



ANNUAL REPORT

2023/2024

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Executive & Ministerial

All Souls Board of Trustees President's Report

Eileen L. Kenney



Introduction:

I recently had the pleasure of attending our New Member Dinner, where **we welcomed 70 new members** of our All Souls' community. It was a beautiful evening filled with positive energy, and several new members spoke of what drew them to All Souls. As I listened to their stories, it reminded me of the vital role our church plays within our Tulsa community and beyond. **Stories of acceptance, hope, and belonging were plentiful.** In some cases, new members were returning home to Tulsa after years away, and in other cases, new members had been here only a few months. The common denominator was that each member spoke of the unique, welcoming feeling they received from All Souls and their enthusiasm at being part of our congregation. This atmosphere of love and acceptance does not happen by chance; it takes hard work and energy to develop services, outreach, and programs that meet the intellectual and spiritual needs of our diverse congregation and broader community. We are immensely fortunate to have incredibly talented ministers and staff working to ensure that visitors and members alike are supported from the moment of first contact and beyond. I am grateful to each member of the All Souls' staff for their dedication.

Continued Improvements To A Beautiful Church

We continue to improve our physical structure and infrastructure to ensure a comfortable and vibrant environment. Many of us sit in Sunday services watching the light stream into our beautiful sanctuary from our new windows and admiring the trees and gardens beyond those windows. Our gardens, and the new pet memorial, have never looked lovelier, and our devoted volunteers who help maintain the gardens deserve special thanks. These improvements are the result of fundraising and donors' funds that were designated to improve our beloved church building.

Investing Long-Term:

Just as each of your pledges is an investment in All Souls, our endowment is also an investment in the long-term strength and health of our church. Our endowment is skillfully managed by professionals and overseen by the Investment Committee. The Investment Committee recently approved a reallocation study to determine the best approach to increase our returns and decrease our fees. We are confident that our revised allocation structure will serve us well for years to come.

A Successful Love & Light Gala:

In September, we hosted the successful **Love and Light Gala that exceeded its revenue projections!** It was wonderful to look across the room and see so many engaged members focused on supporting All Souls while having a fabulous time with friends. A portion of the funds raised from the Gala support our Justice Council and help extend the reach of all Souls beyond our church walls into our larger Tulsa community. In January, I had the opportunity to serve alongside fellow board members at Tulsa Day Center as we served a nourishing dinner, prepared with love, for members of our community who are experiencing homelessness. This is something our Community Resource Bank has done for years on the first Thursday of each month and helps embody our pledge of "Service is our Law."

All Souls Board of Trustees President's Report

Eileen L. Kenney



A Record Number of New Members:

The Board of Trustees has spent several months focused on All Souls' fiscal strength to ensure that we are in a position to continue and even expand our mission within the community. Our membership is growing, with **a record 139 new members** joining this year. With our new members, **our congregation is 1,730 members strong!**

You Can Make Our Community Even Stronger:

I occasionally have the opportunity to stand at the front of the sanctuary, and as I look out on your beautiful faces or if I'm joining online, I am struck by the sense of community that exists within All Souls—both in-person and for those who attend virtually. We are only as strong as our membership/congregation and that means each of you. It takes each of us with a commitment of engagement and support for All Souls to fulfill our mission. **If you are not already serving on a committee, participating in a program, or volunteering at any level, please find a way to do so**—even small amounts of time and energy can have large effects on our church. We need you!

Conclusion:

Finally, our Board of Trustees exists to represent you. Please let us know what you're thinking or if you have questions. We look forward to hearing from you.

Thank you for the opportunity to serve.

Senior Minister's Report

Rev. Dr. Marlin Lavanhar



Introduction:

It has been a year of tremendous growth and some major losses. **People have been joining the church** over the past 12 months at an average rate of about 10 adults, plus their children, per month. The stories of how they found us and why they are joining are profoundly moving. Alongside this growth, this year we have lost many members to death as well as our beloved Affiliate Minister, Bishop Carlton Pearson.

A Year of Loss & Growth:

The services for Bishop Pearson were full of people and ceremony. At the family's request, **All Souls sanctuary served as the location for public viewing of Bishop Pearson.** The viewing and memorial brought people from around the country, including many Bishops from African American churches and denominations. The list of dignitaries is too long to list. The service included the following speakers: Michael Beckwith, Bishop D.E. Paulk, Pastor Michael Todd, Rabbi Marc Fitzerman, Rev. Celeste (formerly Tamara) Lebak, Rev. Rodney Goss, Bishop Bernard Jordan, Rev. Chris Moore and Aliye Shimi from the Muslim community along with me and Rev. Randy Lewis. We also lost Barbara Wolf, the wife of Rev. John B. Wolf who came to serve All Souls in 1960 and who remained actively involved for 63 years. Another goodbye was Rev. Barbara Prose who moved to Oregon to be closer to family. She served as a minister of the church for 13 years and left us with many significant, ongoing programs.

An Incredible Team:

The board and I decided that instead of immediately replacing Rev. Prose's position as Executive Minister, we would hire a Director of Operations. We were delighted that Hannah Middlebrook joined our staff in this role. We also brought on a new Ministers' Assistant and Life Events Coordinator, Kacy Selby. A new Communications Director, Garrett Powders. A new Audio/Visual Coordinator, Ryan Higgs. We hired a new Business Manager, Jonathan Sweet and a Stewardship Director, Phil Brubaker. These new staff persons have added a great deal of capacity to our staff team. The search to hire a third full-time minister will begin when our budget allows us to pay for the additional position. The board has contracted with Rev. Randy Lewis to stay an additional year from May 2024-May 2025.

Year In Review:

- A few highlights of the year include The Point Humanist Hour moving back into the sanctuary so that we could have fellowship on Sundays in Emerson Hall. The fellowship has been a major success as people want to create community after the Covid-19 pandemic years.
- The Master Planning Committee is hard at work on renovation plans for our campus. Fundraising should begin soon and carry into 2025.
- In September, an unexpected monthly theme emerged focusing on the Barbie Movie and the many social issues it raised. We captured the moment and the church was full every Sunday.



Senior Minister's Report

Rev. Dr. Marlin Lavanhar



In The Community:

In the community, I am currently serving as the President of the Board of the Greenwood Cultural Center and the Vice President of the Knippa Ecumenical Lecture Series. Rev. Randy Lewis has begun to share my role on the Mayor's Police and Community Coalition (MPACC). Within Unitarian Universalism: I remain a member of the Unitarian Universalist Minister's Association (UUMA) and the Senior Ministers of Large UU Congregations (SMOLUUC) and serve as the President of the Prairie Group ministers study group.

Looking Ahead:

In July 2024, **I will complete 24 years as the Senior Minister** of All Souls. I am now not only dedicating the children of couples I married but marrying children I dedicated. I have officiated all of the major rites of passage for certain families within the church, including celebrating both weddings and births and memorializing those who have died.

Conclusion:

The losses have become more and more personal and painful as the relationships with those who are dying have been so dear and long-lasting. I could not be more fortunate to have such a dedicated staff team, clergy colleagues and board of trustees. In many ways, despite the losses, this has been one of the most meaningful and memorable years of ministry, for me, with this congregation.

