


All Souls 
Unitarian Church
2025-2026 Annual Report



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Senior Minister

Rev. Dr. Marlin Lavanhar



In my 26th year as Senior Minister of All Souls, we marked the 105th anniversary of the church and my 25th anniversary in ministry here. Earlier this month, we celebrated exceeding our goal of raising \$14 million and began finalizing plans for the renovation and renewal of our church campus.

Meeting with members to raise these pledges was one of the most rewarding and moving experiences of my decades in ministry. Nearly everyone who contributed shared that it was the largest gift they had ever given. Again and again, I heard stories about why people feel so strongly about ensuring that All Souls remains vibrant and strong, both today and for generations to come. I came away with a renewed awareness of the profound and tangible ways this community shapes lives, and with deep confidence that this congregation will continue carrying our values into the future long after we are gone.

Member Janis Walker mentored me throughout the two-year campaign with extraordinary skill and love. Jean Ann Fausser, chair of the campaign, demonstrated

remarkable leadership, especially after the unexpected death of her husband and co-chair, Tom, this past year. I am deeply grateful to everyone who contributed their time, leadership, and financial support to this historic effort.

Last year, none of us knew how we would navigate the retirement of our beloved Music Director, Rick Fortner. We have all been delighted and surprised by how successfully Dr. Randy Hooper has stepped into the role, expanding the choirs and bringing new energy to our music program. We have also enjoyed Rick's frequent appearances behind the piano on Sundays as Music Director Emeritus. Our accompanist, Cathryn Thomas, has provided wonderful stability while sharing her extraordinary talent throughout the year.

As summer arrives, two staff members have informed us of their departures. Corey Smith, our Youth Director, has led the program for eight years, and Lei Rumley has served the church in multiple roles over 12 years across the past two decades. I am grateful to both of them and have deeply enjoyed working alongside them. On a joyful note, Rev. Dr. Nicole Kirk has agreed

to remain on our ministry team for another year.

My mother died this January at the age of 89, and during that time I experienced firsthand the incredible love and support of our ministers, Care Team, Parish Nurses, Day Alliance, Memorial Guild, and staff. The experience deepened my appreciation for what it means to belong to All Souls during times of vulnerability, grief, confusion, and life transition. I am profoundly grateful for this community.



Beyond our walls, I had the honor of speaking at the memorial service for Mother Viola Ford Fletcher, the second-to-last living survivor of the 1921 Tulsa Race Massacre, who died at the age of 111. I was also delighted to serve as master of ceremonies for the 111th birthday celebration of Mother Lessie Benningfield Randle, now the sole remaining survivor. Getting to know the survivors and their families over the past 25 years has been one of the great privileges of my ministry.

I am also grateful to Rev. Randy Lewis, who established the Jones Parrish Press on behalf of All Souls this year. In 2021, the congregation voted to contribute \$100,000 to establish a press dedicated to publishing works by African American writers in Tulsa and Oklahoma as a way of



supporting African American storytelling in the voices of those who have lived it. The church undertook this effort as an intentional act of repair, recognizing that one of our founding members and longtime financial supporters owned a newspaper with a history of denigrating the African American community. While we cannot change the past, we can help shape the future by using our resources to ensure these stories are told more truthfully and more fully.

This year, we hosted an interfaith vigil in support of our immigrant neighbors during a time of rising anti-immigrant sentiment and government action. I have also been asked to speak at two “No Kings” rallies in support of American democracy. Throughout this season, I have worked to balance the difficult but necessary task of encouraging respectful dialogue across political divisions while also offering a clear moral witness in support of democratic norms and in opposition to Christian Nationalism.

Respectfully submitted,

Marlin Lavanhar
Senior Minister



Board of Trustees President’s Report

Deanna Tirrell



Every day we make choices about how we will face the world and interact with those around us. We seek belonging and connection to help us explore all the possibilities for our lives. Being a part of All Souls provides many opportunities to live our values, as individuals and as a church. YOU are an important part of this community!

As president of the congregation, I’d like to share some of the values I see embodied in the community of All Souls.

We choose openness & diversity

All Souls’ open arms provide a haven for families and individuals of all ages, all beliefs, all backgrounds. We had almost 100 new members in the last year! I never cease to be moved by the stories shared by new members about what brought them to All Souls, and the home they have found here. And, every member and visitor has a story. A great icebreaker is to simply ask, “What brought you here today?” Be the friendly smile someone sees and feels welcome.

We seek connection & growth

There are so many ways to connect and learn! Our Wednesday Connections meals are a great way to have ‘dinner conversation’ and explore ideas together. The justice teams gather volunteers to address issues in education, sustainability, hunger, and political advocacy. We have opportunities to develop traditions and spiritual practices for ourselves and as a church. All the conversations that take place any time we gather – this is the glue that holds us together. I hope you have found your niche in the All Souls community; if you are still looking, please know that every announcement of an event or gathering is an invitation.



We reach out to our community

We are a place for bringing together people from across Tulsa. From hearing authors and activists speak to holding vigil for our immigrant neighbors, we stand as the conscience of Tulsa. We provide a place for children’s exploration and discovery, a space for those working on recovery, and a haven for sharing grief together. People from across Tulsa and around the world come together here. Our new All Souls affiliate, Jones Parrish Press, will be a vehicle for raising up marginalized voices and unheard stories in our community.

We practice gratitude

Thank you to those who work daily to ensure every person has what they need to participate in the life of our church. We appreciate everyone who helps keep the sound working, the trash emptied, the music playing, the coffee flowing, the money counted, the emails sending, the children learning, the grounds glowing, and our bodies and spirits fed. We have an incredible staff! We are also grateful to celebrate 25 years with our amazing Senior Minister, and have been blessed with all the ministers he has brought here to stir our souls and challenge our thinking.

We give back to our church

When everyone participates, our efforts are multiplied! We have many wonderful volunteers, and there is always room for more. You can commit your time and talent in so many ways. You can help out with children or youth and build up our next generation; you can help prepare and serve meals to fill tummies and hearts. Taking on simple tasks like sorting & stapling, moving chairs, or preparing flowers is an important way you can give back. Your talent is needed for specialized committees that work on fundraising, our outdoor spaces, organizing events, and reaching into the community for social justice.

We are fiscally responsible

We are fortunate to have a team of dedicated, caring leaders serving on the Board of Trustees who oversee the financial and policy aspects of the church.

Each month we review the projected budget and the actual revenue and expenses to provide accountability for your pledges and donations. This past year we created an emergency fund for building repairs, added estate gifts to the endowment, and made sure our program funds are available as needed.

The Board authorized an energy audit to identify ways our upcoming renovations will increase sustainability and reduce expenses.

We currently have task groups exploring ways to increase rental income for church spaces and determining the best use of the ConservAge houses. Policies were approved to provide guidance for communications, document retention, and gift acceptance.

We look to the future

Our successful Capital Campaign was possible because we recognize that our church today is a legacy for the future. Your investment in All Souls makes it possible for us to provide what is needed now, and to prepare for what the future may bring. The updates to our mechanical systems are not glamorous, but will make everything function better. And as we re-imagine our physical spaces, we create new opportunities for fellowship and sharing.

I'm so excited about the future of our church and what we will accomplish together!

Deanna Tirrell, president

2025-26 Board of Trustees

- Deanna Tirrell, President
- Shirley Vincent, VP - Programs
- Eileen Kenney, VP - Finance
- Phil Haney, VP - Compliance
- Ros Elder, Treasurer
- Chad Johnson, Secretary
- Lovelace Akuma
- Francia Allen
- Leonardo De Andrade
- John Burns
- Denise Dutton
- Pauline Farmer-Koppenol
- Deborah Fritts
- Rod Harwood
- Kim Holland
- Ben McDonald
- Dale Watts



Stewardship Report

Phil Morice Brubaker



It has been a truly remarkable year of generosity and gratitude. Unexpected gifts arrived to bolster all three legs of the stewardship stool: today (Operating), tomorrow (Capital), and forever (Endowment). While 7-figure gifts are exciting, some of the most heart-warming stewardship stories are the children who ran a bake sale to raise money for the Capital Campaign and families who can't commit to a large annual pledge but give a few dollars here and there until they surpass their original commitment. Those stories illustrate the attitude of generosity that grounds stewardship at All Souls.

A major focus of the Stewardship Office has been the No Place Like Home Capital Campaign. The 2025 Love & Light Gala was a smashing success, the largest in revenue and possibly the largest in attendance. The Pickleball Tournament continued to find its feet, providing several thousand in revenue while promoting fun competitions in early May 2025 and 2026.

The 2025 Giving Tuesday campaign supported new video projectors in the sanctuary, upgraded parking lot lighting, and provided new security cameras in the education wing. With a lead gift matching the first \$10,000, the campaign reached new heights.

Achievements & Measures:

- 2025 Annual Campaign Wrap-Up:
 - \$1,537,666 raised from 733 donor households
- 2026 Annual Campaign Update, as of April 2026:
 - \$1,304,816 pledged from 600 donor households toward the goal of \$1,488,000
- Giving Tuesday campaign:
 - \$34,000 raised
- Promoted giving through IRAs to reduce donors' taxes
- Promoted planned giving with a workshop by a financial professional and a session with two Life Decisions classes

Goals:

- Renew a Legacy Society to recognize those who have planned to include All Souls in their estate or have given gifts to the church's endowment fund
- Engage Capital Campaign donors during the time between active fundraising and groundbreaking

No Place Like Home Capital Campaign

The Capital Campaign Cabinet is tasked with planning and executing the fundraising activities necessary to complete the planned renovations of the church building. During the last half of 2025 and initial weeks of 2026, rigorous fundraising efforts continued behind the scenes to secure \$12M in pledges before the all-member phase of the Campaign began.

The Campaign entered the all-member phase in February with the congregation pledging over the \$2M additional needed by May 17. The entire congregation should feel a great sense of accomplishment in exceeding the ambitious \$14 million goal.

While active fundraising will only be done quietly, additional gifts are still welcomed to ensure that the project is able to handle the ever-shifting economic realities.

Achievements & Measures:

- Raised over \$14M to renew and restore 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.

Achievements & Measures:

- Donated \$115,064.54 through Sunday plate collections
- Supported 46 organizations addressing health, human rights and equality, justice, education, community development and disaster relief
- Replaced two members and added a third. Adding depth of knowledge of community needs and available resources

Goals:

- Continue collaboration with the Worship Team
- Mentor new members for future growth
- Committee Chair replacement

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.

