You cannot spend any time in our building or in our gorgeous gardens without appreciating the dedicated work of our building and grounds teams. And now thanks to a generous donation, our steeple is a shining beacon at night, perhaps helping a few new souls find their way to our doors.

### **Growth and the People Who Make It Possible:**

With all of these outreach and support activities it's no wonder our membership continues to grow. Since July, we have added 121 new members, and our congregation is now 1,840 strong with members from 39 states and 8 countries. I am thrilled that parking is again becoming a challenge, and our Zoom rooms are full. On Christmas Eve, I don't think we could have squeezed one more body into our pews as we celebrated. The same can be said for Heritage Sunday, Easter and other special services. This growth does not simply happen by chance. It takes inspirational ministers and innovative, smart staff to create the programs and ministry that make people want to be part of our church. At All Souls we are fortunate to have among the best in both categories.

### **An Invitation to Engage:**

As dynamic as our ministers and staff are, the heart of the church is you, our congregation. You bring your talents, your time and yes, your treasure to All Souls, and we need each of you to be engaged and supporting the church. Consider getting involved in any of our councils, committees or small groups. I can assure you, you will benefit from the experience, and we will benefit from your involvement. We need you.

## **Nominating Committee**

The Nominating Committee consist of three members who will select and recommend the nominees to fill the vacant seat(s) on the Board of Trustees. Persons elected will be voted on by the congregation at the upcoming meeting. The Committee can consider each candidate's skills and professional input, as well as church participation. The Committee will also select and recommend a nominee for the Board President (as needed).

### **New Nominees for 2025-26**

- Lovelace Akuma
- Denise Dutton
- Kim Holland
- Pauline Farmer-Koppenol  
(Everywhere member)
- Ben McDonald
- Dale Watts.

The Nominating Committee is recommending Deanna Tirrell to be the next President of the Board of Trustees.





# Music

This year marked a milestone in the life of All Souls - Rick Fortner announced his retirement after 26 years of extraordinary musical leadership. Rick didn't just direct music—he shaped the spiritual and emotional core of our church. From Sunday services to community concerts, his vision brought depth, beauty, and belonging to every note. At the Love & Light Gala, we honored Rick's legacy with music, memories, and deep gratitude for the joy he's given us all.

As we celebrated Rick's final year, the music program soared. Our adult choirs performed at the Tulsa Pride Parade, the John Hope Franklin Dinner of Reconciliation, and our own holiday concert alongside the youth choir. They caroled at the Tulsa jail and Day Center, hosted a community workshop with choral director Nick Page, and helped serve meals to those in need. Our Children's and Youth Choirs (CCYC) added their voices throughout the year as well, creating multigenerational moments of music and meaning.

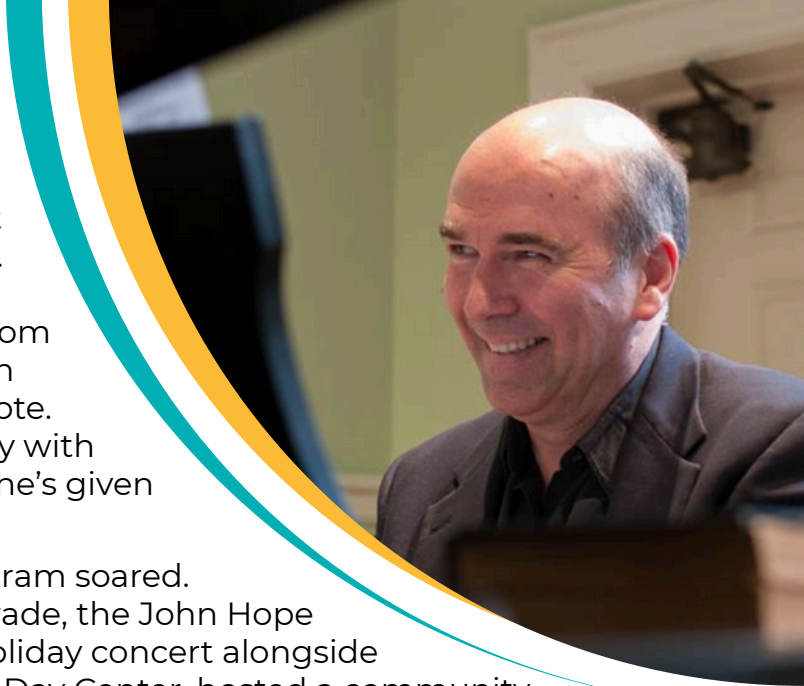
While we prepare to welcome a new music director, choir activities are continuing with the support of the Adult Music Program Board. If you're interested in joining a choir or learning more, please contact David B. Smith for more information and next steps.

## Adult Music Program

The AMP Board supports the adult music ministry by guiding its vision, supporting the Music Director, and strengthening community within and beyond the choir. The board helps coordinate performances and deepen the role of music in church life.

## Music By The Numbers:

- **26 years of music ministry** led by Rick Fortner
- **32 adult choir** members
- **200 community guests** attended the Nick Page choral workshop
- **6 major public performances:**
  - Tulsa Pride Parade
  - John Hope Franklin Dinner of Reconciliation
  - All Souls Gala
  - Holiday Concert with Youth Choir
  - Caroling at Tulsa jail
  - Caroling and dinner service at the Tulsa Day Center
- **1 unforgettable gala** honoring Rick's legacy





# Operations

At All Souls, operations is the quiet engine behind everything we do. This year, we switched to Realm, a new database and app to help all our members stay connected, and unveiled a redesigned website to welcome newcomers with ease.

Our AV and Communications teams expanded our reach with 156 livestreams, closed captions, ASL interpretation, and nearly 69,000 YouTube views. Behind the scenes, we upgraded tech, coordinated HVAC repairs, installed new steeple lighting, and oversaw the installation of eco-friendly double ovens funded by Giving Tuesday.

Accessibility improvements included Braille hymnals, sensory kits, and newly modified pews for mobility devices. Our Building and Grounds and Thursday Work Group volunteers helped renovate the Jensen Refugee House and supported safety upgrades, including lighting plans and first aid stations throughout the building.

## Looking Ahead:

Our operations teams are focused on sustainability, security, and systems that serve a growing, evolving church. Their work ensures All Souls remains not just organized—but open, welcoming, and ready for what's next.

## Operations By The Numbers:

- **150,000+** emails sent
  - 49% open rate
- **68.9K YouTube views** | 156 livestreamed events
- **20,876 social media followers** across Instagram, Facebook, and YouTube
- **515 members** actively using Realm
- **\$120,000 raised** at the 2024 Love & Light Gala
- **\$25,000 raised** on Giving Tuesday for new kitchen ovens
- **10+ Braille hymnals** created and distributed



# Operations



## Accessibility Committee

The Accessibility Committee works to make All Souls a welcoming and inclusive space for people of all abilities. From signage and service accessibility to sensory accommodations and digital inclusion, this team ensures no one is left out.



## AV

The AV Team ensures that every worship service, class, special event, and livestream at All Souls looks and sounds its best. From microphones to livestream cameras to captioning and interpretation, this behind-the-scenes team supports the church's commitment to excellence, accessibility, and connection—both in-person and online.



## Building & Grounds

Building and Grounds encompasses the Memorial Garden, all green areas of the property and the building itself, the team members that work on these areas, the Sextons and the Building and Grounds Supervisor, Jerry Burleson.



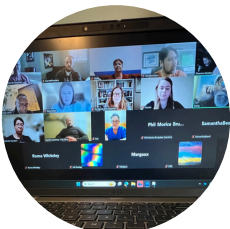
## Communications

The Communications Department helps tell the story of All Souls. From email updates and printed newsletters to social media and the church website, we make sure the stories and efforts of All Souls are seen and celebrated. Our work ensures that people feel informed, included, and inspired to be part of this community.



## Health, Safety & Security

The All Souls Health, Safety and Security Team cares for the health and safety of our congregation, it's members and staff through education, training, and the crafting of policies and procedures.



## Information Technology (I.T.)

The I.T. Department supports all technology infrastructure at All Souls, ensuring digital systems, security, and communications run smoothly for staff and members alike.



## Thursday Work Group

The Thursday Work Group is a behind-the-scenes powerhouse at All Souls. They meet weekly to take care of minor repairs, painting, and ongoing upkeep of our church buildings, ensuring the facility remains safe, functional, and beautiful for all.

# Director of Operations

## Hannah Middlebrook

### **Introduction:**

Operations is the backbone of any organization. At All Souls that encompasses the Front Desk, Finance, Stewardship, Membership, Communication, IT, AV, and Building and Grounds. These are the folks that make every event happen, who ensure your pledges are recorded, who touch base with visitors and get new members plugged in. They greet everyone with a smile and answer questions on a daily basis. They make sure you have water for your meetings, and sort the recycling from the trash. In a busy community like All Souls, these folks are the essential workers. We simply could not do all we do here without the outstanding team that we have. I want to tell you a little bit about them and celebrate their excellence.

### **Moving To Realm:**

In 2024, the biggest project handled by this department was easily the database migration and transition to Realm. Many of you now use the new Realm program, and associated Realm Connect app, to stay in touch with the church, learn about events, and communicate with your committee and teams. Progress and change are hard at times so we're not quite "there" yet, but the folks working behind the scenes to make this shift as smooth as possible deserve our thanks. John Boston (IT), Phil Brubaker (Stewardship and Membership Manager) and Nefertiti Sanders (Membership Associate) did the heavy lifting on this project, and I cannot thank them enough for their continued work and collaboration.

### **A Website Update:**

Another massive project was the website reboot. Our former Communication Associate, Michelle Spencer, spent months working on the project before she resigned in early 2025 to focus on personal matters, and we are so appreciative of the hours she put in. While the website is still a work in progress, we wouldn't be anywhere near where we are now without Michelle's expertise. Our new Communication Associate, Wil Arnell, was hired in March and is quickly getting up to speed. If you have questions or comments about the website, social media, publications, you may reach him at [Warnell@AllSoulsChurch.org](mailto:Warnell@AllSoulsChurch.org).