Respectfully Submitted,

Marlin Lavanhar, Senior Minister

Director of Operations Report

Hannah Middlebrook



Introduction:

In July of 2023, I joined All Souls as the Executive Director of Operations after 10 years at Trinity Episcopal Church. As many of us will agree, starting a new job can sometimes be daunting and I had the usual doubts about my preparedness, whether I would enjoy my new co-workers, and whether or not I would enjoy my new position. I needn't have worried at all. I was welcomed so warmly by staff and members, alike, and quickly hit the ground running.

Learning The Culture:

I spent the first few weeks watching and listening, learning the culture, getting to know members, and identifying ways I could help. **The first thing that struck me was how engaged this congregation is; how willing everyone is to step up and “walk the walk.”** As the ancient Greek playwright, Sophocles, said “If we always helped one another, no one would need luck.” If any community embodies this philosophy, it’s All Souls. But I quickly noted that the staff was stretched too thin, and tasks needed to be streamlined to improve workflow and processes, which ultimately improves the experience of members, too.

Getting Started:

My immediate tasks were to fill some of the gaps left by Rev. Barbara Prose, as well as taking on much of the HR and Operations responsibilities. My husband thinks I'm odd because administration is my jam, but it really is! I truly enjoy making sure the wheels are greased and things run smoothly. I identified the initial need to improve internal communication, free up time spent on administration in all departments, and improve safety on campus. I made proposals for reorganizing responsibilities, combining meetings, and created an open-door policy that gave staff better access to the executive team, all of which were met with support. I instituted “snack shelves” in my office that encourage staff to come see me and chat, naturally leading to collaboration and conversation among departments.

Building Staff Relationships

We also started a bi-monthly staff potluck lunch! Something like a potluck lunch may seem minor, but improving relationships creates a greater sense of trust, improves morale, and allows staff to learn a little more about each other. An organization built on trust and relationships is more likely to have happy staff who see that they are valued by their co-workers and supervisors. All of these things are essential for a well-functioning workplace and we're finding that balance in a post-covid All Souls.



Director of Operations Report

Hannah Middlebrook



Nothing But The Best:

Members of a church don't always get to know all the administrative and behind-the-scenes staff, but let me tell you that **All Souls has the most talented and impressive team I've seen in a very long time.** From the folks ensuring you have water for your meetings and paper towels in the bathrooms, to the people processing your pledge payments and budgeting your funds, to the techies running Sunday morning sound and livestreams, every single one of them is a dedicated and essential member of this family, and I am honored to work with each of them.

Year In Review:

Below is a quick summary of some of the things we have accomplished together in the last year:

- Updated employee manual (awaiting board approval)
- Secured necessary insurance policies to fill the holes previously leaving All Souls open to liability.
- Set up a process to train all staff on child abuse prevention
- Created improved security processes along with the Health, Safety, and Security committee (ongoing)
- Worked with Executive Director of Finance to identify areas where budgeting could be improved for clarity
- Along with IT department, identified and mitigated cyber risks (ongoing)
- Upgraded computers to improve staff function
- Worked through a backlog of building and ground projects with the Building and Grounds Department
- Assisted with the filing for updated 501(c)3 status with the board of trustees
- In conjunction with board of trustees' bylaws committee, assisted with updating church bylaws
- Created a process to background check volunteers working with vulnerable populations (elderly, infirm, children, etc)

Looking Ahead:

Our annual volunteer recognition event is May 22nd. I hope you will join us and recommit to another year of support for this incredible community. I look forward to working alongside you and continuing the legacy of All Souls as a changemaker in Tulsa.

Respectfully submitted,

Hannah Middlebrook
Executive Director of Operations

Assistant Minister's Report

Rev. Randy Lewis



Introduction:

Two years after returning to All Souls Church from North Carolina, I have found both my personal and professional life profoundly transformed. This period has been marked by significant growth, challenges, and countless rewarding experiences as I've reacquainted myself with the community and re-engaged with its diverse needs. My return has allowed me to deepen existing relationships and foster new ones, greatly enhancing my ability to minister effectively within this vibrant community.

Year In Review:

This year, I have had the privilege of providing support and guidance during key life events and community occasions to individuals, couples, families, and groups. My role has included standing with families during the loss of loved ones, officiating eight memorial and funeral services, counseling four couples preparing for marriage, officiating at five weddings, and leading a couple's recharge and renew workshop. And with the assistance of Kacy Selby, our new Assistant to minister & life event coordinator, Marlin & I have been able to dedicate more time with visioning, pastoral duties, and worship planning. Our worship ministries faced both challenges and rewards. We experienced several transitions on our worship team, marked by the departures of our intern Corey Lovell and Rev. Prose, and the passing of our beloved Affiliate Minister, Bishop Carlton Pearson. Despite these changes, Marlin, the Pastoral Care Team ministers, guest ministers, and other worship team members have successfully created engaging and healing ministry experiences for the All Souls church community.

Social Justice:

All Souls continues its **strong commitment to justice**. I worked closely with various teams, including the Justice Council, Refugee Team, Community Resource Bank, Voting is Power, ACTION, and Partners in Education. This year, our focus expanded to include All Souls Reproductive Justice, the Criminal Justice League, All Souls LGBTQ & Allies, and the Refugee Relief Team.



In The Community:

I actively participated in organizing several community events, some of which attracted media attention and resulted in direct interviews. These included **confronting State Superintendent of Education Ryan Walters** and addressing the Nex Benedict tragedy. These platforms enabled me to **advocate for and discuss critical issues affecting our community** with a wider audience. I also contributed to various worship services, including festival Sundays and the Wednesday Connections series, which combines worship with educational sessions.

Assistant Minister's Report

Rev. Randy Lewis



Pastoral Care:

Our pastoral care program remains robust. **The Care Team**, central to our network, **ensures 24-hour support for All Souls' members and friends.** Our ministerial team, including lay ministers Rev. John Biedler, Rev. Doug Inhoff, Rev. Cathey Edwards, and the newly joined Rev. Ren Pasco, continues to provide essential spiritual support.

Other Pastoral Care programs include, SpiritSong, NAMI and Friendly Souls to name a few. During the holidays, our Friendly Souls Volunteer team delivered poinsettias to 35 members unable to attend church. We are currently seeking a leader for the Friendly Souls group. The Shawl Ministry is now under my leadership as well.

We are also considering an All Souls Rideshare and Shuttle program that will provide rides to and from church for members who, for various reasons, cannot secure transportation to attend church-related events. This is in the early stages of planning. We are also **planning to add an End-of-Life-Doula service** under the Life Decisions program, which will include training and workshops on end-of-life issues.

New Volunteer Initiatives:

The Shawl Ministry, now under my leadership, along with the newly initiated All Souls Rideshare and Shuttle program, highlights our **expanding volunteer initiatives.** We are currently seeking leaders for the Shawl Ministry, Rideshare & Shuttle Program, and Friendly Souls groups. During the holidays, our Friendly Souls Volunteer team delivered poinsettias to 35 members unable to attend church. We are also developing the Jones-Parrish Press and planning to add an End-of-Life Doula service under the Life Decisions program, which will include training and workshops on end-of-life issues.