Achievements & Measures:

- The Gala was held on November 1, 2025, at Southern Hills Country Club, with over 300 guests attending
- To make sure the event was as accessible as possible, scholarships were offered for lower-cost tickets, supported by generous donors
- Rev. Marlin Lavanhar was honored for his 25 years as senior minister
- Over \$160,000 was raised

2025-2026 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

2026-2027 Goals:

- Hold another successful Gala on October 24, 2026, at the DoubleTree Hotel Warren Place
- Increase involvement by and awareness of the Justice Teams
- Raise \$129,000 for the church and Justice Teams
- Hold a pre-Gala reception on Friday to welcome All Souls Everywhere members to Tulsa and connect them with Tulsa members at the Church Studio

Pickleball

The Pickleball Committee plans an annual pickleball tournament as a FUN-draiser for the church.

Achievements & Measures:

- The second All Souls pickleball tournament was held on May 3, 2025 with 20 players
- The event raised \$2,688
- The third All Souls pickleball tournament was held on May 2, 2026 with 18 players
- The event raised \$1607
- In 2025 and 2026, the Pickleball Committee held 4 informal sessions in order to build a pickleball playing community and improve skills
- We have increased our list of members interested in playing pickleball to 73 over the past 2 years

2025-2026 Goals:

- Hold another fundraising tournament in 2025 and 2026, with a revenue goal of \$4,000 each
- Build a pickleball community at All Souls who will come out to support the tournament

2026-2027 Goals:

- Hold a fundraising tournament in the spring 2027, with revenue goal of \$2500
- Increase the number of family and business sponsors in 2027
- Hold at least 4 informal pickleball sessions to improve members' pickleball skills as well as increase the awareness of and participation in the spring 2027 fundraiser



Membership

Nefertiti Sanders

All Souls is home to 1,707 local members in Tulsa and 193 All Souls Everywhere members who join us from across the globe. Together, our 1,900 members help shape the life of the church through their generosity, involvement, and the sharing of their unique gifts and talents. The Membership Office works to maintain accurate records and create a welcoming, thoughtful process so that every member and guest feels truly connected to the All Souls community.

This year, we have continued to see new guests and members come to All Souls looking for a community of like-minded people to counter the division and isolation that is so prevalent in our society. Along the way, many shared deeply personal stories about their journeys. They came from a wide range of faith backgrounds - Unitarian, Pentecostal, Catholic, Mormon, Hindu, Baptist, and others - and shared that they never imagined a place like All Souls could exist.

Some spoke about experiences of religious trauma and their desire to find a community where they and their families could feel safe, affirmed, and supported. Many expressed gratitude for finding a loving and inclusive community where they truly belong.

Year In Review:

- 98 new members (May 2025 – Apr. 2026)
- 444 guest bags distributed
- 231 Guest Cards received
- 210 new guests visited Sunday Meet & Greets
- 93 people attended Joining Class in person
- 25 people submitted membership forms online
- 17 new guests redeemed meal tickets
- 4 New Member Recognition events held in 2025-2026
- 2 New Member Dinners hosted in 2025-2026
- Held All Souls Everywhere Zoom Meet & Greet
- Hosted Welcoming Souls retreat

Challenges:

- Engaging All Souls Everywhere members and new members
- Recruiting and retaining hospitality volunteers

2025-2026 Goals:

- Develop All Souls Everywhere (ASE) Member Task Force
- Strengthen engagement with remote community
- Teach Coming of Age class about membership
- Maintain and enhance data accuracy in Realm
- Train and recruit volunteers with Welcoming Souls team

2025-2026 Results:

- ASE Task Force created and meets monthly
- Completed survey of ASE members to understand how to better meet needs
- Talked with Coming of Age class about membership
- Improved guest bag distribution process
- Increased number of members using Realm
- Participated in Program Expo
- Added first-timer table and host at Wednesday dinner

2026-2027 Goals:

- Launch New Member Hub/Portal in Realm
- Talk about membership at Coming of Age dinner
- Complete Love Beyond Belief manual for Joining Class
- Create engagement opportunities for online community, with ministers and communications team



Welcoming Souls

Bill Kellough

Welcoming Souls' purpose is to provide a friendly and informed source of volunteers to enhance the experience of members and, importantly, to provide guests and new members with a warm introduction to All Souls and all of its multi-faceted programs and services.

Specifically, Welcoming Souls recruits, trains, and staffs ushers, door greeters, the foyer Welcome Table hosts, chat hosts for online

members and guests, including both a Zoom session during and after each Sunday service and Facebook Live, and direct personal contact with guests.

Achievements & Measures:

- Provided volunteer staffing for ushering, greeters, Welcome Table Hosts, Meet and Greet hosts and online Chat Hosts for all Sunday services for 25-26
- 85 guest contacted after filling out guest cards

2025-2026 Goals:

- Recruit and train volunteers
- Provide training for safety and security
- Enhance online experience for All Souls Everywhere members

2026-2027 Goals:

- Recruit and train volunteer staffing for all programs
- Provide friendly and helpful representatives of All Souls in all of the venues we cover
- Provide for succession of leadership



Services & Music

David B. Smith



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

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

Since June 2021, we have continued multi-platform services (both in-person and online) after being closed due to the pandemic. At the time of this report, the building is now fully open and we are continuing two services each Sunday, along with Wednesday evening chapels. This is in addition to ministerial, social, and supportive programming for all ages.

While we continue to offer a multi-platform approach to services

through All Souls Everywhere, most of our congregation members and guests are choosing to be in person.

2025-2026 Goals:

- See and serve increased attendance in person and online
- Attract more guests
- Integrate new members (both in person and online) into the life of the church

- Integrate and improve services and programs to be meaningful and engaging in person and online
- Update equipment for impactful service experience
- Integrate themes and messages more efficiently between worship, programs, and communications

2026-2027 Goals:

- Facilitate increased attendance in person and online
- Attract more guests
- Integrate new members (in-person and online) into the life of the church
- Ease crowd traffic between services
- Integrate and improve multi-platform or hybrid services and programs
- Continue equipment updates for service experience
- Integrate themes and messages more efficiently between worship, programs, and communications

Achievements/Measures:

- Completed most 2025-2026 Goals
- Saw significant growth in visitors and new members in both services since June 2023
- Developed compelling online worship services to meet needs of our community
- Sunday services occasionally include elements for intergenerational participation

Adult Music Program
Dr. Randall Hooper



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

- The Adult Choir is open to all singers without an audition. From sacred to pop, our music is as diverse as our singers. Combined with the Chamber Choir, we perform with a chamber orchestra and brass quartet at various times throughout the year
- The Chamber choir is open to all singers through a simple audition and performs a high level of diverse choral music representing many genres and style periods

Achievements & Measures:

- 350 attended Holiday Concert
- 235 attended Spring Concert
- 174 attended Broadway Review
- 130 attended Choir Resistance Sing
- Combined adult choirs sang at Tulsa Day Center and St. Simeon's Nursing Home during the holidays

- Combined adult choirs performed *Vivaldi Gloria* with chamber orchestra at the Holiday Concert and excerpts from Craig Hella Johnson's *Considering Matthew Shepard* at both the Spring Concert (with chamber orchestra) and Easter services (with brass quartet)
- Chamber Choir performed on the Pride float in October
- Combined choirs celebrated holidays with a party in December and the end of a successful year in June
- Combined adult choirs performed National Anthem at a Drillers game in June

2025-2026 Goals:

- Hire new Director of Music and partner with them to shape an exciting vision for the future of the adult music program

2026-2027 Goals:

- Continue 2 concerts a year performing with chamber orchestra, Broadway Review
- Continue community outreach through performances at Tulsa nursing homes and the Tulsa Day Center
- Perform National Anthem at a Drillers game
- Participate in the Pride parade
- Begin intergenerational summer choir
- Combined adult choir trip to N.Y. to perform at area U.U. churches and other venues
- Sponsor an "Evening with Rick Fortner and Friends" as a church fundraiser

Cherub, Children's & Youth Choirs

David B. Smith

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

CCYC provides the opportunity for singers to expand their social, spiritual, and community development through music, in the framework of a liberal faith.

Families don't have to be a member to sing, and we perform for individuals outside the congregation.

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

2025-2026 Goals:

- Rebuild program following the impact of the pandemic
- Revitalize parental support
- Reinstitute fundraising activities
- Reinstitute annual choir camp and out of town trips
- Be a source of learning and friendship while providing a musically excellent experience

2026-2027 Goals:

- Rebuild choir program following pandemic years
- Recruit and increase parental support
- Reinstitute more fundraising activities



- Reinstitute annual out of town trips
- Be a source of learning and friendship while providing a musically excellent experience

Achievements & Measures:

- Trivia Night fundraising was a great success
- Choir Camp was a great success
- Rehearsals and activities returned almost exclusively to in person
- Participated 90% of regular pre-pandemic service/performance schedule
- Participated in holiday concerts
- Participated in Youth Sunday
- Cherub and Children's choirs rehearsed during Sunday service times

Religious Exploration Shannon Boston

Children's Religious Exploration

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

Achievements & Measures:

- Nearly 300 children registered in program
- 100 attended sporadically
- 58 children average attending each Sunday (grades K-5)
- 61 campers, CITs, and volunteers attended Science is Real Summer Camp
- 36 adults committed to assist during Sunday services
- Held 2 teacher trainings to assist parent volunteers and to assure children's safety
- 1,600 total eggs stuffed for interactive UU values Easter Egg Hunt & change collection



- Full (10 attendees each session) Our Whole Lives (OWL) Sexuality Education classes for grades K-1 and 4-5
- New leaders certified in elementary OWL at training hosted in January
- Developed K-5 theme-based curriculum for this year's rotation and the middle school used the "Building a Better World" UU values role-playing curriculum

2026-2027 Goals:

- Create theme-based curriculum for all Pre-K and elementary classes
- Hold monthly trainings for parents/guardians to discuss themes
- Install the Children's Advisory Team to oversee Pre-K through 8th grade programs

Youth Department

Achievements &

Measures:

- 75 youth from various faiths across the city attended a 'Simple Gifts' presentation

from our youth during the OCCJ Interfaith Tour

- 1,000 pounds of refuse collected at Turkey Mountain thanks to CleanUp Oklahoma, an All Souls youth-led non profit, and the All Souls Green Team
- Produced podcast with Tri City Collective on eating disorders that is currently available on YouTube
- Youth stuffed 1,200 Easter eggs for community egg hunt
- Hosted successful fundraisers - 2 garage sales, 2 art markets, and the Bingo/Chili Cookoff - raising approximately \$10,000
- 100+ people attended Halloween Festival on the west playground, hosted by our youth

2025-2026 Goals:

- Increase volunteer participation
- Increase youth participation
- Cultivate new programming for Middle and High School youth

Adult Religious

Exploration

The Adult Religious Exploration Program at All Souls provides the time and space to practice living into our best selves, learning to be comfortable in discomfort and walking each other home. Here, few questions are answered, all answers are questioned, and much love is shared as we tend to each other's hearts and souls.