### **AV:**

Our AV team also experienced some turnover in 2024 when our AV Coordinator, Ryan Higgs, resigned to take a new position. Fortunately for us, Eve Bjornsgaard (formerly of Hope Unitarian) joined our team before Ryan's departure, and has done an amazing job keeping things afloat. With the help of several volunteers and part time contractors, Eve ensures every event has the AV support they need – no small task around here! She faces each challenge with a positive attitude and a willing heart. If you are interested in volunteering for the AV team, please email Eve at [EBjornsgaard@AllSoulsChurch.org](mailto:EBjornsgaard@AllSoulsChurch.org).

### **Communications:**

Through all of this tumult, Garrett Powders, our Communication Manager, has remained steadfast and pushed forward, sometimes carrying an entire department on his own. He has now built a team to last and we are excited to see how they turn up for us as we move into the future. Garrett's communication planning has frequently been put on the back burner while he handled a crisis but with the department stable now, he has plans for improving the public presence of the church, building relationships with area artists, and reviving a team of creatives in our congregation to support the communication department. If you are interested in joining this team, email Garrett at [GPowders@AllSoulsChurch.org](mailto:GPowders@AllSoulsChurch.org).



# Director of Operations

## Hannah Middlebrook

### **Membership & Hospitality:**

Speaking of the future, we are building the next generation of All Souls members with the help of Nefertiti Sanders. As the Membership Associate, Nef is tasked with keeping track of every single person who walks through the door on Sunday mornings. She has refined processes and procedures, improved communication and record keeping, manages weekly joining classes, and generally been a gift to the church, as always. In 2024, Nef instituted a "First Time Visitor" reception in Sonen Library after every service, ensuring everyone gets time with a minister and staff member to answer questions and feel at home. Her attention to detail means that every visitor receives direct communication and every new member is recognized by name. They say that people feel they belong when five people know their name. Nef's diligence and hard work ensure we reach that goal and ensure that All Souls is a home for everyone. Thanks to Nef's hard work, we have gained dozens of new members over the course of the year, and somehow she manages to keep it all straight. If you have questions about membership, you may reach Nef at [Nsanderson@AllSoulsChurch.org](mailto:Nsanderson@AllSoulsChurch.org).

### **Stewardship & Fundraising:**

In order to do all we do here, the simple fact is that we need financial support. That's where Stewardship and Membership Manager, Phil Brubaker comes in. Phil handles the pledge campaign, Pickleball Fundraiser, and Gala Fundraiser, as well as countless other fundraising opportunities. Phil and his committees aim to keep our coffers full and provide the necessary funding to pay salaries, pay our bills, and create memorable opportunities for service and personal growth. This work goes hand-in-hand with membership, which Phil oversees, as well. If you've met him, you'll know Phil is pretty unflappable, and what a gift that is in this position. When things get tough, he pulls up his britches and gets on with it. We are so grateful for his leadership which was directly responsible for the fact that we met our financial goals in 2024. If you have questions about your pledge, planned giving, the capital campaign, or Gala, Phil is your man. You can reach him at [PBrubaker@AllSoulsChurch.org](mailto:PBrubaker@AllSoulsChurch.org).

### **Finance Team:**

Once Phil brings in the money, the finance department is here to handle the rest. Finance Manager, Sam Cotton (nee Beard) is the one charged with keeping the lights on and staff paid. Sam and Finance Associate, Roma Whitely, work tirelessly to keep our bills paid, reimburse members and staff, help members with committee budgets, manage the church budget, and encourage all of us to be fiscally responsible. Sam stepped into this role at the beginning of 2024 and has continued to impress, both in her own work, but also as a supervisor for Roma. With Sam's past experience as a youth minister, she brings so much more than "just" finance to the table and we don't know what we'd do without her and her protegee. If you have questions about finance, please reach out to Sam at [Scotton@AllSoulsChurch.org](mailto:Scotton@AllSoulsChurch.org) or Roma at [RWhitely@AllSoulsChurch.org](mailto:RWhitely@AllSoulsChurch.org).



# Director of Operations

## Hannah Middlebrook

### **Front Desk Operations**

I'm not sure there's a person here who hasn't met our living ray of sunshine, Hunter Jameson. As our front desk coordinator, Hunter is often the first person visitors meet. But she does so much more than answer the telephone. Hunter is an integral part of this machine, ensuring the calendar is updated (and there are LOTS of calendar entries), set-up sheets are submitted for the sextons, wrangles the staff to make sure deadlines are met, manages the office supplies, accepts payments, and organizes everything that comes through the front door. In 2024, Hunter took the initiative to begin learning design, social media and communication skills so she could help Garrett when Michelle resigned. She is the definition of a team player. It takes a special set of skills to manage the high pace of the front desk and manage a smile through it all. Hunter exemplifies "Love Beyond Belief." Hunter can be reached at [HJameson@AllSoulsChurch.org](mailto:HJameson@AllSoulsChurch.org).

### **IT Support:**

John Boston is an unsung hero of All Souls. As our IT guru, John makes sure that the internet, computers, Zoom rooms, etc. are all running smoothly. He is working diligently to lock down our systems for the best possible protection and has already implemented many strategies to improve our systems. He is available at a moment's notice to help staff and volunteers manage whatever IT needs come down the pike (or cook up a meal for the shelter or an event at the church). John genuinely enjoys helping people so if you need help getting set-up on Realm, or with any other IT issue, contact John at [JBoston@AllSoulsChurch.org](mailto:JBoston@AllSoulsChurch.org).

### **Life Events:**

If you've interacted with the ministers, you've likely visited with Kacy Selby, the ministers' assistant and life events coordinator. As the right hand woman to Reverends Randy, Marlin and to an extent, Nicole, we jokingly say that she babysits our ministers. Kacy makes sure that their calendars are accurate, their emails get answered, they have food for working lunches, and occasionally steams a robe. As the life events coordinator, she assists families at their happiest for child dedications and weddings, and during their heartbreak while planning memorials and funerals. In many respects, Kacy keeps the metaphorical trains running on time and I don't want to know what All Souls looks like without her. You can reach Kacy at [KSelby@AllSoulsChurch.org](mailto:KSelby@AllSoulsChurch.org).

### **Building & Sextons:**

Every time you walk into this building, you are seeing the handy-work of Jerry and the Sextons (I keep telling him he should start a band!). Any time the building is open, there is at least one sexton on site to ensure the door is answered, the floors are clean, the woodwork is polished and event set-ups are completed. Our current team – Ken Smith, Aves Keurbitz, and Fatouh Kabalan - spend hours in the dish pit during Wednesday Night Connections, they scrub the toilets and keep clean cups at the water stations. Imagine a thankless task at All Souls, and you can bet these folks are behind it. As their manager, Jerry Burleson is tasked with creating the schedule each week, training new sextons, and generally managing the team. But he also handles the countless vendors and contractors it takes to keep a busy campus like this running smoothly. He is the one you want around when a breaker is tripped or the AC



# Director of Operations

## Hannah Middlebrook

isn't working. He makes repairs, handles outside rentals, and is always ready with a helping hand for whoever needs it. By definition, the building and grounds supervisor is on call 24/7, answering middle of the night alarm calls and any of the myriad of issues that occur outside of business hours. And he does all of this with a smile and good humor. If you want to rent a room in the building or have questions about the campus, you can reach Jerry at [JBurleson@AllSoulsChurch.org](mailto:JBurleson@AllSoulsChurch.org).

### **Program Team Support:**

While Quannah Scoggins (LRE and Programs Associate), Paula Vella (Programs Associate) and Corey Smith (Director of Youth Programs) are not strictly the operations team, they certainly step in to assist at every possible opportunity. These individuals are masters of the "pivot" and are problem-solvers of the highest order. If you have questions about social justice programming and Wednesday Night Connections, contact Quannah Scoggins at [QScoggins@AllSoulsChurch.org](mailto:QScoggins@AllSoulsChurch.org). Paula Vella has her finger on the pulse of adult programs and can be reached at [PVella@AllSoulsChurch.org](mailto:PVella@AllSoulsChurch.org), while Corey Smith is the go-to for youth programming. He can be reached at [Csmith@AllSoulsChurch.org](mailto:Csmith@AllSoulsChurch.org).

### **Policies & Procedures:**

Personally, 2024 has been a year of processes and procedures. As an organization grows, it's important to ensure the processes and procedures grow with it. It can be a tricky balance and it's easy for organizations to become bogged down with too much paperwork and bureaucracy. During the pandemic, things necessarily had to change and, as congregational life continues to return to "normal" many aspects of congregational life have had to adapt. This year we have revised the Employee Handbook, and written or updated policies about a variety of subjects from group fundraising to the process followed when a member passes away. We have improved our insurance coverage to reflect the true worth of the building and its contents, and better cover us with regards to cyber-attacks. We have worked as a team to create a better process for staff, members, and the public to book events at All Souls, and continue to refine that process.



### **Jensen House:**

In addition to the behind-the-scenes administration of the church, I have worked closely with Rev. Randy, Building and Grounds Supervisor, Jerry Burleson, and the Conservage and Refugee Resettlement teams, and Thursday Work Group to prepare the "Jensen House" (the small blue house immediately west of the parking lot on 30th) for a refugee family that was preparing to arrive this spring/summer. Sadly, the national pause on most refugee programs meant that the family we intended to house would not be able to come. But we look forward to working with local entities to support refugee and asylum-seeking families already in the country instead.

### **Green Oven:**

In late 2024, your generosity through our Giving Tuesday campaign provided enough funding to purchase a new, more environmentally friendly oven. This project brought together our weekly cooks John Boston, Paula Vella, and Joe Nurre, Gary Alison of the Green Team and staff member Jerry Burleson to establish the most practical and affordable move toward green energy. The ovens were finally after nearly six months of effort, including new wiring and ventilation, and we have already benefited from their increased capacity, quick cook times, and better environmental stewardship.