Challenges:

This year's main challenges included managing team transitions and filling leadership vacancies. Addressing these with strategic recruitment and training will be crucial for sustaining our efforts.

Conclusion:

Reflecting on this year, I am immensely grateful for the community's support and the opportunity to serve. Our achievements and the challenges we've faced have strengthened our resolve to continue making a meaningful impact.

With gratitude and love,

Rev. Randy Lewis

Services & Worship Report

David B. Smith



Who We Are:

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.”

2023-2024 Goals:

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

Year In Review:

Since June 2021 we have continued multi-platform services (both in-person and online) after being closed due to the pandemic. There are now no restrictions on gathering. 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 our All Souls Everywhere outreach, most of our congregation's members and guests are choosing to be in person.

2023 Members

- Shannon Boston
- Rev. Gerald Davis
- Rick Fortner
- Rev. Marlin Lavanhar
- Rev. Randy Lewis
- Carlton D. Pearson
 - (d. 11/23)
- Rev. Barbara Prose
 - (moved 6/23)
- Lei Rumley
- David B. Smith
- The Worship Team is supported by the Communications and AV Departments for all worship and CRE production.

Services & Worship Report

David B. Smith



Achievements:

- Completed most 2023-2024 Goals.
- We saw what could be considered **explosive growth in new members** in both services since June of 2023. This added to the attendance of Sunday services.
- Continued development compelling online Worship services to meet the needs of our community.
- Sunday services include elements for intergenerational integration.
- Honored the Executive Minister, Rev. Barbara Prose, as she relocated.
- Honored the life of Carlton D. Pearson upon his death in November 2023.

2024-2025 GOALS:

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

2023 Members

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- Lei Rumley
- David B. Smith
- The Worship Team is supported by the Communications and AV Departments for all worship and CRE production.

All Souls Health, Safety & Security Team Report

Mary Bain



Who We Are:

The All Souls Health, Safety & Security team cares for the health and safety of our congregation, its members and staff through education, training, and the crafting of policies and procedures.

2023-2024 Goals:

- To have professional security personnel on Sunday mornings as well as special events.
- Continued enhancement of our security protocols to follow with documentation and training for staff and volunteers.
- To find a grant writer to submit a grant to CISA/Homeland Security for new security cameras, parking lot lighting, and other items to increase our security.

Year In Review:

- Procured 4 new AEDs and First Aid Stations and secured funding of \$10,000 to accomplish that task from a one time member donation.
- To begin security protocols for Sunday mornings. We now have staff in the foyer and wearing handheld transceivers to communicate with other staff. Volunteers on duty know who to contact if a need arises.
- To have a security assessment of our grounds and building completed. That was completed February 29, 2024 by Homeland Security personnel.

Goals for 2024-2025

- To secure funding to replenish our First Aid Stations and for the testing and maintenance of our AEDs from CINTAS.
- To submit the grant, which is due soon and follow through with the administration and installation of the items requested.
- Begin training for tornado awareness, fire, health, and security risks.

2023 Members

- Mary Bain
- Lynne Burson
- Steve Ludiker
- Shirley Vincent
- James Morton
- Jerry Burleson
- Hannah Middlebrook

Nominating Committee Report

Floretta E. Reed



Members:

Dorothy Checotah, Brian Crux, Elaine Hammer and Floretta E. Reed served as the chairperson.

Nominating Two Candidates

Our committee is nominating two candidates Rod Harwood and Chad Johnson to replace Carlos Moreno and Louis Rojas.

Members To Be Renominated:

We have 5 members to be renominated and they are Walter Armstrong, Leo DeAndrade, Phil Haney, Eileen Kenney and Shirley Scott.

Executive Committee for 2024-2025:

- Eileen Kenney, President
 - Sherry Swanwick, First Vice President
 - Dan Piazzola, Second Vice President
 - Deanna Tirrell, Secretary
 - Shirley Scott, Treasurer
 - Phil Haney, Assistant Secretary/Treasurer
-

Stewardship

Stewardship Report

Phil Morice Brubaker



Introduction:

As my first year overseeing stewardship at All Souls draws to a close, I am grateful for the outstanding support that All Souls members have for this community. There is **always someone who is willing to step up** and do what needs to be done, even with difficult tasks. The Stewardship Office focused on several aspects of the church's fundraising program this year in addition to managing multiple campaigns and events.

Year In Review:

- New giving forms were created for the website that are easier to navigate and friendlier to look at. Multiple forms are now available for different aspects of giving (Operating Fund, Plate Offering, Capital Campaign, CRB, etc.) to ensure that gifts are correctly designated.
- The process for thanking donors when pledging and giving has been refined to make sure no one slips through the cracks. I have also sought to increase the thoroughness and accuracy with which pledges are recorded and tracked, to make sure that lapsed payment methods are caught quickly. Additionally, technical changes were made so that recurring pledge payments can continue from year to year rather than stop at the end of every year.
- The Group Fundraising Policy was revised to help all church-related groups raise money without conflicting with other church campaigns and while staying in compliance with laws and church policies. All groups engaged in any fundraising efforts should contact the Stewardship Office for this policy.

Greater Inclusion

I have sought to **expand who we think about as donors** so that everyone in the diverse All Souls community is seen as having something to offer. New fundraising opportunities have been added that invite participation across a wide range of socioeconomic levels with modest entry levels for participation and sponsorship (Spring Fundraiser; forthcoming Pickleball Tournament). Donors, including member-related businesses, who haven't been event sponsors in the past have been invited to consider an entry-level sponsorship. Multiple ways have been explored to include Everywhere Members in fundraising efforts.

2024-2025 Goals

- Continue to broaden fundraising participation across all socioeconomic levels.
- Educate members about legacy giving opportunities.
- Lay the groundwork for the Capital Campaign, expected to launch publicly in early 2025.
- Support a smooth transition to new church management software.
- Refine the expectations, membership, and structure of the Stewardship Committee.
- Plan a Pickleball Tournament to replace some of the revenue that had been raised with the annual Golf Tournament which is not continuing in 2024.
- Support all church-wide fundraising events and campaigns.

Stewardship Report

Phil Morice Brubaker



2023-2024 Campaigns & Events

- **2023 Golf Tournament:** Held in May, this annual event contributed \$8,000 to the Operating Fund. [See the report below for details.](#)
- **2023 Love & Light Gala:** Held in September, this newly restored annual event contributed \$83,000 to the Operating Fund and \$9,300 to the Justice Council.
- [See the report below for details.](#)
- **Giving Tuesday:** On November 28, this nationwide day of giving to charity prompted members to give \$17,500 toward replacing the carpet in the sanctuary, surpassing the goal! The remaining funds were added to the capital fund.
- **2023 Operating Fund:** The 2023 Operating Fund Campaign ended the year with \$1,322,511 in gifts.
- **2024 Operating Pledge Drive:** The 2024 Operating Fund Campaign has received \$1,280,498 in pledges by the end of April, an increase by over \$400,000 from 2023. The increase is due partly to new members and increased pledges and partly to more thorough recording. This leaves a gap of \$170,000 to fulfill the 2024 budget of \$1.45 million.
- **Spring Fundraiser:** On March 22, the Men of All Souls hosted a Chili Cook-Off and March Madness Watch Party to support the Operating Fund. Combined with associated activities, such as a basketball tournament bracket pool, this campaign brought in over \$1,600. Partners in Education was invited to host a dessert auction as part of the event and raised over \$500 for their program. As the first fundraiser of this type, it was deemed a good event to build on in future years.