Wednesday Connections saw continued growth throughout the year. We offered 25+ classes for adults and added special elementary and middle school programming for our youth. Classes included everything from the 6-session "The Kingdom of Heaven" bible study to monthly Ecstatic Dance offerings.

Achievements & Measures:

- 5 "Lunch and Learn" events held after the second service during the summer
- 50 average attendees at each summer "Lunch and Learn" event
- Average of 85 attended Wednesday Connections classes each week
- 36 different class topics offered during Wednesday Connections

2026-2027 Goals:

- Establish ARE Advisory Board to assist with management of Wednesday evening and Sunday programs





All Souls Reads

All Souls Reads is a book discussion group that explores the human condition when encountering and overcoming oppressive circumstances. The group meets in person and online (allsouls.me/asr) every other month and is open to all. Pre-reading the book is not required.

This first year without the guidance and leadership of Rev. Gerald Davis went well. He left us in good stead with a practice of selecting interesting and award-winning books and asking good questions for discussion as we transferred leadership to a lay-lead team.

Achievements & Measures:

- Discussed *James* by Percival Everett; *They Called Us Enemy* by Geroge Takei; *An African American and Latinx History of the United States* by Paul Ortiz; *Wandering Stars* by Tommy Orange; and *Man Made Monsters* by Andrea Rogers
- Launched Women of All Souls Book Club, which meets on alternate months of ASR, with subjects of particular interest to those who identify as women

2026-2027 Goals:

- Find titles that expand our understanding of what it means to be in dialogue with all of humanity
- Advertise our group so that more people are aware of the opportunity
- Gauge interest in an all-church common read

Book Table

The book table operates every Sunday in Emerson Hall and is staffed by eight volunteers who move the books from storage to the table in Emerson. We are happy to take suggestions from members on books that might be of interest to our membership and we also try to stock books being read by several of the church book study groups.

We purchase our books from Ingram Supply (an independent book wholesaler at a 40% discount with free shipping). We also purchase books from the UU Bookstore. The inventory is focused on non-fiction and children's books with a few fiction titles ordered.

Achievements & Measures:

- \$5,000 average income donated to All Souls per year
- \$100+ in book sales each Sunday

2025-2026 Goals:

- Be a welcoming space for visitors and a neutral place to browse for reading material and to learn about All Souls
- Maintain our level of sales

2026-2027 Goals:

- Bring in new book table volunteers
- Support the All Souls reading groups

Conscious Inclusion

Conscious Inclusion is a nine-month course that fosters deeper connections with ourselves and our own cultures and across racial and cultural lines, so that we may move forward as allies with a shared understanding. It helps us expand our understanding, heal from past traumas, and create a more inclusive and compassionate community. The course begins with eight racial caucus group sessions in the fall. In the winter and spring, we work together over 10 sessions through Anneliese A. Sing's *The Racial Healing Handbook*

Achievements & Measures:

- 16 individuals completed the Conscious Inclusion program this year and we are looking forward to continuing to offer this course in our regular rotation of adult programs
- Several alumni have expressed interest in facilitating this program

2026-2027 Goals:

- Develop a program where Black, Indigenous, People of Color, and white people come together, learn with and from one another, while minimizing the possibility of harm
- Create next steps for currently graduating alumni

- Train lay leaders to continue the program
- Support group leaders with regular facilitator meetings

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

The mission of D.I.V.E. is to foster beloved relationships, empathetic action, and racial unity through interacting with one another while reflecting on our unique experiences, perspectives, and stories, both traumatic and triumphant. The DIVE Team seeks to bring together culturally diverse individuals to learn new ways of being together through intercultural practice, anti-racist, anti-oppressive, and multicultural habits and skills in an effort to build a multicultural world of the loved community.

Through deep and active listening and sharing with intentional vulnerability, we explore our intersectionality and learn and practice intercultural competencies so that we may continually deepen our commitment to Love Beyond Belief.

Achievements & Measures:

- Lead Conscious Inclusion, a church-wide, nine-month, small-group initiative, which deepens our understanding of self, difference, and the white colonial structure that is superimposed on the culture of the United States

2026-2027 Goals:

- Advised the Board of Trustees and ministers on issues of marginalized, oppressed, or overlooked identities in our church community
- Created and publicized events that align with our goals of inclusion, understanding, and celebration of diversity
- Recruit membership from Conscious Inclusion alumni who are willing to take leadership roles



Childcare

All Souls provides a safe and caring space for all children when they enter our doors and participate in our programs. Childcare is provided for infants through Pre-K age each Sunday morning, Wednesday Community Connections evenings, and a variety of other church-sponsored programs throughout the year.

Our pre-K room gives children an opportunity to be creative, learn to play alongside and with others, and feel comfortable in the church building as a safe place.

When children enter kindergarten to fifth grade, they transition to a weekly Sunday School class. As with pre-k children, childcare is also offered to this age group during Wednesday Community Connections and other church-sponsored activities as requested.

Achievements & Measures:

- 52 pre-k children registered
- 40 children registered for Wednesday evenings
- Added another room to separate kids that are potty trained from others who are not
- Two certified teachers on staff
- Program operating at fully functioning status

2025-2026 Goals:

- Employ and train adult supervisor for each childcare room along with teen helpers
- Find, create, and use curricula for the Pre-K classroom
- Fully redevelop KDO program

2026-2027 Goals:

- Implement curriculum created for children 3-5 years
- Create Wednesday evening activities for children over 7 years to middle school



Kids Day Out

The All Souls Kids' Day Out program offers children the time and space to expand their world socially, physically, intellectually, and spiritually. Each day we offer a variety of options through dramatic play and artistic creation. We sing, dance, and play outside. We read stories and explore the natural world. With the reopening of KDO, and the hard work of Tiffany Cross, our childcare program has grown to its fully functioning status!

Achievements & Measures:

- Average of 4.8 children each program day, with high of 8 registered

2025-2026 Goals:

- Launch program

2026-2027 Goals:

- Increase registration to 10 with average attendance >8 kids per day
- Advertise to increase awareness



KIDS' DAY OUT

Monday, Wednesday, & Friday
9 AM - 2 PM

- Inclusive Exploration
- Artistic Expression
- Outdoor Play
- Emotional, Physical, & Social Skills

For more information and to register visit: allsoulschurch.org/kidsdayout
All Souls Unitarian Church
2952 S. Peoria Ave.
Tulsa, OK 74114
Contact: Tiffany Cross at tcross@allsoulschurch.org

Assistant Minister **Rev. Randy Lewis**



This past year has been one of growth, deepening responsibility, and expanding vision. As the needs of both our congregation and wider community continue to evolve, much of my ministry has focused on strengthening systems of care, creating spaces for healing, and helping people feel less alone in difficult seasons of life.

This year, I was honored to receive Full Fellowship with the Ministerial Fellowship Committee of the Unitarian Universalist Association after completing the three-year Preliminary Fellowship

process. I also completed Leadership Tulsa and participated in the Finding Our Way Home retreat for People of Color within the UUA, both of which strengthened my leadership, spiritual grounding, and sense of connection within our faith community. I also helped launch Jones Parrish Publishing, a new publishing initiative dedicated to storytelling, cultural memory, and amplifying underrepresented voices.

Throughout this year, I have continued deepening my own practices of prayer, reflection, music, rest, and self-care, recognizing that sustainable ministry requires both compassionate service and healthy grounding.

Worship and Rites of Passage

I continued supporting worship planning and leadership across Sunday services, Wednesday Connections, seasonal programming, and life rites. I preached regularly throughout the year and continued developing a

voice rooted in compassion, authenticity, inclusion, and emotional connection.

Life rites remain one of the most sacred parts of ministry for me. This year, I officiated 5 weddings, provided pre-marital counseling and support, and officiated 12 memorial and funeral services. These moments continue to remind me how deeply people need ritual and a compassionate presence during both celebration and grief.

Pastoral Care and Community Support

This year, I oversaw and supported a broad network of ministries and volunteers focused on emotional support, practical care, accessibility, grief support, visitation, and community connection. These ministries included:

- Care Team & Pastoral Care
- Friendly Souls
- Helping Souls
- Shawl Ministry

- SpiritSong
- Parish Nurses
- Shuttle Ministry
- Healing & Holding Grief
- Recovery From Religious Wounds
- Trekkers Cancer Support
- Diabetes Support Group
- Alzheimer's Support Group
- NAMI-related support and mental health connections
- Memorial support ministries and visitation care

Because of the dedication of our incredible volunteers, several of these ministries remained active through seasons of transition. The Shawl Ministry continues to provide handmade shawls and care items while Friendly Souls also continues its seasonal outreach and connection ministry for members who are homebound or isolated, including holiday deliveries and regular care contacts. Both ministries are currently in need of additional leadership and volunteer support.

I remain deeply grateful for the those caring souls and volunteers who quietly sustain this ministry week after week through acts of compassion and service. I especially want to thank the pastoral care ministers and leaders who have helped sustain this work - Rev. Cathey Edwards, Rev. Dr. Nicole Kirk, Rev. John Biedler, Rev. Doug Inhofe, Rev. Ren Pasco, Julie Tattershall, Courtney Ivy, Greg Bledsoe, and many others who offer care and support to our community.

This year, our congregation has expressed concerns related to emotional health, mental illness, caregiving exhaustion, aging, financial strain, loneliness, and social isolation. We have started exploring more expanded models of care that may include partnerships and collaboration with social workers, parish nurses, financial and budgeting support, mental health professionals, and expanded Wholeness Network referral resource, and I look forward to helping shape those next steps.

Support Groups and Healing Ministries

This year saw continued growth in healing-centered ministries and support groups. Healing and Holding Grief continued to be an important ministry and emotional support for individuals navigating grief and loss. In February 2026, we also launched Recovery from Religious Wounds, a support group focused on healing from harmful religious experiences. The response has generated strong interest and participation from members and the wider Tulsa community.

Many of these ministries developed from listening closely to unmet emotional and spiritual needs and we are exploring opportunities

for future growth and expanded offerings as needs emerge.

Accessibility and Congregational Connection

Now entering its third year, the All Souls Shuttle Ministry serves members who would otherwise struggle to attend worship services and church events due to mobility or transportation barriers. I remain deeply grateful to all the volunteer drivers who have helped establish and sustain this ministry. Special thanks to Jill Overhuls for her leadership and coordination of the team, as well as to current drivers Sam Gillentine, Matt Ackenhausen, and Ron Halford for their continued service and care.