# Director of Operations

## Hannah Middlebrook

### **Accessibility & Safety:**

As a staff liaison, I work with several volunteer groups at All Souls. The Accessibility Committee's efforts to make All Souls a more accessible place for everyone have resulted in things like the implementation of our ASL interpreters, large print bulletins and braille hymnals. The Health, Safety & Security Team work towards improving the safety and well-being of everyone while on campus through Sunday security, first aid kits around the campus, and emergency plans for tornado season.

### **Staff Culture:**

Aside from my oversight of administration, HR, and the campus, I generally manage the staff. Working at All Souls is a delight in large part because of this wonderful staff. They are hardworking, receptive to feedback, eager to help, and always willing to step into the gaps. They support each other through the difficulties of life and celebrate the wins. I cannot stand the phrase "blessed," as overused as it is in the bible belt buckle, but I honestly do feel that we are blessed. To have such an incredible team who make a "job" into a "community" feels nothing short of miraculous to me and I hope you feel it, too.

### **Community Engagement:**

In the community I am a founding member of the Tallasi Creek Council Oak Tree Foundation and sit on the board of directors. In 2024 we successfully lobbied the city to return Creek Council Oak Tree Park and the adjacent Stickball Park to the Muscogee Creek Nation and continue to work alongside the tribe for the protection, preservation, and promotion of the Creek Council Oak Tree – the birthplace of Tulsa.



# Pastoral Care

At All Souls, pastoral care is how we carry one another—through joy, grief, and everything in between. This year, our teams offered comfort with quiet presence and steady compassion.

The Care Team kept our 24/7 line open for those in crisis, while Friendly Souls reached out to homebound members with cards, calls, and poinsettias.

SpiritSong shared music at the bedside of those nearing life's end, and Parish Nurses supported over 100 people with advocacy, wellness checks, and new AEDs.

Helping Souls stepped in with meals and rides during recovery, and the Life Decisions team helped members navigate end-of-life choices with clarity and care.

The Garden Team restored the Campbell Fountain, planted hundreds of flowers, and enhanced our sacred grounds—creating a space of peace and beauty for all who gather and remember.

## Looking ahead

Our pastoral care teams remain committed to walking beside every member in need—with dignity, presence, and the quiet power of love in action.

## Pastoral Care by the Numbers

- **100+ members supported** by Parish Nurses
- **63 ceremonies coordinated** by Life Events & Memorial Guild
  - 26 memorials; 2 weddings; 4 child dedications; 8 interments
- **42 poinsettias delivered** by Friendly Souls
- **35+ attendees** in Life Decisions sessions
- **33 bedside visits** by SpiritSong
- **22 meals delivered** and **10 rides provided** by Helping Souls
- **4 AEDs installed** across campus





# Pastoral Care



## Care Team

The Care Team is All Souls' pastoral lifeline, reaching out to members experiencing illness, grief, or other life transitions. The team makes phone calls, sends cards, offers support on birthdays and anniversaries, and helps those who reach out by phone.



## Friendly Souls

Friendly Souls offers companionship and care to All Souls members who are homebound, in senior living communities, or feeling isolated. Through cards, calls, and personal visits, this ministry shares love and connection across the miles.



## Garden Team

The Garden Team beautifies and sustains the Memorial Garden and campus grounds through seasonal plantings, tree care, composting, and ongoing landscape improvements. Their volunteer work and fundraising bring life and love to every corner of our green spaces.



## Helping Souls

Helping Souls supports All Souls members in short-term times of need, offering help with transportation, meal delivery, errands, and pet care during illness or recovery.



## Life Decisions

This team helps members prepare for end-of-life care and decisions, offering guidance on medical, legal, and spiritual matters. They facilitate sessions on advance directives, wills, memorial forms, and cremation planning.

# Pastoral Care



## Life Events

The Life Events Coordinator organizes weddings, memorials, child dedications, and interments. Working with ministers, staff, and volunteers, this role ensures each ceremony is meaningful and accessible for our diverse congregation.



## Memorial Guild

The Memorial Guild ensures that families and guests attending memorial services at All Souls are greeted with care, hospitality, and support. Guild members work alongside ministers and staff to create a welcoming and respectful atmosphere for those grieving.



## Parish Nurses

Parish Nurses offer spiritual and health-related support to congregants, helping them navigate medical and emotional challenges through counseling, advocacy, and education—while coordinating care with other pastoral teams.



## SpiritSong

SpiritSong is a group of volunteer singers who provide bedside singing for those in the final days of life. With reverence and care, they sing at homes, hospitals, Clare House, Porta Caeli, and at church events, offering peace, comfort, and spiritual presence through music.



# Assistant Minister

**Rev. Randy Lewis**

## **Introduction:**

Three years into my return to All Souls, this past year has been both humbling and invigorating, a time of integration that has balanced continuity with innovation, and tradition with transformation. I've deepened my spiritual practices, refined my leadership voice, and embraced new dimensions of ministry that reflect both the evolving needs of our congregation and my own unfolding call.

This year challenged me to listen more deeply, serve more fully, and trust the quiet work of presence. Whether sitting with families in grief, shaping multigenerational worship, or building new systems of care, I've witnessed how this community continues to open itself to change while holding fast to love. I carry this work forward with gratitude, grounded in the belief that ministry is not just what we offer but rather it's what we co-create.

## **Worship & Rites of Passage:**

I supported worship planning and leadership across Sunday services, Wednesday Connections, festival days, and life rites. I preached regularly, approximately once per month and made intentional strides in sermon preparation by incorporating feedback from Rev. Dr. Lavanhar and other ministerial colleagues. Collaborating with worship associates and musicians, I helped design services that are spiritually resonant, culturally inclusive, and emotionally grounded.

Life rites remain a sacred and vital part of my ministry. This year, I officiated five weddings, offered pre-marital counseling to two couples, led 22 memorial and funeral services, and created several healing rituals tailored to personal and pastoral needs.



## **Pastoral Care & Community Support:**

Our Pastoral Care Ministry remains a strong and responsive network of compassion. I continue to coordinate more than a dozen initiatives, including:

- Care Team & 24-hour Pastoral Care Line
- Friendly Souls – Delivered 42 holiday poinsettias and sustained regular outreach to homebound members.
- Helping Souls – We are currently exploring a new healthy meal planning and delivery initiative. Stay tuned.
- Other pastoral care ministries include the Memorial Garden Team, Memorial Guild, Shawl Ministry, SpiritSong, NAMI, Parish Nurses, Grief & Loss Groups, Cancer Support, and Diabetes Support Groups.

This ministry is strengthened by a remarkable team of pastoral care chaplains and ministers: Rev. Cathey Edwards, Rev. John Biedler, Doug Inhofe, and Rev. Ren Pasco, who will begin serving part-time as our Online Community Minister. Our work together, grounded in presence, compassion, and commitment, has enabled us to extend care to individuals and families through hospital visits, spiritual companionship, follow-up calls, and specialized support.

It has also been a joy to work closely with my fellow ministers, staff, and volunteers to ensure that pastoral care at All Souls reflects our shared values of dignity, accessibility, and deep listening. Whether responding to urgent needs or reimagining long-term care systems, our collaboration is a meaningful expression of ministry in community.

# Assistant Minister

## Rev. Randy Lewis

### **New this year:**

- Alzheimer's Support Circle – Created a dedicated space for caregivers and individuals with early-stage diagnoses, offering both education and empathy.

We will also be updating our All Souls Rideshare & Shuttle Program, which successfully brought numerous members to church throughout the year thanks to volunteer drivers. The program will pause for the summer and resume in September.

### **Justice & Community Engagement:**

This year marked my transition out of the staff liaison role for All Souls' Justice Teams with the arrival of Rev. Dr. Nicole Kirk, our new Program Minister. Dr. Kirk brings a deep commitment to the spiritual grounding of justice work, as well as a wealth of experience in theological education, public engagement, and congregational life. Her presence has been a tremendous asset to our team and a source of renewed energy and clarity across our justice ministries. She has already begun strengthening partnerships, amplifying lay leadership, and weaving justice more intentionally into our worship, programming, and outreach. Though no longer the primary liaison, I continue to support justice efforts by:

- Serving with Rev. Dr. Lavanhar on the Mayor's Police Community Coalition, focusing on criminal justice reform and community trust
- Participating in public witness opportunities that reflect moral clarity and care
- And efforts on the Jensen Resettlement House

Although immigration setbacks prevented the arrival of the refugee family we had prepared for, I was proud to help lead the completion of the Jensen Resettlement House, supported by volunteers, donors, and staff from our building, grounds, and remodeling teams. The home now stands fully stocked and ready to receive a future family with dignity and love.

### **Spiritual Development & Teaching:**

My personal spiritual practice grounded in daily prayer, meditation, music, and journaling continues to anchor and shape my ministry.

This year, I further developed and taught several spiritual development programs, including:

- Healing Your Religious Wounds – A course for those recovering from harmful or limiting religious experiences
- IMPACT for BIPOC individuals – A curriculum exploring racial identity, belonging, and liberation within Unitarian Universalism

And I also participated in other intercultural programs such as D.I.V.E. and Conscious Inclusion. I am looking forward to great things in the coming church year. Both programs are rooted in the Double Helix Model developed by Rev. Lavanhar; a framework that integrates spiritual growth with intercultural engagement, underscoring their mutual necessity for transformation.

### **Conclusion:**

Ministry is both a calling and a commitment. I remain deeply grateful to serve alongside colleagues, volunteers, and members who believe in the transformative power of love, justice, and community. Together, we have not only sustained cherished traditions—we have planted seeds of bold and life-giving possibility.

I look forward to what's unfolding at All Souls and remain hopeful about the future we are building together.





# Religious Exploration

At All Souls, spiritual growth lives in questions, connections, and quiet moments of meaning. Over the past year, our programs brought that spirit to life across every generation—welcoming newcomers, deepening understanding, and creating space for courageous conversations.