Generosity Committee Report

Sherry Swanwick



Who We Are:

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

Year In Review:

The processes that were revised and streamlined in 2022 have greatly improved the ability of the Generosity Committee in concert with the Worship Team and Staff Liaison to meet All Soul's desire to model generosity and abundance by giving away Sunday and Wednesday plate offerings. The Generosity Committee restructured the submission of applications. Each application is investigated through various charity verification resources and are selected based on those supporting work or issues important to our congregation as well as other criteria. Selection takes into consideration church themes, National Holidays, Heritage Celebrations and current events, a list of approved charitable organizations is provided to the Worship Team for weekly designation.

Goals for 2024-2025:

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

Plate Offering:

Total plate **offering collected \$80,497.82**, in 2023, supporting a variety of organizations and initiatives - 52 total!

- For a full list of organizations and initiatives, see the table on next page.

2023 Members

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

Generosity Committee Report

Sherry Swanwick



Total **plate offering collected \$80,497.82**, in 2023, **supporting the following 53 organizations and initiatives:**

<ul style="list-style-type: none"> • Alzheimer’s Association - Oklahoma Chapter • ASUC - Coming of Age (9th Graders Trevor Project • ASUC - Community Resource Bank (CRB) • ASUC - Easter Garden & Grounds • ASUC - ACTION • ASUC - PIE • ASUC - Refugee Relief Team • ASUC - Youth Scholarship (aka Senior Scholarship Fund) • BLUU - The Promise and Practice of our Faith for Black Lives Matter of UU • CASA Cout Appointed Special Advocates • Catholic Relief Services for Afghanistan and Gaza • Center for Reproductive Rights • Chautauqua - Tulsa Historical Society • Day Center for the Homeless 	<ul style="list-style-type: none"> • Emergency Infant Services • Family & Children’s Services- Homeless Outreach Team • Greenwood Cultural Center • International Women’s Convocation • Landmark for All Generations • League of Women Voters • Life Senior Services - Homelessness • Little Blue House • Lindsey House • Maui Food Bank • MLK Commemoration Society • Moms Demand Action • National Federation for the Blink T-Town • Oklahoma Alliance for Animals • Oklahoma Center for Community & Justice (OCCJ) • Oklahomans for Equality • One Tulsa • 100 Black Men of Tulsa • Prostrate Awareness 	<ul style="list-style-type: none"> • Reed Community Foundation • Sheila’s Circle (fka Village Banking) • Terence Crutcher Foundation • Tulsa CARES • Tulsa Juneteenth Inc. • Tulsa Literary Coalition (Magic City Books) • Tulsa Metropolitan Ministry • Tulsa Period Pantry • Tulsa Speech and Hearing Association • Tulsa Vet Center • UNICEF for Morocco and Libya Relief • UU Church of the Philippines Scholarship Fund • UUA Climate and Environmental Justice • UUA The Living Tradition Fund • Women’s Foreign Policy. Group • YWCA Tulsa • Youth Services of Tulsa
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Golf Tournament Report

Bill Kellough

Who We Are:

Annual All Souls Golf Tournament held every year to raise general revenue funds. It is open to all members and non-members. Sponsorships and entry fees provide the revenue. We renamed it in 2023: Golf Beyond Belief.

Year In Review:

The 2023 tournament had 10 teams with 40 players. We had gross revenue of \$10,739; costs of \$2,656.62 - for **net profit of \$8,082.38**. We achieved our goals of generating general revenue of church operations, creating camaraderie and good will, as well as community outreach.

Looking Ahead:

There is **no golf tournament planned for 2024**. That could change since we have had tournaments in the Fall in past years. Bill Kellough, after 4 years, opted not to proceed as Chair and no one has volunteered for this leadership position. In addition, a poll taken of the Committee resulted in a suggestion that we pause this event. It seems that this is not a very inclusive form of activity and it is very difficult to recruit players and sponsors. There has been a decline in participation over the past years and a new form of participatory sport is being discussed such as pickleball.



2023 Members

- Bill Kellough (Chair)
- Earl and Gunilla Bachenberg
- Craig Jones
- Steve Sandblom
- Hugh Burleigh
- Jim Jarvis
- Scott Keith
- Steve Sparkman
- Joe McDonald
- Hunter Jameson
- Phil Brubaker
- Scott Halliday
- Glenn Hudgens

Love & Light Gala Report

Phil Brubaker

Who We Are:

After several years of disruption due to the pandemic, 2023 saw the first in-person Gala since 2019. Led by Jeni Ellis Halliday, the committee planned a wonderful evening celebrating “Courageous Love” at the new event space on the third floor of the Discovery Lab. Over 200 attendees enjoyed the view, dinner, a “courageous” cocktail, silent and live auctions, and music by Majeste Pearson. Everywhere Members were able to join the Gala with a pre-recorded video program as they placed online bids in the silent auction. Even the live auction was available for online bidding in our efforts to include the All Souls community from across the globe. Ten percent of the revenue from the Gala was again shared with the All Souls Justice Council to be distributed to the various Justice Teams.

2023-2024 Goals:

- **Hold the first large, in-person fundraiser since 2019** | This was a great success!
- **Find ways to include Everywhere Members** | While we successfully created and promoted the structures to include members from everywhere, there were only about a dozen virtual participants. We determined that the additional complexity, increased effort, and added expense required to make a hybrid event were not offset by the fundraising and social benefits.
- **Bring in new sponsors** | Five of 25 sponsors had not sponsored the Gala in previous years.
- **Raise \$75,000 for the Operating Budget** | The Gala brought in over \$83,000 in addition to \$9,300 for the Justice Council.

Goals for 2024-2025 Goals:

- *The 2024 Gala will be held at the Summit Club on Saturday, November 2, 2024.*
- Raise \$80,000 for the Operating Budget.
- Make the event more inclusive by adding a ticket level at a lower cost that includes dessert, drinks, auction, and dancing, but doesn't include dinner.
- Include Everywhere Members through various ways: inviting them to travel to Tulsa for the weekend, offering proxy bidders for the auction, and offering select auction items on-line.



2023 Members

- Jeni Ellis-Halliday, Chair
- Marjorie and David Kroll, Honorary Chairs
- Sarah Darby, Guest Development Chair
- Pauline Farmer, Auction Chair
- Jeenee Lee, Hybrid Event Chair
- Jim Walker, Budget Chair
- Roger Blais
- Ryan Darby
- Donna Dutton
- Jean Ann Fausser
- Deborah Fritts
- Phil Haney
- Eileen Kenney
- Anitra Lavanhar
- Nicole Ogundare
- Dan Piazzola
- Shirley Scott
- Phil Morice Brubaker, Staff Liaison
- Hunter Jameson, Stewardship Associate

Membership

Membership Report

Phil Morice Brubaker
Nefertiti Sanders



Who We Are:

All Souls membership consists of **local Tulsa members (1,563)** as well as **All Souls Everywhere members (167)** joining from anywhere in the world. **All members (1,730)** support the church financially as well as with their gifts and talents.