Justice, Leadership, and Community Engagement

Although my formal liaison role with justice ministries shifted following the arrival of Rev. Dr. Nicole Kirk, I continue supporting community engagement and justice-centered ministry through relationship building, pastoral presence, and public witness opportunities. This year also included continued involvement in leadership development, community partnerships, and initiatives focused on healing,



inclusion, and belonging both within and beyond the congregation.

This year reaffirmed for me that ministry is not simply about maintaining programs. It is about helping create spaces where people feel seen, supported, connected, and cared for during some of the most vulnerable moments of their lives. I remain deeply grateful to serve alongside dedicated staff, volunteers, pastoral care leaders, and members who embody compassion, resilience, generosity, and hope. Together, we are building a church that not only responds to crisis, but actively creates opportunities for healing, belonging, and transformation. I look forward to continuing this work in the year ahead with gratitude and love.

Rev. Randy Lewis
Assistant Minister
All Souls Unitarian Church



Care Team

918-724-8326

For pastoral care needs, call
24 hours a day, 7 days a week

Love Beyond Belief
All Souls Unitarian Church, Tulsa

Pastoral Care

Care Team

The Care Team is made up of members who have received lay pastoral care training. Team members provide consistent and reliable pastoral care. They monitor and respond to the 24-hour Care Team line, they communicate with the Minister on Call team, they enter weekly reports on Realm, and they coordinate with Pastoral Care groups.

Between Sunday services you'll find the Care Team Table in Emerson Hall where you may sign cards and communicate concerns.

Achievements & Measures:

- Supported church with 24-hour phone access
- Supported team of Ministers on Call
- Helped ministers recognize life events with the Sunday candle lighting announcements and Care Team cards
- Made hospital and nursing home visits
- Referred people to appropriate services
- Made phone calls to every member on their birthday

- Delivered poinsettias to members who are homebound or in nursing homes on Christmas

2025-2026 Goals:

- Provide high standard of confidential service for members
- Adapt to new I.T. challenges
- Meet regularly for fellowship and education
- Maintain high-level of service by selecting certain volunteers

2026-2027 Goals:

- Adapt to technology issues
- Support pastoral teams while adapting to fewer hours of paid staff support
- Educate ourselves to address a growing need for mental health resources and economic crisis needs among members of all ages

All Souls Shuttle Ministry

The All Souls Shuttle Ministry provides transportation assistance for individuals who would otherwise be unable to attend worship services and church events due to mobility, transportation, or accessibility challenges. They also support major church events, including Festival Sundays, by providing shuttle transportation from overflow parking locations.

Special gratitude is extended to the many volunteer drivers who helped establish and sustain the ministry including Larry Wolverton, Tom Tirrell, Adam Viles, and Jasmine Karlebach. Appreciation is also extended to Jill Overhuls, who now serves as Team Lead and has done an outstanding job coordinating the ministry and volunteer efforts. Current drivers Sam Gillentine, Matt Ackenhausen, and Ron Halford continue providing dependable and compassionate transportation support to the congregation.

We are seeking additional volunteer drivers to expand coverage and better serve members with accessibility and transportation needs. Interested volunteers are encouraged to contact Rev. Randy Lewis at RLewis@allsoulschurch.org.

Achievements & Measures:

- Provided transportation support for members/visitors who might be unable to attend
- Helped reduce transportation barriers for members/visitors
- Supported accessibility, connection, and hospitality
- Supported regular Sunday transportation needs and Festival Sundays with overflow parking services

2025-2026 Goals:

- Maintain reliable Sunday transportation services
- Support Festival Sunday transportation and parking
- Strengthen volunteer driver recruitment and coordination

2026-2027 Goals:

- Recruit and train additional volunteer drivers
- Expand transportation coverage and accessibility support
- Strengthen coordination and reliability for regular and special event shuttle services

Friendly Souls

Friendly Souls is a ministry of connection for members who are homebound, living in care facilities, experiencing isolation, or unable to participate regularly in church life. Through visits, calls, seasonal outreach, and simple acts of kindness, this ministry seeks to

remind people that they remain a valued part of our family.

The 2025-2026 church year was one of transition for Friendly Souls. While they continued serving members, it did so without a dedicated team leader. Even so, the spirit remained alive through the efforts of several faithful volunteers. I am deeply grateful to those who have continued supporting this ministry. Their willingness to stay connected to members reflects the very heart of pastoral care.

Achievements & Measures:

- 28 poinsettias delivered to homebound and isolated members during the holiday season
- Several long-standing Friendly Souls relationships continued through check-ins, visits, and informal outreach

2025-2026 Goals:

- Find new team lead
- Volunteer recruitment
- Find new opportunities to engage current team

2026-2027 Goals:

- Maintain seasonal outreach efforts, including holiday deliveries and care connections for homebound and isolated members
- Identify new opportunities for connection and support for members experiencing loneliness, illness, or mobility challenges
- Recruit volunteers
- Recruit new team lead



Helping Souls

Helping Souls provides practical support and compassionate assistance to All Souls members experiencing illness, recovery, grief, medical challenges, caregiving needs, or life transitions. They help coordinate meal support, transportation assistance, rides to medical appointments, and other acts of care that help individuals remain supported and less isolated during difficult seasons of life.

Helping Souls provides practical care and compassionate support throughout the year under the leadership of Elaine Hammar and a dedicated team of 45 volunteers.

Helping Souls continues to be one of the congregation's most direct expressions of care, providing meals, transportation, and personal connection. Much of this work happens quietly behind the scenes, yet it makes a significant difference in the lives of those receiving care.

Achievements & Measures:

- Coordinated meals, transportation assistance, rides to medical appointments, and support during illness and recovery
- Provided assistance following surgeries and hospitalizations
- Cared for members experiencing grief, caregiving challenges, and major life transitions
- Provided support to approximately 18 individuals and families

2025-2026 Goals:

- Provide meals, transportation, and practical support to members experiencing illness, recovery, grief, and life transitions
- Strengthen volunteer coordination and response efforts
- Reduce isolation and increase connection with members within the church

2026-2027 Goals:

- Recruit additional volunteers
- Improve communication and coordination with Pastoral Care Ministry to better identify and respond to member needs
- Support members facing long-term illness, caregiving responsibilities, and recovery challenges
- Maintain sustainable volunteer involvement

Parish Nurses

Parish Nurses is designed to provide whole person health promotion and disease prevention services with an emphasis on spiritual care.

Achievements & Measures:

- 100+ members assisted through calls, visits, texts and referrals
- Helped members with follow-up visits or phone calls
- Helped members get to medical appointments
- Joined members on medical visits
- Facilitated All Souls Trekkers cancer support group and diabetes support group
- Received positive reviews on 3 Sunday afternoon educational workshops addressing healthy lifestyle



- Wrote detailed document describing mission using the tenets of Unitarian Universalism that will be published by All Souls
- Total service hours are estimated to be over 500 for 2025-2026

2025-2026 Goals:

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

2026-2027 Goals:

- Grow newborn and postpartum support program
- Maintain strong 7 nurse team
- Increase Parish Nurse visibility to the congregation

All Souls Memorial

Garden Team

The Memorial Garden Team beautifies and sustains the Memorial Garden and campus grounds. Weather permitting, we work year-around (9:00AM in the warm months and 1:00PM in the cool months). On the third Friday of each month we meet inside for a planning/catch-up meeting at 9:00AM. All are welcome.

We were delighted to have the three AmeriCorps volunteers living in the Jensen house attend one of our Planning Meetings and then work in the Memorial Garden! 19

Achievements & Measures:

- Revitalization of Sheila's Garden and Butterfly Garden, now includes caterpillar food plants, nectar source plants and water source
- Removed mineral stains on brick walls and sealed brick surrounding Memorial Garden
- Completed major campus tree pruning to mitigate potential storm damage
- Evaluated campus trees compared to original map
- Completed database of plant materials and donors
- Updated the Memorial Garden Record Book
- Established propagation bench to grow perennial ground cover for flower beds
- Planted additional Legacy Trees from All Souls Legacy Tree Nursery on campus
- Donated trees from Legacy Nursery to non-profit organization
- Traveled to Euchee Butterfly Farm in fall 2025
- Established educational training for staff and committed to assist in establishment of fruit tree orchard
- Ordered replacement metal letters for All Souls sign; existing letters to be removed and new letters installed on future expansion wall

2026-2027 Goals:

- Replace deteriorating turf lawn in Memorial Garden with new sod with monies raised from Easter collection plate
- Treat large existing pine trees with vascular infusion of critical minerals and nutrients



to insure continued health

- Construct additional propagation bench to grow perennial plants for members
- Grow Legacy Trees in nursery for replacement of missing original trees and to donate to non-profits
- Clean and repair brick walkway and seal throughout Memorial Garden
- Complete new enlarged compost area built from recycled materials

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.

Achievements & Measures:

- 28 attended across 6 group sessions and 2 individual sessions in spring and fall 2025
- 3 calls made to individuals requesting end-of-life information

2025-2026 Goals:

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

2026-2027 Goals:

- Offer 3 "Death Cafes" or presentations with group discussions concerning end-of-life and appropriate forms through Wednesday Connections or other times
- Respond to phone calls of congregants with questions or requests for assistance involving end-of-life paperwork





Memorial Guild

The Memorial Guild supports memorial and celebration of life services at All Souls Unitarian Church by providing hospitality, ushering, logistical coordination, and compassionate support for families and guests during times of loss. The Guild helps create meaningful services that honor the lives of those being remembered.

This year included leadership transition planning, with Greer Fites assuming the role of chair in May following Kelly Jennings' years of leadership through COVID and multiple staff transitions.

The Guild remains deeply grateful for the opportunity to help families and communities honor loved ones.

Achievements & Measures:

- Coordinated ushers, greeters, welcome table volunteers, and service leads for memorial and celebration of life services
- Recruited/trained volunteers
- Implementation of an electronic church bell system installed for sanctuary, increasing accessibility and ease of use during services

2025-2026 Goals:

- Recruit/train additional volunteers
- Support smooth leadership transition within the Guild
- Improve memorial service logistics and hospitality support

2026-2027 Goals:

- Expand volunteer training and participation
- Strengthen coordination with ministers and staff
- Improve memorial service systems, hospitality, accessibility

SpiritSong

We are a mixed a cappella choral group whose mission is to provide musical comfort to those approaching transition and their families.

We meet each Thursday, either to rehearse at the church or at Clarehouse, where we sing on invitation from any of the residents or their families. We are also on call to provide this ministry when requested by a family in a home, hospital or nursing home.

We have an extensive repertoire and can tailor our selections depending on the religious or secular background of the individual.