Children explored big ideas through story, song, and Sunday classes. Teens found belonging in spiritual practice and public action—studying scripture through a Unitarian lens, raising \$4,000 at a garage sale, and showing up for justice at Pride and the MLK Parade. Adults filled our Wednesday classes and completed five Conscious Inclusion cohorts, building trust and awareness through deep dialogue.

It's a powerful reminder that spiritual growth thrives wherever people feel seen, heard, and invited to grow together.



## Religious Exploration By The Numbers:

- **200+ children registered** in Sunday CRE programs
- **80-100 adults attended** weekly Wednesday night classes
- **76 participants** at Camp OlympUUs
- **45 graduates** of the Conscious Inclusion program
- **40+ youth joined** the Exodus to Resurrection Bible study
- **\$4,000+ raised** at the Youth Garage Sale
- **18 youth completed** the Coming of Age program

## Looking Ahead:

Religious Exploration will continue expanding family programming, deepening racial justice education, and creating spaces where people of all ages can grow in spirit, purpose, and belonging.



# Religious Exploration



## Adult Religious Exploration (ARE)

Our Program of Adult Religious Exploration seeks to honor the religious upbringing of every person while allowing the evolution of a mature and current faith that nurtures the individual's spirituality as part of a family and a community. We celebrate the gift of life and that every person has gifts to share. We make meaning of our experiences, we are stronger together, and we are practicing imperfection. We continually strive to become more self-aware of our own identity so that we may understand and take responsibility for our impact on others. We believe that death is as natural as birth and work to live and die with dignity.



## All Souls Reads

All Souls Reads is a bi-monthly hybrid book group exploring stories of resilience and justice through fiction and nonfiction. All are welcome—pre-reading is encouraged but not required—and sessions offer space for meaningful reflection and community.



## Book Table

The Book Table curates and sells thought-provoking literature weekly at All Souls. It offers titles from All Souls Reads and beyond, promoting spiritual exploration and community engagement through books.



## Childcare

All Souls provides childcare for infants through pre-K during Sunday services, Wednesday Community Connections, and other events. Children engage in creative, social, and safe activities that help them feel at home in the church community.



## Children's Religious Exploration (CRE)

CRE teaches children they are inherently good, loved, and capable of making a difference. The program offers spiritual guidance, values-based learning, and interactive experiences grounded in UU principles.



# Religious Exploration



## Coming Of Age

Coming of Age is a year-long epic adventure for ninth graders (plus) that gives our youth the time and space to look inward and determine what it is that they believe about the big questions in life.



## Conscious Inclusion

Conscious Inclusion is a transformative nine-month program exploring racial identity, cultural understanding, and allyship. Cohorts begin in racial caucuses before joining together for shared learning and healing, guided by *The Racial Healing Handbook*.



## D.I.V.E. (Diversity, Inclusion, Vulnerability, Engagement)

D.I.V.E. fosters empathetic action, beloved community, and intercultural understanding through shared reflection and intentional vulnerability. This team facilitates deep dialogue to explore intersectionality and challenge structural inequities.



## Middle School

Middle school Youth explore questions of ethics, morality, and social justice using role playing games and various forms of creative expression with their gifted and engaging facilitators. Using discussion questions and activities we explore the topics of race, ecology, morality, class, abilities, goals, gender, identity, diversity and inclusion.



## Youth

The Youth Department at All Souls seeks to develop 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.

# Youth

The focus for Youth Programming centered on integrating new families and new ideas into our processes. Middle School and High School attendance increased this year, and we introduced several new ways to engage our youth spiritually and emotionally. We used Fellowship as a template as we looked for opportunities in programming to further develop and nurture so many new faces.

With Building a Better World, our facilitators assisted our Middle Schoolers this year with an imaginary world that they created using the principles and values of Unitarian Universalism. This curriculum is loosely based on the Dungeons and Dragons roleplay games with necessary alterations made for our purposes. This program has been very well received, and we plan to continue through the summer.

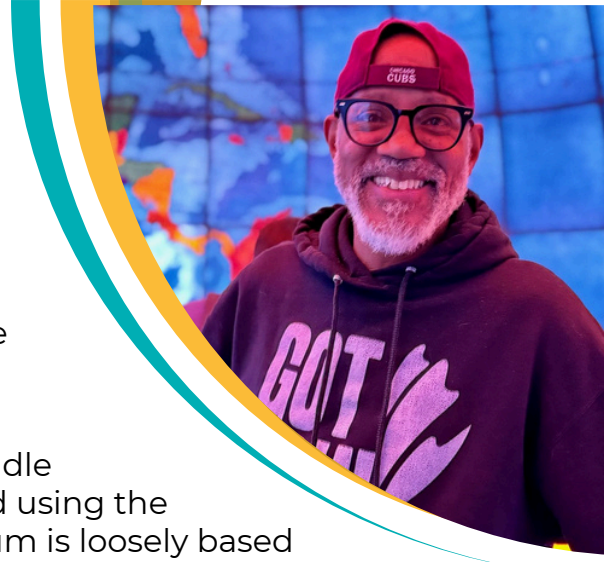
Likewise, for our High School Youth we introduced a monthly Bible discussion entitled 'Exodus to Resurrection' based on an actual book written for Youth discussions written by Seminarian Dr. Gary Peluso-Verdend. It was important to introduce some Biblical literacy for our Youth, to counter the biblical fundamentalism espoused by so many in our nation and state. These monthly discussions led to meaningful discussions about religion, the Bible and relating it to current events.

Coming of Age saw a sizable increase with 18 participants this year! The Vision QUUest Campout provided the necessary environment to bring these new faces together for this yearlong spiritual journey. Along the way we also made our annual pilgrimage to Boston. This year we got to see rare UU artifacts and Divinity Hall at Harvard. Walden Pond, Arlington Street Church, King's Chapel and the Freedom Trail were also pivotal stops for their Credo development. However, while in Boston we introduced an intensive Credo Workshop to further assist with some very memorable Credos on Coming-of-Age Sunday.

Our Youth also found ways to serve our beloved congregation in a number of ways this year. We hosted the intergenerational Halloween Festival on the West Playground to the delight of our younger participants. We also assisted with serving dinner for Wednesday Connections dinners when needed. Our motto is Service begins when the Service ends.

The Youth Department hosted a very successful Garage Sale this year raising just over \$4,000.00. Finally, we always look forward to participating in the annual PRIDE and MLK Parades. The Youth we have are amazing young people that strive to make the Sponge Room a loving, all-inclusive space where everyone is loved, especially our newcomers!

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 love and goodness. Moving forward, we look forward to welcoming new families to join us in Loving Beyond Belief! Thank you for your continued love, support and participation in the Youth Program.





# Stewardship

Generosity fuels everything we do at All Souls—from Sunday services to social justice. This year, that spirit showed up in powerful ways.

We surpassed our \$1.45 million pledge goal, replaced our failing kitchen ovens with \$25,000 raised in a single day, and quietly launched a campaign to reimagine our campus for the future.

The Love & Light Gala became our most successful yet, raising over \$120,000 while honoring Rick Fortner's 25 years of musical leadership. And our first-ever Pickleball Tournament served up both fun and fresh connections.

Every Sunday, the Generosity Committee turned offerings into action—channeling nearly \$78,000 to nonprofits advancing justice, education, and equity.



## Stewardship By The Numbers:

- **\$1.45M+ pledged** in the 2024–2025 Annual Campaign
- **\$1.35M pledged so far** toward 2025–2026 goal of \$1.525M
- **\$120,000+ raised** at the 2024 Love & Light Gala
- **\$77,962 donated** through Sunday plate collections
- **\$25,000 raised** on Giving Tuesday for new kitchen ovens
- **3.8% unfulfilled pledge rate**—lower than in past years
- **40+ nonprofit recipients** supported by the Generosity Committee

## Looking Ahead:

Stewardship efforts will focus on launching the public phase of the Capital Campaign, expanding planned giving outreach, and helping every member see generosity not just as a duty—but as a joyful, community-shaping spiritual practice.



# Stewardship



## Stewardship Committee

The Stewardship Committee's purpose is to advise and assist the Stewardship Office to build a donor constituency that strengthens and maintains the fiscal soundness of the Church. The Stewardship Office provides staff oversight for the annual campaign, capital campaign, planned giving, and other fundraising activities.



## Capital Campaign - No Place Like Home

The Capital Campaign Cabinet is tasked with planning and executing the fundraising activities necessary to complete the planned renovations of the church building.



## Generosity Committee

The Generosity Committee helps All Souls live out its values by directing our plate offerings to causes and organizations that reflect our shared commitments. With a focus on local impact, the committee also considers national and international needs. Weekly recipients are carefully vetted and selected to align with current events, holidays, and church themes, allowing us to practice generosity in meaningful, timely ways.



## Love & Light Gala

The Annual Gala is a cornerstone fundraising and social event for All Souls. It strengthens our network of supporters, celebrates community honorees, and contributes significantly to our operating budget. A portion (10%) of the funds raised also supports our Justice Teams, making the Gala an intersection of generosity, social justice, and joyful community gathering.



## Pickleball

The Pickleball Committee was established to plan for a pickleball tournament fundraiser as successor to the Golf Tournament.

# Support Groups

Support at All Souls is more than a kind word—it's a lifeline.

This year, our Trekkers gathered each week to walk alongside cancer survivors and caregivers, while Healing & Holding Grief created a sacred space where those in mourning could breathe, speak, and be held.

We launched an Alzheimer's Circle for early-stage care, offered strength and solidarity through our NAMI and Diabetes groups, and quietly showed up with meals, rides, and poinsettias through Helping and Friendly Souls.

In every meeting, message, and moment of care, these groups reminded us: healing happens in community.

## Looking Ahead:

We hope to grow these groups, raise visibility, and ensure no one at All Souls faces hard times alone.