The Membership Office maintains records and procedures so that members and visitors are warmly invited to be a part of the All Souls community.

Stories

This year, new members have joined from diverse faith backgrounds: Unitarian, Pentecostal, Catholic, Mormon, Hindu, Baptist, and others. Some are amazed to see that a community like All Souls exists, in Tulsa, no less! Some moved to Tulsa because they knew they would find community at All Souls. Many are already drawing in their friends and family to share what they've found.

Year In Review:

- **139 new members** (May 2023 – April 2024)
- 150+ visitor bags distributed
- 152 in-person Guest Cards received
- Joining Class offered weekly (previously monthly) since June 2023. **We are now welcoming three times as many new members** as before this change.
- New Member Recognition held in October 2023 and April 2024, with a dinner the Friday before and a social time on Zoom for new Everywhere members.
- Assisted with Volunteer Appreciation
- Held a retreat Welcoming Souls, August 2023
- Changed attendance procedures and reporting
- **Meet & Greet for new guests** after each service began in March 2024 with an **average of 4 visitors stopping by each week.**
- Visitors and new members commonly remark at how welcoming and friendly All Souls is.

Challenges

- We have attempted to find ways to engage Everywhere members, especially new members, in the life of the church, with limited success. This will remain a challenge.
- Finding a full slate of volunteers to fill roles each Sunday.

Membership Report

Phil Morice Brubaker
Nefertiti Sanders



2023-2024 Goals | Results:

- **Launch “From Friendship to Membership” campaign** – the next phase in maintaining our records and building our membership. | This campaign did not launch.
- **Continue to streamline our regular maintenance of member records** including utilizing the “Gifts and Talents” feature of the database to match needs with the attributes of our members. | Records were maintained but new processes were not developed.
- **More Volunteer Recruitment Training classes** | Volunteer training was provided at the August retreat and a meeting for ushers.
- **New Member Recognition in the Fall** | Held in October and April
- **Gain more members!** | We received the most new members in recent memory

2024-2025 Goals

- Move and adapt membership procedures and reporting to a new churchwide database system.
- Continue to build on the success of weekly Joining Class and new guest Meet & Greet.
- Establish an Everywhere Member Task Force to help engage the All Souls Everywhere community.
- Revise Joining Class curriculum and Welcoming Souls manual.

Welcoming Souls Report

Bill Kellough



Who We Are:

Welcoming Souls is the church committee which embraces most of the programs and ongoing projects which provide "front door" services for the entire congregation and enhance the experience of new members and guests. Under the umbrella of Welcoming Souls are: ushering, greeting at the front door on Sundays and other special occasions, staffing the Welcome Tables in the foyer before, during and after each Sunday service, providing chat hosts for the zoom sessions and Facebook Live during and after each service, providing docents to lead church tours, contacting guests and other projects as needed.

Year In Review:

- Welcoming Souls volunteers staffed every live church service for the entire year with ushers, door greeters and Welcome Table volunteers, and all online services with zoom chat hosts for both services.
- In addition, we **made personal contact with over 150 guests** who filled out guest cards either online or in person at church.

Goals for 2024-2025:

- Continue to recruit volunteers for all of the above named functions
- provide better training in the areas of safety and security
- enhance the online experience so that All Souls Everywhere members and online guests feel genuinely welcome and engaged.

2023 Members

- William C. Kellough, Chair
- Mary Bain
- Lisa Coats
- Steve Platner
- Steve Ludiker
- Jeenee Lee
- John Beidler
- Erick Ohlson
- Suzy Ewing
- Nefretiti Sanders and Phil Brubaker are staff liaison.
- We are supported by 40 to 50 volunteers

Pastoral Care, Life Events, & Support Groups

CARE TEAM Report

Francia Allen



Who We Are:

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

Members Receive Pastoral Care:

Call **918.724.8326 (TEAM)** or email careteam@allsoulschurch.org any time you are in need for any reason, have a health concern, or lose a loved one. Add the Care Team number to your emergency call list for the hospital and your family!

2023-2024 Goals:

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

Year In Review:

- This 2023 – 2024 church year, the Care Team **made more than 335 pastoral care connections** and **sent 114 cards** of sympathy, congratulations, and support.
- They have also continued to make birthday calls to every member of the church.

Goals for 2024-2025:

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

2023 Members

- Francia Allen – Chair
- Robert Billings – Vice Chair
- Rhonda Holt
- Lynn Bootes
- Lynne Burson
- Susan Chase
- Greer Fites
- Elaine Hammar
- Rod Harwood
- Carol Leach
- Sid Martin
- Rev. Randy Lewis, Staff Liaison.
 - Two members, Cathy Wilson and Winston Lewis, resigned during this season and they will be missed.

It has been an honor serving as chair of the Care Team this year. I am humbled by the work we do and I appreciate the opportunity to serve on this team. - Francia Allen

Parish Nurses Report

Mary Ellen Jones



Who We Are:

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

Year In Review:

- **Assisted over 100 congregants** with their health needs over the phone and in person.
- Attended monthly Health, Safety and Security Committee meetings and contributed vital decision-making guidelines to the church.
- Helped facilitate Trekkers (Cancer Support Group) and attended weekly meetings.
- Integrated a Parish Nurse into the Refugee Support Program.
- Fully integrated Parish Nurse program within the Care Team, including taking calls every 12 weeks and attending monthly meetings, writing end-of-week reports, midweek reports, and making daily birthday calls to congregants.
- Active in Faith Community Nurses of Oklahoma by attending quarterly educational meetings, annual meeting and summer retreat.
- All Souls Parish Nurses also hold a Board seat.
- Helped get 4 new AED and 4 First-Aid Kits and Narcan installed in church with proper signage. Helped secure funding for these as well, through a one-time dedicated donation.
- Removed all old and outdated First-Aid kits and medications from church.
- Received training in Stop the Bleed, CPR, AED, First Aid, Opioid overdose and Narcan administration.
- Sent the church administration many resources for staff, volunteers and congregants to become trained in AED, First Aid, CPR, Opioid Overdose and Narcan administration.
- Helped encourage staff and ministers to provide information to congregants on safety measures during tornado warnings.

2023 Members

- Lynne Burson MS, BSN, CNM (Ret) RN, Faith Community Nurse
- Rhonda Holt MPA, RN, CPC, Faith Community Nurse
- Rev. Randy Lewis, Staff Liaison
- We are also supported by two volunteers:
 - Charla Lowery
 - Steve Ludiker

Goals for 2024-2025

- Recruit 1-2 more Parish Nurses in 2024.
- Reestablish a visiting nurse roster for congregants in need.
- Obtain funding for maintenance or AED and first aid kits on a monthly basis.
- Continue to advocate for AED, First Aid, Stop the bleed and Opioid Overdose and Narcan Training.
- Integrate End-of-Life Doula into Parish Nurse and Pastoral Team

Helping Souls Report

Elaine Hammar

Who We Are:

Helping Souls volunteers provide short-term support for members in a variety of ways including, but not limited to, transportation to and from medical appointments, preparing and/or delivering meals for members recently discharged from the hospital and/or recovering from an illness or injury, as well as errands such as assistance with groceries or picking of prescriptions for described individuals and care of pets of members who may be in the hospital or recovering from an illness, injury or surgery.