Achievements & Measures:

- Provided ministry through song approximately 30 times
- Participated in semiannual remembrance service at Clarehouse
- Sang for 15 residents at the OK Memory Center at request of Luminous Hospice

Life Events

The Life Events team plans and oversees weddings, memorial services, child dedications, and other milestone celebrations throughout the year. They work closely with families, clergy, volunteers, musicians, and staff to coordinate logistics, schedules, communications, and event details, ensuring that each ceremony is meaningful, well-organized, and reflective of the individuals and families being honored.

Achievements & Measures:

- 31 memorials held
- 29 memorial receptions held
- 12 interments held
- 3 weddings held
- 2 wedding receptions held
- 1 child dedication celebrated

2026-2027 Goals:

- Deliver meaningful and well-organized ceremonies
- Strengthen volunteer engagement and training
- Improve coordination and communication systems



Support Groups

All Souls Trekkers:

Living Beyond Cancer

All Souls Trekkers is a weekly Zoom-based group with quarterly “in person” gatherings. Open to cancer survivors, caregivers, adult family members, and healthcare professionals, this group offers a safe space to discuss the various challenges of living with cancer while providing access to community resources, mutual support, and self-advocacy.

Special thanks to Lynne Burson as a co-facilitator and advocate, Mike Tedrick RN as clinical trial research advocate, and Jennifer O’Mahony as Secretary and Brochure Designer. Also, gratitude to the entire ministerial team at All Souls, especially, Rev Randy Lewis and Rev. Dr. Nicole Kirk for their support and guidance.

Achievements & Measures:

- 50 weekly zoom meetings held
- 32 names on membership list
- 8-12 average weekly attendance
- 35-40 attendees across 3 “in person” gatherings
- 10 oncology offices visits to distribute brochures

2025-2026 Goals:

- Increase membership
- Increase awareness of unique needs of cancer patients, long-term survivors, and the needs of their families
- Increase awareness of AfterCare and follow-up issues that cancer survivors face



2026-2027 Goals:

- Work more closely with CLIMB, the Children’s group sponsored by St. Francis Hospital
- Incorporate personal visits with the Social Work and Support Staff of St. John Medical Center, Hillcrest and OU Cancer Center, and Senior Community centers
- Provide guest speakers during group meetings/quarterly gatherings to address specific issues confronted by cancer survivors and their families
- Reaffirm the Trekker Contract of Confidentiality and protect that with a “No Recording” policy for the group meetings

Diabetes Support Group

Diabetes Support Group is for those living with diabetes or wanting knowledge and information on the causes, physical manifestations, treatment and life changes that might occur with a diabetes diagnosis. This group aims to improve the management and quality of life in the diabetic population and encourage those whose lifestyles and family history are high risk for the diagnosis of diabetes.

We have group discussion on the topic of Diabetes via Zoom. The goal is to provide a forum on diabetes for those with diabetes, friends and family of those with diabetes, and caregivers.

2025-2026 Goals:

- Enhance knowledge on managing diabetes
- Educate on ways to enhance quality of life
- Promote an environment of physical activity and healthy food choices

2026-2027 Goals:

- Increase group size
- Enhance participation for those involved
- Provide education, support, and resources that help people living with diabetes improve their health and quality of life
- Expand group to include more people with type 2 diabetes and pre-diabetes

Healing & Holding Grief

The Healing & Holding Grief Support Group provides compassionate community support for individuals navigating grief, loss, and transition and are seeking emotional healing. Open to church members and the wider community, they offer a space to grieve, be supported, and learn practices to help manage grief.

Achievements & Measures:

- Offered regular support gatherings focused on grief, healing, and emotional support
- Utilized a rotating facilitation model of ministers, pastoral care leaders, and trained volunteers
- Created opportunities for participants to process grief through a variety of practices, including rituals, journaling, creative exercises, breath work, guided discussion, mindfulness practices, and reflection
- Focused sessions on helping participants feel less isolated in grief
- Created supportive and compassionate community connections
- Expanded participation from All Souls members and broader community

2025-2026 Goals:

- Create a sustainable and supportive grief care ministry
- Provide diverse grief support practices
- Expand volunteer and facilitator participation

2026-2027 Goals:

- Expand participation and community outreach
- Develop additional grief resources and support opportunities
- Strengthen facilitator training and volunteer support systems



NAMI Family Support Group

The National Alliance on Mental Illness (NAMI) Family Support group is facilitated by trained family members. It provides a supportive space for family members of an individual with severe mental illness to share their experiences, concerns, and support for one another.

Achievements & Measures:

- 3-10 attendees at monthly meetings; the number varies depending on members and their current needs

Recovery(ing) From Religious Wounds Support Group

Recovery From Religious Wounds is a new support group launched in February 2026. It provides compassionate support for individuals healing from harmful religious experiences, spiritual abuse, exclusion, shame-based theology, identity rejection, and religious trauma. The group creates a welcoming and confidential space for participants to process their experiences, rebuild trust, and explore healing and spirituality without judgment.

The group currently meets on the first Sunday of each month and is open to everyone.

Achievements & Measures:

- Quickly generated strong interest and participation from members and wider community
- Meets on the first Sunday of the month
- Has seen growing attendance
- Participants have expressed appreciation for having a safe and affirming environment where difficult religious experiences can be discussed openly and compassionately
- Built a supportive community focused on healing and recovery from harmful religious systems

Due to growing participation and interest, expansion to additional meeting opportunities may be considered in the future.

2025-2026 Goals:

- Launch new support group ministry
- Create a safe and welcoming environment for healing conversations
- Build awareness and participation within both church and community settings

2026-2027 Goals:

- Grow attendance and community awareness
- Expand volunteer and facilitation support
- Offer more than once per month as participation increases

Alzheimer's Support Group

The Alzheimer's Support Group provides education, resources, encouragement, and emotional support for individuals living with Alzheimer's disease and related dementias, as well as family members, caregivers, and loved ones. The group offers a compassionate and welcoming environment where participants can share experiences, receive support, learn practical caregiving strategies, and build meaningful connections with others facing similar challenges.

This group is affiliated with the Alzheimer's Association and serves both the All Souls congregation and the wider Tulsa community.

Achievements & Measures:

- Met twice monthly throughout 2025–2026, offering support, education, and connection for caregivers, individuals living with Alzheimer's disease, and family members impacted by dementia-related illnesses
- Averaged approximately 6 participants per meeting
- Provided an estimated 120–140 participant contacts throughout the year

2025–2026 Goals:

- Provide a safe and supportive environment for caregivers and individuals impacted by Alzheimer's disease
- Increase awareness of dementia-related resources and support services
- Build community and reduce isolation among participants and caregivers



Program Minister

Rev. Dr. Nicole Kirk



I joined the All Souls ministry team to support the growing needs of a busy congregation. In my second year as Program Minister, I deepened my connections with the congregation, the social justice teams, and the ministry team. With immigration raids, attacks on LGBTQ+ neighbors, soaring food prices, and threats to democratic participation our justice teams are more important than ever and offer a way for members to live out their values of love and justice in the wider community.

Much of the year has been spent accompanying and supporting our justice teams. I helped lead immigration vigils across the city of Tulsa with our interfaith partners, presented at a Justice Jam focused on immigration with community leaders, arranged for an AmeriCorps team to rent the Jensen House, and helped our Partners in Education team distribute hats, underwear, gloves, and socks to students at our partner school, Unity Academy. I spoke at the No Kings rally as part of All Souls' public witness, and I

worked with team members and partners to prepare our floats for both the MLK Jr. Day and PRIDE parades. I worked closely with a number of our teams to support their ongoing work and new initiatives. I continue to be in awe of our fabulous leaders and volunteers.

The Justice Jam program launched last year thrived this year. We hosted four justice jams: John Croisant on Public Education in Oklahoma, a session featuring Carlos Moreno's work on the Tulsa and race massacre, a panel on immigration issues, an information session on current work on immigration in Tulsa, and a panel on the history of the Tulsa Race Massacre.

In August, I traveled outside Denver for a community organizing training led by Harvard professor Danielle Allen on building democratic practice and pluralism. I have worked with team leaders on the budgeting and grant processes we began strengthening last year. In February, member Christy Emig and I led the Building the Beloved Community leadership retreat with a group of volunteers who spent a Saturday learning principles of leadership and organizing.

In the fall, I taught two single-session courses on Wednesday nights. The first focused on nature and religion, and the second course focused on pilgrimages. In the spring, I taught a three-session adult education series, Where the Wild Things Are Sacred, on finding the holy in unexpected places. More than thirty people attended all three sessions, and the conversations were powerful and moving. In May, I

was a featured speaker at Circle Cinema following a special screening of the documentary "Defying the Nazis," in partnership with the Tulsa City-County Library and the American Holocaust Museum in Washington, D.C.

None of this happens without all of you. I want to extend special thanks to Shirley Vincent, the Chair of the Justice Council, the social justice team leads (Justice Council), the members who volunteer and show up, my dear colleagues Rev. Dr. Marlin, Rev. Randy, and Pastor David, and the fantastic All Souls staff.

Respectfully submitted,
Rev. Dr. Nicole C. Kirk
Program Minister for Social Justice



Social Justice **All Souls ACTION**

All Souls is a founding member of Allied Communities of Tulsa Inspiring Our Neighborhoods (ACTION), a nonpartisan, interfaith, broad-based organization with 18 institutional members building community power to influence public decisions impacting our lives.

All Souls' ACTION team identifies and trains leaders, hosts listening sessions to identify pressures our members are experiencing, and organizes our congregation to act together to create a better community.

Achievements & Measures:

- Trained 75 church team members in leadership skills
- Held a listening session on pressures members are experiencing
- Approximately 40 members participated in at least one of four city-wide immigration civic academies organized by the ACTION Immigration Team.
- Organized civic academies that focused on busting myths about immigration, included letter-writing to Gov. Stitt and Sen. Lankford, thanking them for their actions in support of immigrants, which led to creating a relationship between ACTION and each political leader
- 10 different team members chaired a monthly team meeting to distribute leadership

2025-2026 Goals:

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

Goals 2026-2027:

- Hold an event in 2026 and 2027 to update All Souls members on important election information
- Provide leadership-development training and civic-engagement opportunities to members of All Souls
- Host listening sessions to identify and act on issues All Souls members are experiencing

All Souls Community

Resource Bank (CRB)

The Community Resource Bank (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.

CRB would like to thank the Staff and Leadership at the Food Bank of Eastern Oklahoma for their example of extreme grace under pressure. Early in June, 2025, the Food Bank's ordering system was hacked and destroyed by outside parties. For two months, all transactions with all agency partners were conducted without any digital interface as the Food Bank rebuilt its systems. A trying situation and an effective response worthy of gratitude.