## Support by the Numbers

- **180 participant** engagements in 24 Healing & Holding Grief sessions
- **45 attendees** at each of 2 Trekkers social events
- **42 poinsettias** delivered to homebound members
- **28 active Trekkers members;** 12–14 attend weekly
- **22 meals** and **10 rides** provided by Helping Souls
- **12 monthly** NAMI Family Support meetings





# Support Groups



## Diabetes Support Group

This online group supports people living with diabetes and those who care for them. By exchanging knowledge and strategies, members improve their understanding and personal care practices around diabetes.



## Healing & Holding Grief

This support group focuses on aiding individuals in processing feelings of grief and loss. It offers a compassionate environment where members can share their experiences and receive support from others who are undergoing similar challenges.



## NAMI Family Support Group

Hosted by All Souls, the NAMI Family Support Group offers a confidential, supportive space for those with loved ones experiencing serious mental illness. This peer-led group provides encouragement, education, and community.



## All Souls Trekkers - Living Beyond Cancer

Trekkers is a weekly Zoom-based support and education group open to cancer survivors, caregivers, family members, and healthcare professionals. It offers a safe space to discuss the physical, emotional, and spiritual challenges of living with cancer, while providing access to community resources, mutual support, and advocacy.

# Group & Team Members

## Advocacy & Justice

### Groups:

#### **All Souls Action**

- Paula Alfred
- Brooke Anderson
- Ted Bakamjian
- Robyn Bundy
- Brigitte Coffman
- Terri Dillion
- Peter Dratz
- Emily Duensing
- Ros Elder
- Christy Emig
- Jane Firth
- Autumn Fowlkes
- Jo Fullmer
- Jerri Gillean
- Mary Ellen Jones
- Jasmine Karlebach
- Amanda Shankle-Knowlton
- Carol Lambert
- Ruth McMurphy
- Arthetta M. Pouncil
- Dina Singleton
- Robert Singleton
- Deanna Tirrell
- Sue Williams
- Amy Wroten
- Nicole Kirk (Liaison)

#### **Community Resource Bank**

- Joe Nurre (Co-chair)
- Deanna Tirrell (Co-chair)
- Berkeley Shouse (Volunteer Coordinator)

#### **All Souls Justice Council**

- Shirley Vincent (Chair)
- Christy Emig
- Deanna Tirrell
- Joe Nurre
- Deedee Cox
- Gary Allison
- D'mitri Sobol
- Margo Mitchell
- Wayne Sterba
- Jim Elder
- Robin Hernandez

## Advocacy & Justice

### Groups

#### **All Souls Justice Council:**

- Dianne Rusher
- Amanda Shankle-Knowlton
- Nicole Kirk (Liaison)
- Quanah Scoggins (Liaison)

#### **All Souls LGBTQ+ And Allies**

- D'mitri Sobol (Acting Chair)
- Quanah Scoggins (Liaison)

#### **All Souls Green Team**

- Gary Allison
- Brooke Anderson
- Andrea Bain
- Janifer Bennett
- Partners with:
  - Sustainability Alliance Tulsa
  - Sierra Club
  - Conservation Coalition

#### **Partners In Education**

- Eileen Simmons
- Jennifer Briggs
- Caroline Johnson
- Carol Burleigh
- Kathy Horne
- Kelly Jennings
- Phyllis Wolverton
- Marquel Stewart
- Jim Beasley
- Jenny Clyde
- Margo Mitchell

#### **Refugee Resettlement**

- Wayne Sterba
- Ros Elder
- Michael Klenda
- Erik Ohllson
- Deena Al-Saleh
- Richard George
- Dennis Grote
- Rick Gibbens
- Randy Lewis (Liaison)

#### **Sheila's Circle**

- Jim Elder
- Emily Duensing
- Ted Bakamjian
- Robin Hernandez

## Advocacy & Justice

### Groups

#### **Sheila's Circle Continued**

- Mary Ellen Jones
- Floretta Reed
- J. Pat Murphy
- Scott Swearingen
- Jan Butler
- Chalmer Labig

#### **Sienna Project**

- Libby Billings
- Laura Bullock
- David Truelove
- Lea Ann Blum
- Maddie Butler

#### **Voting Is Power**

- Amanda Shankle-Knowlton
- Emily Duensing
- Jane Firth
- Josie Rosenthal Goodman
- Lanetta Lyons
- Leanna Fish
- Mary Ellen Jones
- Ros Elder
- Earl Goodman
- Sue Williams
- Floretta Reed
- Mary Jane Lindaman

### Affinity Groups:

#### **Day Alliance**

- Becky Billings (President)
- Beverly Seay
- Steve Hobbs

#### **Men of All Souls**

- Andrea Bain
- Jim Gillispie
- Bill Wescott

#### **Women of All Souls**

Shannon Boston  
Rev. Dr. Nicole Kirk  
Berkeley Shouse  
Katherine Penny Mitchell  
Kate Starr  
Dionne Lambert  
Kalyn Scoggins  
Celeste McNeal Wood

# Group & Team Members

## Affinity Groups:

### **Women of All Souls**

- Quanah Scoggins (Liaison)

### **Young At Heart**

- Lynn Bootes (Lay Leader)
- Quanah Scoggins (Liaison)
- Paula Vella (Cook)
- Veverly Seay (Games)
- Sandra Welliver (Birthday Cards)

## Finance:

### **Audit Committee**

- Laura Ward (Chair)
- Richard George
- Craig Jones
- Paul Burgess

### **Investment Committee**

- Joe Perrault (Chair)
- Maurice Storm
- Anthony Showalter
- Donna Dutton
- Ex-Officio Voting Members
  - Eileen Kenny (BOT President)
  - Dan Piazzola (BOT VP of Finance)
- Advisory (Non-Voting)
  - Rev. Dr. Marlin Lavanhar

## Membership:

### **Welcoming Souls**

- Bill Kellough (Chair)
- Jeenee Lee
- Lisa Coats
- Mary Bain
- Steve Platner
- John Biedler
- Erik Ohlsson
- Suzy Ewing
- Christy Emig
- Nefertiti Sanders
- Phil Brubaker (Liaison)

## Music:

### **Adult Music Program**

- Joan Bjornsgaard
- Sue Burk (vice chair)
- Rick Fortner (ex-officio advisor)

## Music:

### **Adult Music Program**

- Aaron Hawkins
- David Lawrence (chair)
- Mike McCrary (secretary)
- Jim Walker (treasurer)

## Operations:

### **Accessibility Committee**

- Brooke Anderson (Co-chair)
- Gerald Davis
- Iya Frazee
- Jasmine Karlebach (Co-chair)
- Tara Klinedinst
- Randy Lewis
- Sid Martin
- Hannah Middlebrook (Liaison)
- Joy Miller-Davis
- Julie Skye
- Danielle Terrio

### **AV & Communication**

- Greg Raw
- Justin Allen
- Cindy Tamez
- Beth Shearon
- Ryan Higgs
- Michelle Spencer

### **Health Safety and Security Team**

- Mary Bain
- Lynne Burson
- James Morton
- Evan Fowler
- Natalie Arthur
- Jerry Burleson (Liaison)
- Hannah Middlebrook

### **Thursday Work Group**

- John Anderson
- Richard George
- Dennis Grote
- Jared Henry
- David Nelson
- Steve Platner
- Charles Vokes
- Mark Westerman
- Jeff Woodard

## Pastoral Care:

### **Care Team**

- Carol Leach
- Cathey Edwards
- Charla Lowery
- Doug Inhofe
- Elaine Hammar
- Greer Fites
- John Beidler
- Lynne Burson
- Lynn Bootes
- Mark Wisdom
- Randy Lewis
- Robert Billings
- Rod Harwood
- Sid Martin
- Susan Chase

### **Friendly Souls**

- Randy Lewis

### **Garden Team**

- Kathy Hinkle (Chair)
- Terry Lastinger
- Dennis Neill
- Kim Holland
- Janet Williamson
- Peter Childs
- Bruce Clemens
- Angela Dixon
- Gary Hunt
- Sharon Kennington
- Craig Koele
- Chalmer Labig
- Shirley Lastinger
- Steve Ludiker
- David Ratliff
- Shirley Scott
- Beth Shearon
- Julie Skye
- John Southard
- Jim Walker
- Tennilie Wilson
- Jackie Wofford

### **Helping Souls**

- Bill Ainsworth
- Walter Armstrong
- Ellen Bussard
- Lisa Coats



# Group & Team Members

## Pastoral Care:

### **Helping Souls**

- Vicky George
- Carol Lambert

### **Life Decisions**

- Meg Smith
- Ellen Bussard
- Marilyn Snedden
- Lottie Minnick
- Charla Lowery Tinney

### **Life Events**

- Kacy Selby

### **Memorial Guild**

- Sharon Allred
- Mary Bain
- Richard George
- Vicky George
- Ellen Sowell

### **Parish Nurses**

- Lynne Burson
- Becky Billings

### **SpiritSong**

- Alisa Hall
- Wendi Opitz
- Claudia Arthrell
- Kristen Hoffman
- Judy McCormack
- Susan Chase
- Lisa Perrault
- Julie Tattershall
- Shelley Geyer
- David Parker
- John Jacobs
- Larry Cochran
- Roger Sallman
- Mark Youngblood
- Wally Love

## Religious Exploration:

### **Adult Religious Exploration**

- Linda Alred
- Laura Bullock
- Chris Campbell
- Al Carlozzi
- Jasmine Karlebach
- Katherine Mitchell
- David Truelove

## Religious Exploration:

### **Adult Religious Exploration**

- Quanah Scoggins
- Kate Starr
- Dale Watts

### **All Souls Reads**

- Rev. Gerald Davis (Facilitator)
- Lynda Bridges (Assistant)
- Shannon Boston (Liaison)

### **Book Table**

- Chris Campbell
- Linda Campbell
- Rahima Husanadeen
- Eileen Simmons
- Roz Hand
- Jim Barton
- Danna Vitt
- Jasmine Karlebach
- Dale Watts