2023-2024 Goals:

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

Year In Review:

- 62 total services or actions were provided to members.
 - 53 meals were provided
 - 3 transportation services
 - Assistance with groceries was provided 6 times.
 - These services were provided by 20 of the 49 team members.

Goals for 2024-2025

- Audit roster to eliminate disinterested volunteers
- Identify co-chair for team
- Continue to recruit new active members and education church members on services



2023 Members

- Elaine Hammar chairs this team.
- This team is supported by 49 current volunteers.

Friendly Souls Report

Rev. Randy Lewis



Who We Are

The Friendly Souls team at All Souls Church continues to serve as a beacon of support and connection for members of our community who feel isolated or unable to participate in traditional church activities. Despite not having formal leadership over the past few years, our dedicated volunteers have admirably maintained their commitment to providing companionship and spiritual support through home visits and other outreach efforts.

Year In Review

This year, the Friendly Souls team focused on maintaining connections and expanding our reach within the community. Key activities and accomplishments include:

- **Visitations:** There has been a few individuals that have continued to make regular visits throughout the year, providing much-needed companionship to our members who are homebound or otherwise isolated. And members of our Care Team and Pastoral Care ministers made visits to ASUC members in several senior living facilities in the Tulsa metropolitan area.
- **Poinsettia Distribution:** During the holiday season, we delivered 35 poinsettias to members who could not attend church services, bringing joy and a sense of community to their homes.
- **Volunteer Engagement:** We successfully re-engaged former volunteers who responded enthusiastically to our call for renewed participation.

Challenges

One of the primary challenges we faced this year was the ongoing lack of a formal leader for the team. This has sometimes made coordination and planning more difficult than it might otherwise be. However, the spirit of volunteerism and dedication among the team members has ensured that our core mission continues unabated.

Future Outlook

Looking ahead, we are optimistic about the growth and further development of the Friendly Souls team. Plans for the upcoming year include:

- **Recruitment of Team Lead:** We are actively seeking someone to step into a leadership role to help organize and expand our efforts.
- **Increased Volunteer Training:** We aim to offer more comprehensive training sessions to equip our volunteers with the tools they need to provide the best possible support.
- **Community Events:** Plans are in place to host more gatherings for volunteers, both virtually and in person, to foster a stronger sense of community and shared purpose.

Call to Action

We invite all members of All Souls Church and the wider community to consider joining the Friendly Souls team. Whether you have served before or are new to volunteerism, your participation can make a profound difference in the lives of others. For more information, to volunteer, or to suggest a team lead, please [contact us at friendlysouls@allsoulschurch.org](mailto:friendlysouls@allsoulschurch.org).

Conclusion

The Friendly Souls team remains a vital part of the All Souls Church community. Through the dedication of our volunteers and the support of the church, we continue to make a significant impact on the lives of our members. We are grateful for the opportunity to serve and look forward to another year of growth and meaningful connection.

Life Events & Memorial Guild Report

Kacy Selby & Kelly Jennings



Who We Are:

- Life Events mark the important milestones, such as weddings, memorials, interments, and child dedications in the lives of those in our All Souls Unitarian Church Community and the larger community.
- The Memorial Guild is comprised of All Souls members who work with ministers and staff on the day of a service to set up and then usher, greet and assist the family in support and kindness.

2023-2024 Goals:

We had a training for "lead" positions which is the person that leads each service in all of the capacities - five people attended with Rev. Lewis. This includes a tour of the building, ringing the church bell, storage of various materials.

Year In Review:

- The Life Events Program has participated in 30 memorials, 10 interments and graveside services, 3 weddings, and 1 child dedication in the time period of April 2023 to April 2024.
- The Guild served approximately 20 services from those in the chapel to working with others for Rev. Carlton Pearson's service.

Goals for 2024-2025

- Increase the number of Memorial Guild volunteers by promoting the group to congregants.
- We need to go back to semi-annual debrief of services. The pandemic disrupted this tradition Rev. Prose had with lead ushers. Various "kinks" of service are addressed at this time. Many are just attributed to specific services, but some apply to all.

Thank You, Janet!

One member, Janet Staudt, has resigned. We will miss her. She believes in standing while serving at the desk where guests sign the memorial book. We tried to convince her that sitting was permissible but she would not hear of it!! She will be missed - her service as well as her stories of church history!

2023 Members

- Janet Staudt Allen
- Sharon Allred
- Wm.Armstrong
- Mary Bain
- Becky Bowles
- Jane Brumley
- Sara Carlson
- Lisa Coats
- Debbie Edelman-Kline
- LeeAnn Fite-Morris
- Greer Fites
- Jane Franklin
- Alice Helmke
- Judi Hofer
- Vicky George
- Richard George
- Nancy Harbaugh
- Aubrie Howell
- Kelly (Kathryn) Jennings
- Marty Kamp
- David Kroll
- Marjorie Kroll
- Carol Lambert
- Steve Platner
- Roxane Shapiro
- Ellen Sowell
- L.Leigh Steele
- Carrie Stuart-Grote
- Cynthia Vanderpool

SpiritSong Report

Wally Love

Who We Are:

We sing on request for those who are dying. We meet each week to rehearse a robust and varied repertoire. The first Thursday of the month we sing at Porta Caeli and the third Thursday at Clare House (both dying houses.) Upon request from a family member, we sing on call for individuals, whether in their home or another facility.

Achievements/Measurables:

- We have sung on 24 occasions (an addition to weekly rehearsals) since the last report.

Goals for 2024-2025

- We are always striving to improve the quality of our singing, but have no plans to expand what we are already doing.



2023 Members

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

NAMI Family Support Group Report

Mary Ellen Jones



Who We Are:

The National Alliance on Mental Illness (NAMI) Family Support Group offers support for family members and close friends of a person with severe mental illness.

Year In Review:

- Held monthly online support group meetings that averaged 4-8 participants per meeting.
- **Comments frequently expressed** include:
 - "Thank you all so much for listening to me."
 - "I've felt so alone."
 - "I have learned so much from everyone."

Goals for 2024-2025

- Continue to hold group meetings.

2023 Facilitators

- Mary Ellen Jones

Holding & Healing Grief Report

Dr. Chad Johnson, Ph. D



Who We Are:

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

Year In Review:

An important achievement of this group is that it consistently meets on the 2nd and 4th Sundays at 1:00pm, and has the capacity to attract over 20 participants at some meetings. This success illustrates the group's effectiveness and the trust it has developed within the community. While attendance varies, the ability to engage a substantial number of participants when needed highlights the persistent demand for such support services, underlining the vital role the group plays in providing a space for grief processing and healing.

2023 Facilitators

- Dr. Chad Johnson, Ph.D
- Participants are unnamed for privacy

Goals for 2024-2025

- **Establish a Consistent Support Environment:** We aim to secure a regular space at All Souls where members can engage in grief work in a safe and welcoming setting. This regularity provides a stable foundation for members to rely on as they navigate their journey through grief.
- **Educational Outreach:** The group plans to offer educational resources and sessions about the processes of grief and mourning. This will help members understand their emotions and the grieving process better, empowering them with knowledge to handle their experiences more effectively.
- **Promote Healing and Connection:** By facilitating discussions and activities that foster connection among members, the group aims to enhance the healing process. The goal is to create a network of support where members can find comfort and understanding from peers, which is vital in helping them move forward.