CRB would also like to thank the Staff and Board of Trustees for their conscientious aid after the theft of the flat-bed trailer in December, 2025. This trailer was integral to our ability to perform large "parking-lot" distributions. With their help we were able to secure both a new trailer and the funding for it. As of May 26th, we are back in the parking lot business!

We are grateful for our partnership with the Darby Foundation and remember our friend and colleague Bob Darby on his passing. Bob was an active and dedicated leader in the community's efforts to reach food security for all and will be missed. Sometimes there are empty spaces that can't be filled by biscuits and beans.

Community Resource Bank By the Numbers – 2025-2026

Assets:

- \$11,418.80 present value of CRB Pantry inventory - May, 2025
- \$30,289.95 - Pantry Inputs
- \$41,708.75 - Sum

Distributions:

- 759 3-bag sets of groceries at \$33.50 per set \$25,426.50
- Other partner distribution \$7,051.45
- Sum \$32,477.95
- Difference – Inventory less Distributions \$9,230.80
- Present value of CRB Pantry inventory May, 2026 \$10,009.72
- Total Distribution - 44,219 lbs.; 22.1 Tons
 - Shelf Stable Groceries - 32,462 lbs.; 16.2 Tons; 73.3%
 - Fresh Produce - 10,089 lbs.; 5.0 Tons; 22.9%
 - Frozen Meat - 1,668 lbs.; 0.8 Tons; 3.8%
- Families Served - 1,942
- Individuals Served - 7,632
 - Adults - 2,991
 - Children - 4,370
 - Seniors - 272

**Our purpose and our work is, simply,
to make sure people have enough to eat –
each day, every day**

CRB will celebrate its 14th birthday this year! We have changed and evolved greatly in that time; but our commitment to alleviating hunger and food insecurity in our communities, both large and small, has never faltered. Each day offers new challenges and new solutions. We remain inspired by the work we have done; sustained by contributions from the congregation and the labor of our volunteers and humbled by the work yet to do.

We look forward to a day when families everywhere can sit down to a healthy, nutritious dinner without wondering where the next meal is coming from.

2025-2026 Goals:

- Integrate specific volunteers with specific partner agencies with intent to provide a level of “base-line” support and create opportunities for awareness and sensitivity to our partner’s programs, staff and volunteers – basic relationship building
- Dedicate volunteers to each of our principle partner agencies
- Work with our partner schools to re-think and re-build our model for getting food to students and their families

- In co-operation with Unity Learning Academy, CRB has sought to re-configure our food programs at the school. We are now concentrating on several “parking lot” distributions to replace the monthly dinners as well as improved dinners to be associated with school programs
- Look for additional partners to alleviate food insecurity
- Revive relationship with Raising Native Hope, old and new friends with serving Tulsa’s indigenous homeless population

2026-2027 Goals:

- Use past year’s experience to become a more effective and efficient organization; better able to serve the needs of both All Souls and the larger Tulsa Community.
- Remain committed to long-standing goals of gratitude, nimbleness, and flexibility
- Investigate and secure alternative sources for fresh produce and protein
- Investigate additional refrigerated storage at the pantry
- Explore new venues and partners to alleviate food insecurity

All Souls Justice Council

Rooted in the Mission of All Souls “to connect people of many beliefs and backgrounds for spiritual growth, intercultural understanding, and service to one another and the world,” the Justice Council supports and provides a forum for the Justice Teams to work in concert to meet their individual teams’ goals and the collective social justice goals of All Souls.

With our vision of All Souls being an important contributor and collaborative partner for social justice in the Tulsa area, the Justice Council manages the awarding of grant funding to the Justice Teams from Gala Funds and supports the Justice Jams series of events covering social justice topics.

Achievements & Measures

- Revised Justice Team granting process
- Awarded \$16,894 in grants to six Justice Teams
- Provided funds to support Tulsa Day Center meals
- Held a series of Justice Jams from June 2025-February 2026, including panels on immigration with three experts; the history of human rights in Tulsa with Carlos Moreno; immigration, safety and solidarity with Rev. Dr. Nicole Kirk and Natalie Arthur; and what we get wrong about Tulsa’s history, with Carlos Moreno and two historians
- 80-100 average attendance per event



2025-2026 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

2026-2027 Goals:

- Engage with the All Souls community through the Justice Jam series
- Increase Justice Teams visibility
- Support membership growth in the Justice Teams
- Grow partnerships with other justice organizations in Tulsa and beyond

Green Team

The Green Team's mission is to promote environmental justice by supporting Earth-friendly practices in our church and community and promoting frontline environmental organizations.

Achievements & Measures:

- Worked on committees that went through 4,000 bills and identified 54 as pro- or anti-environment and reached out to their state and federal representatives
- Green Team members joined CleanUp Oklahoma, a non-profit started by All Souls youth, in cleaning up a portion of Turkey Mountain
- Provided a vegan Earth Day dinner to about 100 attendees in furtherance of our mission to promote frontline environmental organizations

- Continued relationship with the Sustainability Alliance, which helped All Souls identify a reputable Energy Efficiency Auditor for identifying how All Souls can become more energy efficient and reduce its greenhouse gas emissions

2025-2026 Goals:

- Maintain relationship with the Sustainability Alliance through its First Steps Program
- Renew All Souls' Conservation Coalition of Oklahoma membership so that the Green Team will be able to inform congregants of impending dangers to Oklahoma's life-sustaining and live-enhancing resources and how they can act collectively with others to influence public officials to support conserving these resources
- Host the 3rd annual Earth Day Vegan Dinner

2026-2027 Goals:

- Establish a children & youth environmental program
- Establish annual community environmental event to inform our community about important environmental challenges or opportunities (perhaps a program about PFAS and bio-solids)
- Establish a Green Team environmental speakers series that would feature experts on environmental issues, science, technology, etc. (Perhaps a leading expert on mitigating the climate crisis by transitioning from fossil energy to clean renewable energy)



- Maintain Conservation Coalition of Oklahoma membership
- Host annual Earth Day vegan Dinner
- Maintain an interactive relationship with the Sustainability Alliance
- Continue to have a member on the Oklahoma Sierra Club Chapter's Legislative Committee
- Help improve Tulsa's environment by planting trees and gardens, disseminating information about ways individuals and organizations can become more energy efficient and help mitigate the Climate Crisis

Partners In Education

(PIE)

PIE's mission is to partner with teachers to mentor and encourage students to always do their best. We currently partner with two high need schools, Unity Learning Academy (formerly Andrew Jackson Elementary) and Monroe Demonstration Academy. We sponsor student experiences and respond to basic needs throughout the school year.

Achievements & Measures:

- 1,113 total school sweatshirts provided to every student and administrator at partner schools (\$14,164.00 value)
- 235+ Unity students received HUGS (hats, underwear, gloves and socks)
- Provide Unity three family night dinners, along with CRB
- 645 Monroe students taken on all day field trips to the Herman and Kate Kaiser YMCA
- 125 catered meals provided for Unity and Monroe teachers during Teacher Appreciation Week

2025-2026 Goals:

- Add new members to our committee
- Continue our existing activities with partner schools
- Launch sweatshirt fundraising campaign

2026-2027 Goals:

- Identify new ways for volunteers to work with students
- Add new committee members
- Continue current programs with partner schools

Sheila's Circle

Sheila's Circle supports Guatemalan women through a partnership with the non-profit group 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.

Achievements & Measures:

- Raised over \$5,000 through sales
- Raised over \$2,000 through direct donations
- Donated \$7,000 to Friendship Bridge entrepreneurs
- Held sales at All Souls and at the Tulsa Yuletide Market

2025-2026 Goals:

- Educate All Souls members and others about the Mayan women of Guatemala who are the clients and beneficiaries of Friendship Bridge
- Raise funds for Friendship Bridge through sales of crafts and direct donations
- Organize or participate in an Insight Trip to Guatemala

2026-2027 Goals:

- Continue craft sales at All Souls and community events
- Spread the word about the work of Friendship Bridge and the Mayan women and children its supports
- Organize or participate in an Insight Trip to Guatemala



Voting Is Power

Voting is Power (ViP) engages and empowers current and future voters at All Souls, in Tulsa, and in communities across the country. We do this through Voter Education and Voter Mobilization/Registration efforts. We also partner with nationwide non-partisan voting rights groups to write letters, call, and text folks in states and communities where voter suppression is historically and currently a strategy to reduce community power.

Achievements & Measures:

- 13 new contacts added to mailing/meeting notification list
- 10 new regular meeting attendees and volunteers
- Held back-to-school night tabling events at Hale High School and Middle School, and MacArthur Elementary in August 2025; Ellen Ochoa Elementary in September 2025
- Registered/updated around 15 people at One Hope Tulsa tabling event in April 2026

- 1 Sunday morning Voter Registration & Information table/Absentee Ballot notarization event

2025-2026 Goals:

- Add 10 people to our contact list
- Add 5 people to our regular meeting attendee, active volunteer (voter registrar initiative petition) list
- Conduct one or two voter registrant trainings
- Prepare materials for 2026 midterm elections & look for and attend events, especially in low-turnout areas of Tulsa, where we can register voters

2026-2027 Goals:

- Support Tulsa community by providing volunteers for 4 events where community partners are invited
- Explore “OWL but for Civics” idea floated at one of our VIP meetings; age-appropriate “how to be a citizen” topics - how are decisions made, mechanics of elections and voting, how do we get and use power, media literacy
- Hold monthly Emerson Hall tables to inform about June, August, November elections



- Provide notary service
- Encourage people to help through nonpartisan organizations like Vote Forward, UUtheVote, and Reclaim the Vote campaigns



Community & Connection



Boot Camp

Get moving with Noah Johnson of Aspire Fitness during this energizing one-hour boot camp. Open to all fitness abilities, classes meet on Tuesdays and Thursdays at All Souls Church - look for the penguin statue next to the west playground!

Dress comfortably, bring your water bottle, and enjoy a fun, supportive workout in community. Classes are on a sliding scale of \$10 - \$15 per person, per class.

Boot Camp group is open to church members and the larger community. Noah Johnson is trained in martial arts and has offered kick boxing classes and self-defense trainings in the past for the church.

Achievements & Measures:

- 5-8 church members attend twice per week for an hour of exercise
- Around 4 greater community members regularly attend

2025-2026 Goals:

- Create a consistent class attended by 5 people each session

2026-2027 Goals:

- Increase class size on a consistent basis
- Offer additional workshops, community runs, and social get togethers

Tai Chi

Led by local attorney, John Lieber, this gentle movement class focuses on improving balance, flexibility, and strength. Free and open to all. No experience needed - if you can walk a block, you can take this class!