### **Childcare**

- Paula Vella
- Quanah Scoggins
- Tiffany Cross
- Kayla Torres
- Julia Kennedy
- Sophia Cross
- Cormac Bulmer

### **Children's Religious Exploration**

- Shannon Boston
- Quanah Scoggins
- Paula Vella
- Tiffany Cross

### **Coming of Age**

- Janet Adams-Westcott
- Shannon Boston
- Brandi Phillips
- Jared Sickles
- Corey Smith
- Melissa Smith

### **Conscious Inclusion**

- Shannon Boston
- Randy Lewis
- Kate Starr
- Ken Seidel
- Emily Duensing
- Ted Bakamjian

## Religious Exploration:

### **Conscious Inclusion**

- John Biedler
- Amanda Shankle-Knowlton
- Dorothy Checotah

### **D.I.V.E.**

- Rev. Randy Lewis
- Rev. Dr. Nicole Kirk
- Shannon Boston
- Carlos Moreno
- Floretta Reed
- Rev. Dr. Marlin Lavanhar
- Rev. Gerald Davis

### **Youth**

- Shannon Boston
- Corey Smith

## Stewardship:

### **Stewardship Committee**

- Jeni Ellis Halliday
- Pauline Farmer-Koppenol
- David Kroll
- Shirley Scott
- Rev. Dr. Marlin Lavanhar (ex officio)
- Phil Morice Brubaker (ex officio & Stewardship Manager)
- Mykey Arthrell-Knezek (Annual Campaign Chair)

### **Capital Campaign**

- Jean Ann Fausser (Campaign Chair)
- Tom Fausser (Campaign Chair)
- Janis Updike-Walker (Senior Campaign Advisor)
- Jeni Ellis Halliday
- Phil Morice Brubaker (Stewardship Manager)
- Rev. Dr. Marlin Lavanhar (Senior Minister)

### **Generosity Committee**

- Sherry Swanwick (Chair)
- Reatha Oliver
- Jo Ann Flournor Sager

# Group & Team Members

## Stewardship:

### **Love & Light Gala Committee**

- Jeni Ellis Halliday (Chair)
- Pauline Farmer-Koppenol (Auction Chair)
- Dianne Rusher (Auction Beautifier)
- Jeene Lee (Design)
- Francia Allen
- Christy Emig
- Bonita James
- Eileen Kenny
- David Kroll
- Marjorie Kroll
- Shirley Scott
- Phil Morice Brubaker (Staff)

### **Pickleball Tournament**

- Christy Emig
- Suzy Ewing
- Shawna Hight
- Bill Kellough
- Stacey Leigh
- Pete Sanstead
- Phil Morice Brubaker (Staff)

## Support Groups:

### **All Souls Trekkers**

- Faith Boudreau
- Carol Dillard
- Lynne Burson
- Mike Tedrick
- Jennifer O'Mahony

### **Diabetes Support Group**

- Steve Ludiker
- Bill Westcott
- Keith Margerison

### **Healing & Holding Grief**

- Dr. Chad Johnson
- Rev. Randy Lewis
- Rev. John Biedler

### **NAMI Family Support Group**

- Mary Ellen Jones (Facilitator)

# Accomplishments & Goals

## Advocacy & Justice:

### **All Souls ACTION**

#### **Accomplishments**

- 105 All Souls members attended Mayoral Accountability Session
- Voter outreach through phone banking, canvassing, and Souls to the Polls
- Hosted Singing Our Values event with 70 attendees
- Held house meetings on education, housing, and immigration
- Added 8 new team members; 15 completed leadership training

#### **Goals**

- Hold more listening sessions with All Souls members
- Train 50 church team members in leadership
- Expand diversity and demographic representation across ACTION leadership

### **All Souls Community Resource Bank Accomplishments**

- Served 1,413 families (5,553 individuals) with 28,852 lbs. of food
- Maintained operations on a \$24,600 budget with a surplus
- Supported partner agencies and maintained a 48¢ per pound distribution cost

#### **Goals**

- Deepen relationships with partner agencies
- Redesign food distribution with partner schools
- Expand partnerships to reduce food insecurity

## Advocacy & Justice:

### **All Souls Justice Council**

#### **Accomplishments**

- Awarded \$11,781 in grants to 9 of 10 Justice Teams via Gala funds
- Launched the "Justice Jam" series: 43 attended January kickoff; 87 attended March session on education
- Revised the Council's Vision, Mission, and Goals

#### **Goals**

- Strengthen communication with church leadership
- Increase visibility and congregation-wide understanding of Justice Teams
- Grow partnerships with other justice organizations in Tulsa and beyond

### **All Souls LGBTQ+ & Allies**

#### **Accomplishments**

- Marched in the 2024 Tulsa Pride Parade
- Hosted a roller-skating social and an Ecstatic Dance party
- Screened "1946: The Mistranslation That Shifted Culture" with community dialogue
- Partnered with OKEQ, Trans Advocacy Coalition, and more for visibility and action
- Observed major LGBTQ+ milestones, including Trans Day of Remembrance and Coming Out Day

# Accomplishments & Goals

## Advocacy & Justice:

### **All Souls LGBTQ+ & Allies Goals**

- Strengthen membership engagement and leadership development
- Deepen external partnerships
- Expand educational and advocacy efforts

### **Green Team Accomplishments**

- Organized All Souls' first Climate Justice Revival with 60+ attendees
- Hosted Earth Week vegan dinner and climate advocacy program
- Participated in clean-up and tree planting efforts in Tulsa
- Advanced green infrastructure: advocated and supported the replacement of the church ovens with energy efficient equipment, tracked utility usage
- Advocated for eco-friendly legislation through partner organizations

### **Goals**

- Improve climate-related communications and congregational action
- Sponsor successful Earth Week and Revival programming
- Pursue UUA Green Sanctuary designation for All Souls

### **Partners In Education**

#### **Accomplishments**

- Distributed 1,067 sweatshirts to students and staff
- Gave HUGS (hats, underwear, gloves, socks) to 256 children
- Sponsored YMCA field trips for 640 Monroe students
- Served 500+ meals at Unity family events in collaboration with CRB

## Advocacy & Justice:

### **Partners In Education Goals**

- Sustain core giving projects (sweatshirts, HUGS, field trips)
- Increase collaboration across justice and education teams
- Expand volunteer engagement at both partner schools

### **Refugee Resettlement**

#### **Accomplishments**

- Supported a Rwandan refugee's successful relocation and employment
- Renovated the Jensen House to serve as transitional refugee housing
- Prepared housing, collected furnishings, and advocated for resettlement policy change
- Partnered with WelcomeCorps.org before program was paused nationally

#### **Goals**

- Monitor and respond to national refugee policy updates
- Maintain Jensen House for incoming refugee families
- Network with local partners to support additional resettlement efforts

### **Sheila's Circle Accomplishments**

- Raised \$7,773 through sales and donations
- Donated \$2,263 to Friendship Bridge entrepreneurs and \$500 to the Sienna Project
- Held 8 sales at All Souls and one at the Tulsa Yuletide Market

## Advocacy & Justice:

### **Sheila's Circle Goals**

- Continue craft sales at All Souls and community events
- Educate the public about Friendship Bridge's work
- Organize or participate in an Insight Trip to Guatemala

### **Sienna Project**

#### **Accomplishments**

- Completed All Souls' third school in Guatemala (13th overall for the Sienna Project)
- New school serves ~60 children and expands access in a highland village
- In total, 885 students currently attend Sienna Project schools

#### **Goals**

- Identify next school site
- Recruit and prepare a new team of volunteers
- Raise necessary funds for future school builds

### **Voting Is Power**

#### **Accomplishments**

- Sent 60 Get-Out-the-Vote letters and 25 postcards
- Hosted 7 Absentee Ballot Notarization events
- Partnered on voter registration tables at 5+ community events
- Held registration drives at All Souls Art Festival and Youth Sunday
- Engaged students and youth, including a drive led by high schooler Maverick McClain

#### **Goals**

- Expand ViP contact and volunteer list
- Host 1-2 voter registrar trainings
- Prepare and staff outreach events ahead of the 2026 midterm elections



# Accomplishments & Goals

## Affinity Groups:

### **Day Alliance Accomplishments**

- Served 1,375 people at luncheons and memorials
- Donated \$5,000 to kitchen upgrades
- Hosted 18 memorial services with dedicated volunteers

### **Goals**

- Recruit a president-elect
- Expand membership
- Strengthen support for memorial services with new volunteers

### **Men of All Souls**

#### **Accomplishments**

- The Men's Group saw 103 visitors this year to our online ZOOM meetings. We have have several new faces visit ZOOM discussions this year, however 2025 will see a shift to in-person gatherings to increase participation.
- The Dustbowl Bowling event saw 15 participants, and Pins with Pals at Sheridan Lanes had 25.

### **Goals**

- Moving forward we will focus on in person opportunities for fellowship.
- Identify 4 social opportunities for community and fellowship this church year
- Increase Participation
- Identify opportunities for personal and spiritual growth

## Finance:

### **Audit Committee Year In Review**

- The Audit Committee held its regular monthly meetings where the Accounting Director provided regular financial reporting, clarified system updates, and identified risks.
- - Numerous improvements are in progress with a focus on strengthened internal controls and more robust, tailored financial reporting to pave the way for growth.
- - The Audit Committee approved the selection of the outside audit firm to perform agreed upon procedures of the Church's financial activity, internal controls, and accounting practices.
- - The Committee reviewed the audit report and presented the report and findings to the All Souls Board of Trustees.