Trekkers: Living Beyond Cancer Report

Faith Boudreau, LCSW



Who We Are:

All Souls Trekkers: Living Beyond Cancer is a weekly educational/support group for cancer patients currently in treatment, long-term survivors, caregivers, adult family members and friends and healthcare professionals.

Our Mission:

- To seek a broader understanding of the physical, emotional, spiritual and psychological aspects of this “unplanned journey” that cancer presents
- To allow members to network with one another in exploring and accessing community resources, new treatment options and clinical trials
- To support self-advocacy and advocacy for others
- To help members navigate the medical system
- To support the issues that arise during the cancer experience: of grief, family disruption, financial challenges and spiritual issues with referrals to appropriate resources in the community.

Year In Review

The group meets via Zoom every week on Wednesday evening from 5:30pm to 6:15pm. The Zoom link: <http://bit.ly/astrekkers> is sent out by All Souls. The group seeks to encourage its members to live beyond the diagnosis of cancer and to enhance and to enrich the quality of life for its’ members and their families. Group members assist the group and one another with in-kind donations, time, transportation, food donations and some financial assistance. Our roster includes 26 members - most of whom are All Souls Members, and some non-members of All Souls. Due to the constraints of confidentiality, a complete list of member names are on file at All Souls Church with Rev. Randy Lewis.

2023 Facilitators

- Rev. Randy Lewis, Spiritual Advisor and Coordinator
- Faith Boudreau, LCSW, Facilitator
- Carol Dillard, Marriage and Family Therapist, Facilitator
- Lynne Burson, PA, Care Team Rep and Facilitator
- Mike Tedrick, RN Advisor and Co-Facilitator.

Trekkers: Living Beyond Cancer Report

Faith Boudreau, LCSW



Achievements

- The group attendance averages approximately 9-10 members per week via Zoom. It is held once a week. With no exceptions for summer vacations or holidays.
- Group members have contributed to other members with: housing improvement/repair, transportation to Medical Facilities (MDAnderson) in the form of monetary contributions or airline travel "points" or vouchers in order for fellow members to seek second opinions or extended treatment.
- Members have provided meals to one another, sent cards and texts of support, and have accompanied fellow participants to Doctor appointments.
- We have had a two members of the group make transitions this past year and the group has created a special "remembrance" ceremony including the distribution of bulbs and flowers to be planted in memory of group members. And have kept in touch with Family members via cards, calls after attending the funerals of those departed loved ones.
- The group is very grateful to All Souls Church for its sponsorship and especially to Rev. Randy Lewis, Lynne Burson, John Boston, Nefertiti Sanders for supporting the group with love, technology skills, and guiding light.

Goals for 2024-2025

- Expand knowledge of and membership of the All Souls Trekkers group via social media, contacts with oncologists, churches, and community agencies.
- Plan and execute a retreat for group members and significant others either in Tulsa at All Souls, Osage Monastery or The Ghost Ranch Conference Center in northern New Mexico.
- Schedule speakers for the group meetings to address issues pertinent to cancer treatment/follow-up, cancer "finances," resources available to cancer survivors and their families.

2023 Facilitators

- Rev. Randy Lewis, Spiritual Advisor and Coordinator
- Faith Boudreau, LCSW, Facilitator
- Carol Dillard, Marriage and Family Therapist, Facilitator
- Lynne Burson, PA, Care Team Rep and Facilitator
- Mike Tedrick, RN Advisor and Co-Facilitator.

Diabetes Support Group Report

Rev. Randy Lewis

Who We Are:

This support group is designed for anyone looking to either learn more about diabetes or share their own knowledge and experiences related to the condition. It serves as a valuable resource for individuals directly or indirectly affected by diabetes. The support group is open to all those affected by diabetes and meets every second and fourth Thursdays of the month.

Year In Review:

One of our key services includes facilitating the exchange of information and expertise about diabetes care. This is achieved through interactions between those seeking more knowledge and experts in the field, such as diabetes educators. This exchange serves to enhance understanding and improve management strategies for diabetes among group participants.

Goals for 2024-2025:

- Our aim is to establish a vibrant discussion forum where individuals affected by diabetes, as well as those interested in the subject, can exchange ideas, experiences, and support each other.
- Our objective is to maintain an inclusive forum for all those affected by diabetes. This includes individuals diagnosed with diabetes, healthcare providers who treat diabetic patients, and family members of those diagnosed.
- Additionally, we are committed to assisting anyone interested in deepening their understanding of diabetes.



2023 Facilitators

- Steve Ludiker
- Bill Westcott
- Keith Margerison

Small Groups

Day Alliance Report

Connie Dooley

Who We Are

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

Year In Review

- This year we hosted 21 memorial receptions, at which our members **served 1,995 attendees**.
- Our **volunteers put in 152 hours** of service.
- We have 58 paid members and average 50-55 attendees at our lunch programs. **Not all who attend are members**, which makes us optimistic about our outreach!

Goals for 2024-2025:

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



Men's Group Report

Corey Smith



Who We Are:

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

2023-2024 GOALS:

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

Year In Review

- The Men's Group continues to rebuild post pandemic, and we have had several opportunities to find participants looking to plug in and connect with the Men's Group.
- We continue to meet weekly via ZOOM along with several monthly Hybrid meetings.
- People are yearning for in-person connections, and we were able to provide several opportunities for fellowship this year. We met at Albert G's Barbeque for an opportunity to bring our families together for a fun night of reconnecting. We were also able to organize a group outing to an NBA preseason game, including the OKC Thunder!
- Fall weather provided beautiful foliage for our Relaxation Retreat at Skiatook Lake. Our host provided an afternoon of hiking and sunshine out in nature with our families. We even had a bonfire and campfire hotdogs.

Conclusion:

Moving forward we will continue to increase awareness and participation in the Men's Group, while providing meaningful opportunities for fellowship and growth.

2023 Members

- Andrea Bain
- Jim Gillispie
- Bill Westcott
- David Truelove
- Byrd Gurganus
- Casey Brewer
- Corey Smith, Staff Liaison

Goals for 2024-2025:

- Increase Participation
- Cultivate new social opportunities for community and fellowship
- Develop avenues for personal and spiritual growth
- Increase active membership and awareness
- Provide meaningful programming

Women of All Souls Report

Quanah Scoggins



Who We Are:

The Women of All Souls group hosts events for people who identify as female to be together, learn from each other, and grow as a community. We engage with others on women's issues, interests, creative expressions, social justice, and share in the ups and downs we all experience. This group is open to all who identify as women, gender non-conforming, and all ages. In addition to our regular attendees, we reach a group of about 450 women through our Facebook posts. We also offer virtual options for our quarterly Book Club to reach our virtual members.