The class meets two times a week for an hour and is open to all ages. The first 30 minutes focus on Tai Chi while the last 30 minutes are halved into a beach ball game and a word game - both activities are group favorites and provide cardio activity and mental engagement.

At first, the group was entirely adults but recently several children have joined and the change has only strengthened the community!

Achievements & Measures:

- Met two times per week for an hour
- Served between 10-15 people each class
- Members have reported making new friends, improving their flexibility and balance, and regular healthy reasons to get out of the house
- Offered a four-part presentation of healthy habits, specifically focused on older health needs

2025-2026 Goals:

- Provide a consistent activity and build a community of 10-12 regular attendees

2026-2027 Goals:

- Maintain class community we have built
- Grow in class size and diversity
- Hold workshop to reintroduce movement to people and get them ready to join regular classes

Ecstatic Dance

All Souls partnered with Ecstatic Dance Tulsa to offer evenings of free dance and movement for all ages and all bodies. These classes were offered during Wednesday Community Connections programming and attracted church members and people from the Tulsa community.

This group's purpose was pure social connection and creativity through movement. The classes attracted about 15-25 people each time, including several small children

Achievements & Measures:

- Served church members and the greater community
- Assisted in the programming of the Women of All Souls retreats

2025-2026 Goals:

- Offer a safe space to hold regular community events

2026-2027 Goals:

- Continuing programming over the summer
- Offer monthly meet ups
- Grow to specialized events and workshops



The Bridge

The Bridge was a group created for younger adults looking to build social community as well as navigate the changes of adulthood. This group had initial energy and ideas for activities but was unable to secure leadership from church members. The idea for this group will be revisited in the future.

Achievements & Measures:

- Enjoyed happy hours, a pool party, creative events, and holiday celebrations
- Held adult only activities and opportunities for families to connect

2025-2026 Goals:

- Create and provide a sustainable place for young adults to connect socially and navigate life's ups and downs

Day Alliance

Day Alliance hosts a monthly lunch with speaker from September through May, except December. We also serve at Memorials.

Achievements & Measures:

- Served at 26 memorials
- Donated the new stove
- Donated over \$10,000 for the capital fund drive

2025-2026 Goals:

- Recruit new members
- Schedule interesting programs for the luncheons

2026-2027 Goals:

- Recruit new members and possible board members
- Schedule interesting programs with the input from members

Men of All Souls

Our mission statement was updated at the beginning of the year to the following: The Men of All Souls' mission is to foster a supportive organization to build strong and honest relationships, serve both the All Souls and Tulsa communities, share stories without judgment, and nurture the well-being of our members in an environment that embraces healthy expressions of masculinity.

Membership is open to all who identify as men and are over the age of 17 regardless of race, ethnicity, religion, sexual orientation, gender expression, or disability.

Achievements & Measures:

- Re-launched the Men's Group with a new mission statement and a new lay-led leadership team
- Held Men's Retreat with Justin Schroeder
- Held various events including a hiking trip and disc golf

2025-2026 Goals:

- Re-launch the Men's Group with a new mission statement and a new leadership team
- Schedule regular social events
- Hold a Men's Retreat

2026-2027 Goals:

- Have events every month
- Hosting another Men's Retreat in early 2027



Women of All Souls

Women of All Souls (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.

The Women of All Souls maintained a steady schedule of events throughout the year, including two on-campus day retreats - one in the fall and one in the spring. The focus of the fall retreat, "Serving from the Saucer," was the idea of self-care and filling your own cup so that you are able to serve and support others with the excess. The women and leaders enjoyed guest speakers, a creative project, a healthy lunch, community time, and light movement.

Our spring retreat, "Reweaving the Matriarchy," focused on social systems and the different roles that help make up an egalitarian society. The women explored their personal roles, did a creative project, enjoyed guest speakers and ecstatic dance, and helped plan the sermon and music for the next morning's service.

Achievements & Measures:

- Offered two on-campus day retreats, one in the fall and one in the spring
- Offered three in-person book clubs, reading *Girl on Girl: How Pop Culture Turned a Generation of Women Against Themselves* by Sophie Gilbert,

- *Erased: What American Patriarchy Has Hidden From Us, and If Women Rose Rooted*, by Sharon Blackie with attendance ranging from 6-15 people of differing ages and backgrounds
- Offered regular community circle for women that focused on meditation, women as spiritual guides, light movement, and connection through topical discussions

2025-2026 Goals:

- Grow and develop leadership from church members
- Offer inclusive and fun activities to a variety of members

2026-2027 Goals:

- Increase number of members leading and hosting activities
- Increase amount of social activities, at or outside of the church, to build community
- Maintain the current activity offering and expand into cohosting with Men of All Souls and 2SLGBTQIA groups

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 Canasta, with a suggested donation.

Achievements & Measures:

- Monthly catered lunch at an affordable price in the Alliance Room for about a dozen mostly seniors September through June.
- After lunch about 6-8 meet for card and board games in the Sonnen Library

2025-2026 Goals:

- Encourage leadership by committed newer members.
- Continue our present program.
- Maintain outreach to those who can no longer attend in person

2026-2027 Goals:

- Encourage leadership by committed newer members
- Continue our present program
- Maintain outreach to those who can no longer attend in person

Unitarian Universalist Parents (UUPs) Coffee Hour

All Souls' parents and caregivers meet weekly after services to discuss current issues and concerns, connect with others, and get support. Open to parents and caregivers of all aged kiddos, and parents-to-be!

The UUPs Coffee Hour offers a continual time (from 10:00-12:30) to meet and relax in Thoreau Lounge. Parents and caregivers come and go as needed to check in, enjoy coffee, and connect with other adults who are experiencing all that comes with raising children. The group has a consistent gathering of 8-15 folks.

Achievements & Measures:

- The group has built a strong foundation of people who connect each week at church and have grown their friendships in the community
- Often discuss current events and how they affect parenting
- Engaged fellow member and parenting coach, Stacey Leigh, to share parenting tips and consult on different topics
- Consistently does creative projects, as well as offer assistance with projects like filling guest bags, mailings, holiday support, etc.

2025-2026 Goals:

- Provide a consistent space for parents to get support, share what they are experiencing, and provide a social outlet to connect and grow family friendships



2026-2027 Goals:

- Maintain group offerings that we have created
- Expand social gatherings inside and outside the church
- Offer more support to the church through service

Sacred Sister Circle

Sacred Sister Circle is a time for women to gather in community, meditate, participate in light movement/yoga, and connect over various topics. Open to all who identify as women.

This group serves 8-20 women almost every month on the Sunday closest to the full moon. The group includes church members and guests from the larger community and is open to tweens through adults and to all who identify as female. Younger guests must be accompanied by an adult.

Achievements & Measures:

- Offers community to women in a safe space
- Explores women's roles as spiritual and religious guides and shares readings focusing on the divine feminine
- Instructor uses meditations, sound bath, yoga, and light movement to explore the connection to self/divine
- Encourages conversation and connection over topical discussions

2025-2026 Goals:

- Offer same class as years past while growing in size
- Get involved in the retreats that WAS offers

2026-2027 Goals:

- Continue style/focus of class
- Add additional opportunities to gather in collaboration with men and nonbinary folks to explore egalitarian community, and the divine feminine and masculine

Operations Report **Hannah Middlebrook**



As executive director of operations, among many other things, it is my great pleasure to manage the staff at All Souls. I can say without hesitation that our staff are unmatched in skill and dedication. To keep everything running smoothly, we employ 39 full and part time staff, including contractors in the AV and childcare departments. This is a *huge* operation for a local church and I am so honored to work with each and every one of these amazing individuals.

While I oversee the staff, as a whole, my direct reports are in the administrative and operations realm. I want to highlight how fortunate we are to have the staff we do.

As you likely know already, fundraising was at the forefront for All Souls this year and you probably received communication from some kind from Phil Brubaker.

As Director of Stewardship and Membership, Phil headed up the capital campaign, with the assistance of Rev. Marlin and the capital campaign committee. All of that alongside his already substantial duties, securing operating funds for the church through the annual campaign, the gala, and the pickleball tournament. I'm sure you can appreciate that this is a heavy lift, considering our pledge campaign goal in 2025 was \$1m+ and the capital campaign goal was \$14m+.

In May of 2026, we celebrated the successful completion of the capital campaign! Phil is the level head we need in this high-pressure position and has proved time and again what an asset he is to All Souls.

If you have questions about the capital campaign, the gala, or any other fundraising at All Souls, contact Phil at PBrubaker@AllSoulsChurch.org.



Working alongside Phil is Nefertiti Sanders, our Membership Administrator. If you have attended a joining class or new member dinner, you have seen Nef in action. Among her many responsibilities, Nef manages the church database, which is a significant responsibility.

This job involves ensuring all member contact information is up to date, visitors and new members have the information they need to get involved, All Souls Everywhere Members feel included, and ministers and staff have details vital to supporting a community such as ours.

Nefertiti also oversees our Welcoming Souls comprised of ushers, greeters, welcome table volunteers, chat hosts, and Wednesday Night Connections hosts. Her careful planning and communication mean we can always count on our volunteers when they are needed. If you've met Nef, you know that she is a kind and funny person, but what you may not see is that her diligence and incredible attention to detail are the backbone of everything at All Souls.

If you need help updating your contact information, have questions about membership, or if you're interested in volunteering as a Welcoming Soul, reach out to Nef at NSanders@AllSoulsChurch.org.

The communication team is an integral part of the All Souls system. Communication Manager Garrett Powders, and Communication Associate Hunter Jameson – together lovingly dubbed “Gunter” – along with AV Coordinator, Eve Bjornsgaard are the folks behind the weekly emails, posters, social media presence, livestreams and recordings. It is no easy feat to bring the visions of our ministerial team to life and juggle the day-to-day needs of an unbelievably

active community. Garrett makes sure his team is always ready to make things happen, and be certain All Souls is represented in a professional and polished manner. *And* they always have a positive attitude and willing heart.

If you would like to reach the communications team, email GPowders@AllSoulsChurch.org, HJameson@AllSoulsChurch.org, or EBjornsgaard@AllSoulsChurch.org

Two individuals who are rarely seen by members of the congregation, but who are absolutely essential to the functioning of All Souls are Finance Manager Samantha Cotton, and Finance Associate Roma Whitely. Every single financial transaction goes through their department and, with dozens of groups at All Souls, there are a lot of transactions. In addition to heading up the budgeting process, Samantha works closely with the Investment Committee, the Audit Committee and the Board of Trustees to make certain staff and volunteers have a clear picture of the financial standing of the church. Reach out to Sam at SCotton@allsoulschurch.org and Roma at RWhiteley@allsoulschurch.org for your financial questions.