## Membership:

### **Membership Office Year In Review**

- 121 new members (May 2024 – April 2025)
- 462 guest bags distributed
- 215 Guest Cards received
- 180 visitors attended Sunday Meet & Greet in the Sonen Library
- 95 people attended Joining Class in person
- 34 people submitted their membership forms online
- New Member Recognition events held in August 2024, October 2024, February 2025 & April 2025
- New Member Dinners hosted in October 2024 & April 2025

## Membership:

### **Membership Office Year In Review**

- All Souls Everywhere Meet & Greets on Zoom held in October 2024 & April 2025
- Supported Volunteer Appreciation efforts
- Hosted a Welcoming Souls retreat in August 2024

### **Welcoming Souls**

#### **Accomplishments**

- Staffed all Sunday services with greeters, ushers, chat and Welcome Table hosts
- Made follow-up contact with 100+ guests from visitor cards

### **Goals**

- Host a fall retreat for training and community building
- Improve training in safety, hospitality, and online engagement
- Increase online participation through targeted follow-up and presence

## Music:

### **Adult Music Program**

#### **Accomplishments**

- Over the past year, our choirs have shared their music in a wide variety of community events, enriching both our congregation and the broader Tulsa community. In October, the Chamber Choir performed at the Pride Parade, and in November, our combined adult choirs joined voices at the John Hope Franklin Dinner of Reconciliation. We also hosted a special event at All Souls, welcoming around 200 community members to participate in an inspiring workshop led by renowned choral director Nick Page.

# Accomplishments & Goals

## Music:

### **Adult Music Program Accomplishments**

- During the holiday season, the combined choirs spread cheer through caroling visits to the Tulsa jail and the Day Center downtown, where they also sponsored a November dinner to cook and serve an evening meal to support those in need.
- Both the adult and youth choirs united for a joyful holiday concert, filling our sanctuary with music and celebration. In October, the combined adult choirs also performed at the All Souls Gala, a memorable evening that honored Rick Fortner for his remarkable 25 years of service as our music director.

### **Goals**

- In the coming year, we look forward to welcoming a new choir director and partnering with them to shape an exciting vision for the future of our adult music program.
- Together, we will set collaborative goals that nurture choir growth and development, expand opportunities for community outreach, and build a strong, rewarding relationship that enriches the music ministry at All Souls.

## Operations:

### **Accessibility Committee Accomplishments**

- Created over 10 Braille hymnals and weekly large-print orders of service
- Installed Braille signage and high-contrast tape for ramps and navigation

## Operations:

### **Accessibility Committee Accomplishments**

- Provided ASL interpreters for The Point weekly and added sensory kits

### **Goals**

- Improve sound-dampening in Emerson Hall
- Expand ASL interpreter availability for events
- Complete Braille signage throughout the building

### **AV Accomplishments**

- Provided consistent AV support for all Sunday services, special ceremonies, concerts, and public programs
- Integrated ASL interpretation into the weekly livestream of the 11:30 Humanist Hour service
- Enabled automatic captioning on YouTube and Facebook for improved accessibility
- Supported high-profile events like Heritage Sunday, Music Sunday, the Love & Light Gala, and more
- Worked closely with Communications to stabilize and enhance livestream production quality

### **Goals**

- Increase engagement with our community by improving accessibility
- Add a dedicated ASL camera to enhance interpreter visibility in livestreams
- Recruit and train more volunteers to support services and special events
- Continue improving AV infrastructure and response systems across the campus

## Operations:

### **Communication Accomplishments**

- Website Relaunch: Launched a fully redesigned and restructured website for better navigation, accessibility, and visual appeal.
- Email System Upgrade: Transitioned from Active Campaign to Constant Contact for improved integration with Realm.
- Email Engagement: Sent nearly 150,000 emails with a 49% open rate. The total subscriber list grew to 4,555 contacts.

### **Goals**

- Highlight Our Community: Improve how we celebrate the stories, impact, and contributions of All Souls' groups, teams, and individual members.
- Elevate Congregational Visibility: Create more opportunities to feature the congregation's voices, experiences, and achievements in our communications.
- Expand the Creative Team: Recruit volunteers with skills in writing, photography, design, and video to help share the vibrant life of the church.

# Accomplishments & Goals

## Operations:

### **Health Safety & Security**

#### **Accomplishments**

- Secured professional security of Sunday Services and at other times as determined by staff
- Undertook a full risk assessment of the campus with CISA/Homeland Security
- Professional grant writer assisted with preparing a federal grant for the Non-profit Security Grant.
- Tornado safety procedures were distributed to staff and available to members and guests. Ushers were also coached on these procedures

#### **Goals**

- Prepare fire safety procedures
- Hold at least one fire drill and one tornado drill
- Provide emergency preparedness training for the congregation.

### **IT Accomplishments**

- Deployed 6 new Windows 11 PCs
- Upgraded anti-malware system with Managed Detection and Response
- Facilitated 1,669 Zoom meetings totaling over 7,400 hours, reaching viewers in Ecuador and Eswatini
- Upgraded ACS to Realm with 515 current user logins

#### **Goals**

- Complete Windows 11 upgrades and update network switches
- Archive outdated Realm groups and refresh Microsoft licensing
- Launch attendance tracking for children and youth programs in Realm

## Operations:

### **Thursday Work Group**

#### **Accomplishments**

- Painted Room 207 and adjacent hallway
- Built a wall between Randy's office and adjoining bathroom
- Focused most efforts on refurbishing the Jensen Refugee House

#### **Goals**

- Continue necessary repairs and upkeep throughout the building
- Complete ongoing projects as needs arise

### **Building & Grounds**

#### **Accomplishments**

- Worked with Electrical, Mechanical, Roofing, Plumbing and Mold Remediation contractors on the Refugee House.
- Coordinated the electrical install project for the new Vulcan double ovens for the ASUC kitchen.
- Coordinated several HVAC system repairs.
- Coordinated the installation of new steeple lighting, courtesy of Dennis Neill.
- Worked with Kathy Hinkle and Garden team on several Grounds projects, including tree trimming, debris removal, irrigation maintenance, repair, and modifications.
- Worked with Mary Bain and Lynne Burson on the Health, Safety and Security Team to help get grant funding for various improvement projects including Parking Lot lighting, Life Safety Intercom System, new video security system. Also helped to get up to date First Aid stations through the building

## Operations:

### **Building & Grounds Goals**

- Continue working with the Master Planning Committee on the future of the ASUC Building and Grounds.
- The replacement of the existing HVAC (Heating, Ventilation, and Air Conditioning) system with a new, energy-efficient system that will improve indoor air quality, reduce energy consumption, and lower operating costs.
- The installation of lighting in the church parking lot to enhance safety and security for parishioners and employees, improve visibility during evening hours, and create a welcoming environment.

## Pastoral Care:

### **Care Team Accomplishments**

- Maintained steady care through calls, cards, and referrals
- Supported members with empathy and connection throughout the year

#### **Goals**

- Continue providing consistent, compassionate care

### **Friendly Souls Accomplishments**

- Delivered 42 poinsettias during holiday season
- Maintained regular contact with members throughout the year
- Collaborated with the Care Team for in-person visits

#### **Goals**

- Recruit a new team lead
- Expand and reengage volunteer base
- Reimagine the ministry's structure and hold regular team check-ins



# Accomplishments & Goals

## Pastoral Care:

### **Garden Team Accomplishments**

- Rebuilt Campbell Fountain. with new features and lighting
- Planted 200+ flowers and new sustainable landscaping
- Supported tree trimming and compost expansion projects
- Added edging, mulch, and holiday displays across campus
- Maintained koi pond and planted fruit trees

### **Goals**

- Plant sustainable landscape and lawn between Memorial Garden wall and Peoria Avenue.
- If sufficient funds are available (utilizing existing funds plus possible additional donations), remove the staining and seal the Memorial Garden brick walls.
- As funds are available continue to prune large trees within the Memorial Garden.
- Evaluate trees on campus that appear on the original plan. determine if any trees need replacement and plant new trees as available.
- Grow and donate Legacy Trees for Memorial Garden annual fundraiser.
- Build a new, larger Compost Bin to more effectively produce our own compost greatly reducing the need to buy fertilizer.
- Maintain annual task list for transitioning to future part-time Church staff.
- Continue "tradition" of Annual group trip to Bustani Plant Farm in Stillwater, OK. In April 2026. (All are invited.)

Add a second group trip this coming year to Euchee Butterfly Farm in Leonard, OK. (Ditto.)

## Pastoral Care:

### **Garden Team Goals**

- Continue to maintain Memorial Garden grounds and equipment while assisting as we can to address ground and bed needs on the rest of the Church property.
- This will include determining functionality and possible repair of the metal fountain and the metal sculpture both near the Church offices.
- Replace missing bronze letters on Church sign.

### **Helping Souls Accomplishments**

- 13 volunteers delivered 22 meals
- Provided 10 rides to medical appointments

### **Goals**

- Update volunteer roster
- Recruit new volunteers for meal and transportation needs

### **Life Decisions Accomplishments**

- Held 7 group sessions in fall and spring, serving 35+ attendees
- Updated cremation price list and educational materials

### **Goals**

- Offer sessions twice a year through Wednesday Connections
- Provide one-on-one support for congregants in need

### **Life Events Accomplishments**

- Coordinated 63 ceremonies: 26 memorials, 2 weddings, 4 child dedications, and 8 interments
- Participated in first wedding show to promote All Souls as a venue
- Goals
- Digitize Life Decisions forms for greater accessibility

Organize a large group child dedication ceremony

## Pastoral Care:

### **Garden Team Goals**

- Increase visibility of All Souls for community ceremonies

### **Memorial Guild**

### **Accomplishments**

- Recruited four new volunteers through the Emerson Hall volunteer fair
- Participated in the Pastoral Care retreat with Rev. Randy Lewis

### **Goals**

- Maintain a dependable volunteer roster for memorial services
- Resume regular debriefs to improve and strengthen service practices

### **Parish Nurses Accomplishments**

- Assisted 100+ members through calls, visits, and referrals
- Helped secure and install 4 new AEDs and updated First Aid kits
- Participated in Faith Community Nurse education and Care Team collaboration

### **Goals**

- Recruit 1-2 more nurses
- Rebuild visiting nurse roster
- Launch newborn nurse visits for new parents

### **SpiritSong Accomplishments**

- Answered 8 individual bedside singing requests
- Visited Porta Caeli 11 times and Clare House 14 times
- Continued rehearsals and enriched repertoire weekly

### **Goals**

- Deepen musical quality and expand repertoire
- Remain available and responsive to requests
- Ensure each singing experience is sacred and supportive

# Accomplishments & Goals

## Religious Exploration:

### **Adult Religious Exploration**

#### **Accomplishments**

- Launched "Let's Chat" hospitality table for newcomers
- Expanded UU Parents group attendance to 18+ participants
- Grew Wednesday night classes to 80–100 attendees weekly in April
- Hosted five successful cohorts of Conscious Inclusion

#### **Goals**

- Launch theme-based small groups tied to Wellspring and Conscious Inclusion
- Expand young adult programming
- Increase connection points for community building at church

### **All Souls Reads Accomplishments**

- Held 5 hybrid discussions with 8–14 attendees each
- Featured books included *Demon Copperhead*, *54 Miles*, and *The God of the Woods*
- Rev. Davis announced his retirement after this season

#### **Goals**

- Form team to select upcoming titles
- Transition to lay-led facilitation with staff support
- Launch a Women's Book Club for off-month programming

### **Book Table Accomplishments**

- Averaged 5 book sales per Sunday after relocating to Emerson Hall
- Increased engagement with browsing and conversation between services

#### **Goals**

- Stock All Souls Reads selections regularly
- Recruit 2 additional volunteers for scheduling support
- Maintain a steady sales pace and diverse book selection

## Religious Exploration:

### **Childcare Accomplishments**

- Rebuilt program to full operation under Paula Vella's leadership
- Transitioned childcare leadership to Tiffany Cross in spring 2025

#### **Goals**

- Hire and train adult supervisors for each childcare room
- Develop curriculum for pre-K classrooms
- Reopen and expand Kids' Day Out (KDO) program

### **Children's Religious Exploration**

#### **Accomplishments**

- 200+ children registered, nearing pre-COVID attendance
- Camp OlympUUs brought together 76 participants
- Revamped Easter Egg Hunt with a values-based focus
- Filled Our Whole Lives (OWL) classes for grades K–1 and 4–6

#### **Goals**

- Develop theme-based curriculum for all age levels
- Host monthly family workshops on spiritual themes
- Create a clear, accessible volunteer onboarding system

### **Coming of Age Accomplishments**

- Coming of Age saw a sizable increase with 18 participants!
- The Vision QUUest Campout provided the necessary environment to bring these new faces together for this yearlong spiritual journey.
- We made our annual pilgrimage to Boston. While in Boston, we introduced an intensive Credo Workshop to further assist with some very memorable Credos on Coming-of-Age Sunday.

## Pastoral Care:

### **Goals**

- Updating the Coming of Age Curriculum
- Solidifying membership process for Coming of Age graduates
- Fine tuning the fundraising process for the Boston Pilgrimage

### **Conscious Inclusion**

#### **Accomplishments**

- Completed first year with 45 participants
- Built foundational trust and understanding across racial groups
- Positioned program for continued growth with alumni facilitators

#### **Goals**

- Launch new cohort and train alumni as lay facilitators
- Create structured next steps for graduates
- Offer regular support and training for facilitators

### **D.I.V.E. Accomplishments**

- Launched and facilitated the Conscious Inclusion program with five small groups
- Promoted racial awareness and allyship within the church community

#### **Goals**

- Form an oversight committee to advise on issues of marginalization
- Create and promote events celebrating diversity and inclusion
- Engage Conscious Inclusion alumni in leadership roles

# Accomplishments & Goals

## Religious Exploration:

### **Middle School Accomplishments**

- Create opportunities to promote Social Justice issues
- INCREASE PARENT VOLUNTEER PARTICIPATION
- Create an atmosphere of community and inclusion
- Promote opportunities for Spiritual growth

### **Goals**

- Integrate new families into the program
- Increase awareness of Civic and Social Justice opportunities
- Promote Opportunities for Spiritual growth
- Improve Parent Volunteer participation

### **Youth Accomplishments**

- Increase Middle School and High School Participation
- Create opportunities to promote Social Justice issues
- Create an atmosphere of community and inclusion

### **Goals**

- Develop Social Media Utilization Strategy
- Integrate new families into the program
- Increase awareness of Civic and Social Justice opportunities
- Promote Opportunities for Spiritual growth
- Improve Parent Volunteer participation

## Stewardship:

### **Stewardship Committee**

#### **Accomplishments**

- Successfully transitioned to new church management software (Realm).
- Formalized the membership and structure of the Stewardship Committee.

## Stewardship:

### **Stewardship Committee**

#### **Accomplishments**

- Raised \$25,000 for the Giving Tuesday campaign to replace the kitchen ovens.
- 2024 Annual Campaign Wrap-Up
- 575 pledging households, 182 additional donor households (757 total)
- 3.8% unfulfilled pledges, which is better than previous estimates of 5%
- Exceeded the \$1.45M goal by \$7,000.
- 2025 Annual Campaign Update (as of April 30, 2025)
- 526 pledging households, 65 additional donor households (591 total)
- \$1,350,000 pledged or given toward the goal of \$1,525,000.

#### **Goals**

- Work with various All Souls groups to enhance their own fundraising efforts and provide them with technical support and expertise.
- Lower the unfulfilled operating pledge percentage to 3.5%
- Encourage planned giving among members through the End of Life Decisions class and other outreach.

### **Capital Campaign - No Place Like Home Accomplishments**

- Contracted with Propeller Communications to provide professional consulting during the campaign with Meredith Poling as lead consultant.
- Completed feasibility study interviews.
- Developed the case for support, initial promotional materials, and strategy for prospective donors.

## Stewardship:

### **Capital Campaign - No Place Like Home Accomplishments**

- Initiated the quiet phase of the campaign.

#### **Goals**

- Fill out campaign cabinet
- Public launch of the campaign

### **Generosity Committee Accomplishments**

- Donated \$77,962.42 through Sunday plate collections
- Supported 40+ organizations addressing justice, education, health, equity, and more
- Maintained a clear and responsive application process in collaboration with the Worship Team

#### **Goals**

- Refine internal processes and enhance communication with the Worship Team
- Provide stronger onboarding for new members
- Ensure plate offerings reflect the evolving priorities of our congregation

### **Love & Light Gala Committee Accomplishments**

- The Gala was held on November 2, 2024, at The Summit, with 220 dinner guests.
- To make sure the event was as accessible as possible, after-dinner tickets were sold allowing 30 additional guests to contribute to the fundraising and festivities.
- Rick Forter was honored for his 25 years of musical leadership.

Over \$120,000 was raised – the most successful Love & Light Gala ever!



# Accomplishments & Goals

## Stewardship:

### **Goals**

- Honor Rev. Marlin's 25th ("silver") anniversary at All Souls on November 1, 2025, at an upscale social event at Southern Hills Country Club.
- Increase visibility and attendance across the wider community
- Raise \$110,000 for the church and Justice Teams.
- Increase involvement by and awareness of the Justice Teams.

## **Pickleball Tournament**

### **Accomplishments**

- The first All Souls pickleball tournament was held in September 2024 with 28 players, about half of whom were not otherwise associated with All Souls.
- This event brought in a modest \$3,500 (\$1,900 short of our \$5,4000 goal) but was much more than a fundraiser. New connections were made among members and with the Tulsa community. As an initial foray into the world of pickleball, this event was a success.

### **Goals**

- Hold another fundraising tournament on May 1, 2025, with a revenue goal of \$4,000.
- Build a pickleball community at All Souls who will come out to support the tournament.

## Support Groups:

### **All Souls Trekkers - Living Beyond Cancer Accomplishments**

- Get Trekkers listed on the American Cancer Society's local site
- Collaborate with St. Francis Oncology program and Care Team on Living Wills
- Explore financial resources and clinical trial opportunities for members

### **Goals**

- Hosted two social gatherings with 45 attendees each
- Facilitated weekly support with ongoing contact between members for transportation, meals, and emotional support
- Created professional group brochure and internal membership directory
- Supported members with travel funds to MD Anderson

### **Diabetes Support Group Accomplishments**

- Met twice monthly online for discussion and support
- Focused on sharing tools for improved daily diabetes management

### **Goals**

- Grow group membership
- Provide tailored coaching and resources for diabetes care
- Continue enhancing participants' knowledge and confidence

### **Healing & Holding Grief Accomplishments**

- Total Meetings Held: 24 sessions (twice monthly)
- Attendance Range: 5-12 participants per meeting, with an estimated total of 180 individual participant engagements across the year.

## Support Groups:

### **Healing & Holding Grief Accomplishments**

- Facilitation: All sessions led by trained facilitators experienced in grief care and trauma-informed support.
- Emotional and Peer Support: Participants consistently reported increased emotional relief and connection through structured group sharing and listening.
- Educational Content Provided:
- Psychoeducational segments in each session covered topics such as stages of grief, symptoms of mourning, tasks of healing, and coping strategies.
- Monthly emails with curated grief support resources, articles, and check-ins were sent to approximately 25 individuals on the group's contact list.
- Participant Feedback & Gratitudes: Several attendees expressed deep appreciation for the safe, compassionate, and nonjudgmental space the group offers, with one participant noting, "This is the one place I can breathe and feel understood since my loss."

### **Goals**

- Expand Outreach & increase awareness.
- Enhance Resource Offerings: Develop a small grief resource library or curated booklet to distribute quarterly to both new and continuing members.
- Train Additional Facilitators: Identify and train 1-2 new facilitators to ensure sustainability and continuity of care for the group.

# Accomplishments & Goals

## Support Groups:

### **NAMI Family Support Group**

#### **Accomplishments**

- Held 12 monthly online meetings
- Consistent participation with 4–8 attendees each session

#### **Goals**

- Continue monthly meetings and strengthen group continuity
- Increase outreach to family members who may benefit from this support

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