New to the staff this year is Kelly McDonald, our Front Desk Associate. Kelly assumed the position when Hunter was promoted to Communication Associate, and Kelly has brought much needed organization to our office space and storage areas. She immediately got to work clearing out years' worth of...stuff... that no longer had a useful life at All Souls. She labeled and culled and generally rearranged to make everything so much more accessible. She is a friendly face in the office, a cheerful voice on the phone, and always ready to buoy the spirits of stressed-out staff. If you haven't had a chance to meet Kelly, stop by the office and say “hi.”

If you need help with booking an event, submitting a pledge payment, getting a message to a member of staff, or just don't know where to start, email Kelly at KMcDonald@AllSoulsChurch.org

We are so fortunate to have a skilled Building and Grounds Manager in Jerry Burleson. Jerry's years of experience in corporate facilities management mean he has seen pretty much everything, and fixed just about anything. His patience and willingness to step in at any hour are gifts as he is also tasked with keeping our ancient HVAC system limping along until it's replaced.

Jerry is a great example of leadership over the sexton team, as well as community service volunteers, and is always ready to help staff and congregants. Jerry's position means he is on call 24/7 and often has to answer calls

from the alarm company in the middle of the night, respond to issues outside of office hours, and step in during any number of crises. He's worth his weight in gold, and now, with Lead Sexton Angela Henderson at his side, as well as Sextons Fatouh Kabalan, and Michael Smith, we have a dream team! You can email Jerry at JBurleson@AllSoulsChurch.org and Angela at AHenderson@AllSoulsChurch.org.

Now on to I.T. Manager John Boston. What would we do without John? He is always – and I mean always – ready to help with any computer and network issues. He keeps staff computers functioning, maintains cybersecurity compliance, keeps our eyes trained on the latest scams, helps staff and congregants with Realm, hosts our Sunday zoom, cooks dinners for Wednesday Night Connections, New Member Dinners, and various other events throughout the year. And, he spoils the staff with the concoctions he fixes up with leftovers and garden treats. John is the definition of team player.

Have a question about Realm? Reach out to John at JBoston@AllSoulsChurch.org.



Although these folks do not report to me directly, I would be remiss if I didn't sing the praises of Worship Assistant Lei Rumley, Youth Coordinator Corey Smith, Ministers' Assistant and Life Events Coordinator Kacy Selby, Programs and Volunteer Coordinator Quanah Scoggins, and Program Associate Paula Vella who regularly coordinate with operations on a whole host of things, from the 2025 Disco-themed Volunteer Appreciation party to our annual Heritage Sunday celebrations. These are the worker bees who make things beautiful, identify potential snafus and come up with creative solutions both inside and outside of the sanctuary.

All Souls is, indeed, a community that Loves Beyond Belief, and that extends to the staff. This team cares deeply about each other. They carry the weight when others can't, check in during times of need, co-parent children, show up with meals, and generally have each other's backs.

I hope you, as a congregation, can feel the love these amazing individuals have for each other, and for you.

Accomplishments & Measures

- Convened and supported the Music Director Search Committee during a national search, yielding the wonderful Dr. Randall Hooper
- Worked with the Rental Income Task Force to identify creative ways to increase rental income

- Partnered with the Building and Grounds Manager and Ministers' Assistant and Life Events Coordinator to review and implement updated rental rates to keep up with inflation and area competitors
- Worked with Rev. Nicole to identify new renters for our social justice property, sealing an agreement with Tulsa Responds to house an Americorp team providing no cost tax preparation to low-income Tulsans
- Conducted a search for, and successfully hired, a new Front Office Associate after Hunter's promotion
- Contracted with ES2 for an energy audit to support the Master Planning Committee with the best possible green options for our renovation
- Worked with the Master Planning Committee to keep the capital renovation project moving forward
- Maintained staff and volunteer compliance with Child Abuse Prevention training
- Secured property insurance in a highly volatile and restrictive market
- Successfully managed complex planning and staffing for Christmas, Heritage Sunday, Easter, Volunteer Appreciation Party, Homecoming Sunday, and many more one-time and annual events
- Secured a free Stop the Bleed training course made available to staff, Welcoming Souls, and Children & Youth volunteers

- Started and served as staff liaison for The New Menopause Book Club
- Oversaw the implementation of a digital event form to streamline and clarify the booking and communication process

2026-2027 Goals:

- Finalize improved safety and security policies
- Work with the Rental Income Task Force to design package prices for events
- Provide staff development opportunities tailored to individual staff
- Ensure all staff are trained in CPR and/or Stop the Bleed
- Negotiate and finalize the contract with the architects for the capital improvements project
- Serve as the 'owner rep' for the renovation, acting as liaison with responsibility between the staff, architect, contractors and the Master Planning Committee
- Support the Master Planning Committee through decision making processes as we move toward the start of the renovation

In the community, I am a founding member of the Tallasi Creek Council Oak Tree Foundation and currently serve as the VP Compliance. This foundation was established to work with the Creek Nation to preserve, protect and promote the historic tree and the history of the area. The foundation was instrumental in securing the transfer of Creek Council Oak Tree

Park and Stickball Park back to the Creek Nation in November of 2025.

Accessibility Committee

Improve the accessibility of the Church for people with disabilities.

2025-2026 Goals:

- Complete braille hymnals
- Improve acoustics in Emerson Hall for hard-of-hearing people
- Develop certification for service animals

2026-2027 Goals:

- Cooperate with remodeling plans to improve accessibility
- Explore ways to reach out to disabled people
- Improve braille signage

AV & Communications

The AV & Communications Department provides audio, video, website management, email communications, social media, graphic design, and promotional support across All Souls.

Achievements & Measures:

- Supported weekly worship services through audio, video, projection, and online engagement
- Live-streamed all Sunday services
- Expanded online ASL interpretation, allowing interpreters to participate remotely
- Maintained the All Souls website
- Produced email communications, social media content and promotional materials
- Provided communications support for major congregational initiatives including the Capital Campaign

2025-2026 Goals

- Added a hearing assistance system
- Installed 2 new projectors in the sanctuary through the generosity of

Giving Tuesday donors.

- Added a bell tower microphone so the bell can be heard during services
- Expanded short-form video production and social media to increase engagement and visibility
- Improved coordination between departments through more consistent communications planning and support

2026-2027 Goals

- Recruit and train additional volunteers
- Replace primary livestream computer
- Expand video storytelling and digital engagement efforts
- Develop additional systems and workflows to support growing communications needs across the congregation

Building & Grounds

The Building and Grounds department encompasses the Memorial Garden, all landscaped and green areas across the property and the facility itself, as well as the personnel responsible for maintaining these areas including the Sextons and the Building and Grounds Manager, Jerry Burleson.

Achievements & Measures:

- Coordinated several large-scale repair projects for the Conservage homes
- Coordinated with more than 20 external rental groups hosted at All Souls
- Oversaw the replacement and upgrade of parking lot lighting with modern LED fixtures, improving illumination quality, enhancing safety, and

increasing energy efficiency

- Assisted in the procurement and acquisition of a new flatbed trailer to ensure it met operational requirements and cost considerations
- Collaborated with the Memorial Garden Team on multiple grounds projects, including tree trimming, debris removal, irrigation system maintenance, as well as repairs and modifications to support overall landscape health and functionality.
- Coordinated multiple HVAC system repairs and replacements

Information Technology (I.T.)

The I.T. Department provides technical support for computer software, hardware, telephones, and other electronic devices for our staff and members.

Achievements & Measures:

- All Souls conducted 1,620 Zoom meetings lasting 7,255 hours
- We added Honduras and Costa Rica to the list of nations we reached with Zoom
- An All Souls family moved to Ireland, and have remained connected via Zoom to services as well as youth programming
- Uganda was the top country other than the USA for Zoom connection time
- We have continued to implement Realm for communication throughout the church, and have 659 members logging in now

- All of our events are now published to the web via Realm, and we're taking advantage of the group management and volunteer management features of the software
- Our Microsoft licensing has been renewed, taking advantage of discounted licenses for non-profits

2025-2026 Goals:

- Upgrade all users to Windows 11
- Refresh Microsoft licensing to make sure we're taking advantage of all non-profit discounts

2026-2027 Goals:

- Organize data and eliminate duplicate files
- Reduce licensing cost on software where possible
- Implement check-in for children and youth using Realm
- To further encourage the adoption of Realm as our church management software, we began making use of the "Serving Teams" feature in Realm for volunteer management. We have a dozen active Serving Teams to help manage our ushers, greeters, drivers, and other pools of volunteers

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.

Achievements & Measures:

- Repair and paint exterior windows
- Paint curb in front of church
- Plumbing repair in the basement
- Door closer repair
- Paint walls and stage in Majestic Theater
- Repair floor in Twilight Zone

2025-2026 Goals:

- Paint windows
- Paint curb
- Interior painting projects

2026-2027 Goals:

- Repair/paint windows
- Paint exterior doors
- Trim work



Finance

Audit Committee

The All Souls Audit Committee provides an oversight of the Church's finances and works collaboratively with the Church's Finance Manager. The Audit Committee advises and approves 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 reviews the audit report and presents the report and findings to the All Souls Board of Trustees.

Achievements & Measures:

- Held regular monthly meetings where the finance manager provided regular financial reporting, clarified system updates, and identified risks
- Monitored ongoing financial condition of the church and reported to the Board of Trustees as needed

2025-2026 Goals:

- Recruit new Audit Committee members
- Work with the senior minister and staff to review the church's financial condition and controls
- Consult with other committees as appropriate

2026-2027 Goals:

- Recruit new Audit Committee members
- Work with finance manager to make financial statements clearer and more comprehensive
- Provide another layer of oversight of the expenditures

for the capital campaign

Investment Committee

The responsibility of the Investment Committee is to manage the investment funds of the All Souls Unitarian Church guided by the Investment Policies and Procedures approved by the Board of Trustees (BOT).

Achievements & Measures:

- Market Value of the Pooled Endowment at year end 2025 was \$7,353,769, an increase of \$988,726 or 15.5%
- Market Value of the Becky Johnson Endowment at year end 2025 was \$2,457,524, an increase of \$288,777 or 13.3%
- Market Value of the Restricted Funds at year end 2025 was \$2,909,596, an increase of \$289,578 or 11.1%
- Distributions from the Pooled Endowment totaled \$283,044
- Distributions from the Becky Johnson Endowment totaled \$98,000
- Distributions from the Restricted Funds totaled \$94,400
- Major donations to the funds totaled about \$480,000



Finance By The Numbers: 2025

- \$475,444 distributed from endowment and donor specified funds
- \$1.57 million in pledge revenue in 2025
- \$3.33 million in total revenue in 2025
- \$4.08 million in Capital giving
- \$115,064 raised for other organizations through Sunday offering



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