Year In Review

- W.A.S. **added 150 members to our Facebook group**. These are women who previously did not know about the group or have become members in the last year. Our Facebook group is a main place to find event/activity announcements. W.A.S. also generate quite a few conversations based on article posts etc.
- By the end of the year, we will have hosted four book clubs (3 of which had leaders from the community as cohosts).
- W.A.S. added a female-only and mixed-gender exercise program this year. The female-only classes focused on empowerment and self-defense moves, while the mixed-gender class focused on Muay Thai and kickboxing.
- W.A.S. celebrated Valentine's Day with a social gathering (Galentine's) where we worked on a community art project, and practiced self-care exercises.
- W.A.S. hosted the 2nd annual W.A.S. Spring Retreat. This event was held on-campus and was **attended by 97 women**.
- W.A.S. also hosted a Sister Circle that was scheduled around the moon. This group brought together community and ended in a spring Goddess Ceremony that was open to all ages.

2023 Members

- Linda Alred
- Margaritte Arthrell-Knezek
- Natalie Arthur
- Stacie Beckert
- Cathey Edwards
- Christy Emig
- Leanna Fish
- Michelle Lamb
- Dionne Lambert
- Stacey Leigh
- Katherine Penny Mitchell
- Kate Starr
- Celeste McNeal Wood
- Shannon Boston
- Michelle Spencer
- Paula Vella
- Quanah Scoggins, Staff Liaison

Goals for 2024-2025:

- Increase membership and attendance to events
- Offer new and different programming (based on needs/interests)
- Continue to recruit leadership amongst congregants to share the organization and planning of programming.

Young At Heart Report

Lynn Bootes



Who We Are:

Our primary purpose is to provide a quiet and friendly opportunity for fellowship for (mainly) seniors through two activities: First, a catered lunch in the Alliance Room on the first Thursday of the month from September-June; and second, card and board games in the Family Room in the Religious Education wing at 1:00 pm on the same days.

Year In Review:

This has been a year of rebuilding, essentially the **group has doubled in attendance**. We had 12 signups at the activity fair, 5 of whom have joined the group regularly; 6 others joined us as new All Souls members - two came from the Grief Group, and several others from Sunday program announcements. We are grateful for the catered lunches which have been prepared by Quanah Scoggins and Paula Vella. Several members are recovering from injury or illness. One has moved away.

Challenges:

Transportation remains an issue for some members of this group.

Achievements:

- Attendance at lunch has ranged from 7 to 14, with lower attendance in months when flu, COVID, or bad weather was a factor.
- Our current call list is 23, doubled from 12 in late August.
- Reminder calls aid our members in staying in touch with one another.
- Two deaths this year were commemorated: Loyd Owen (Oct 28), and Barbara Langston (March 25). Several members attended memorial services.

2023 Members

- Lynn Bootes – chair of the group and will continue in 2024-2025.
- Beverly Seay – phone call reminders to those on land lines, greeting and sign in.
- Sandrah Welliver – birthday calls and cards.

Goals for 2024-2025:

- Build our connections to returning and new members.
 - We note a trend to aging in place in Tulsa, including many “bounce- back” members drawn back to Tulsa from elsewhere.

Justice Groups

All Souls ACTION Report

Christy Emig



Who We Are:

As a member of ACTION, the community coalition Allied Communities of Tulsa Inspiring Our Neighborhoods, this team develops leaders to amplify the mission of the church. ACTION is a broad-based non-profit comprised of faith-based and civic institutions working together for the common good of our members and our community. We are politically engaged yet radically non-partisan. We support democracy by building a culture of empathy in which we share our stories and collectively pursue common interests. Our vision is an engaged, equitable community of people transforming mutual experiences into power to influence public decisions. Approximately 400 All Souls members stay connected to ACTION Tulsa through ACTION newsletters. Because ACTION All Souls engages the whole church, in reality **every member of All Souls is part of ACTION!** See list of achievements for specific numbers of members involved in each action.

Achievements & Measurables:

- **13 All Souls members** attended a 2-day regional training with the Industrial Areas Foundation.
- **10 core team members** serve on specific ACTION citywide issue teams - education and gun violence.
- **13 All Souls members** attended: Making Tulsa Safer: a Civic Academy on Crime Guns and Suicide Prevention. This event was a collaboration with the Tulsa Police Department, Tulsa Fire Department, Family & Children's Services, and Tulsa Crime Stoppers
- **Team chair participated** in a panel discussion for the Women of All Souls Spring Retreat.

2023 Members

- Christy Emig
- Sue Williams
- Deanna Tirrell
- Emily Duensing
- Ted Bakamjian
- Ros Elder
- Peter Dratz
- Connie Stephens
- Paula Alfred
- JoAnne McClure
- Bonnie Singer
- Autumn Fowlkes
- Sandra Mackey
- Carol G. Hinkley
- Mary Jane Lindaman
- Amanda Shankle-Knowlton
- Mary Ellen Jones
- Dina Singleton
- Jane Firth
- Robert Singleton
- Chris Cooper

All Souls ACTION Report

Christy Emig



Year In Review:

- **We spent almost a year on a public education strategy** to address the mental health pressures teachers, students and families are experiencing. This work is a demonstration of our ability to support democracy by building a culture of empathy through our shared stories to create an agenda of common interests.
 - The evidence of our success is that, as a result of the relationships we have developed, all of the candidates who recently won seats on the board have agreed to continue to work with us on the agenda we developed from last year's community conversations.
- The following is a list of the work ACTION All Souls members took as part of the education strategy:
 - Held 3 small group meetings with members and youth to hear stories about the pressures facing public education
 - Collaborated with All Souls Voting is Power team members on voting issues, and with PIE and CRB to connect with their clients for voter education
 - Since October, team members have been present in Emerson Hall Sunday mornings to engage with members of the church around the issues of public education, get out the vote and gun violence
 - **142 All Souls members participated** in the ACTION Voter Audit to stay informed of election information in 2024
 - **Around 100 All Souls members attended** ACTION's School Board Accountability Session with 400 other Tulsans.
 - 9 All Souls members participated in non-partisan neighborhood get-out-the-vote walks in Tulsa School Board Districts 2 and 6
 - 23 All Souls members participated in ACTION's Souls to the Polls to encourage others to vote

2023 Members

- Christy Emig
- Sue Williams
- Deanna Tirrell
- Emily Duensing
- Ted Bakamjian
- Ros Elder
- Peter Dratz
- Connie Stephens
- Paula Alfred
- JoAnne McClure
- Bonnie Singer
- Autumn Fowlkes
- Sandra Mackey
- Carol G. Hinkley
- Mary Jane Lindaman
- Amanda Shankle-Knowlton
- Mary Ellen Jones
- Dina Singleton
- Jane Firth
- Robert Singleton
- Chris Cooper

Goals for 2024-2025:

- Hold accountability sessions for candidates seeking office in 2024 local elections.
- Hold House Meetings (listening sessions) with All Souls youth to help inform the creation of a city-wide mental health youth advisory board
- Continue to find and develop diverse leaders from all demographics of church membership

All Souls LGBTQ+ & Allies Report

D'mitri Sobol

Who We Are:

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

Year In Review:

This year's annual report from the All Souls LGBTQ+ and Allies team reflects on our collective actions and commitments as we continue to foster inclusivity and support both within our community and beyond. Our team successfully **hosted 17 diverse events this year**, ranging from informal coffee shop meetups and restaurant gatherings to musical events, as well as health-focused activities like hikes and walks in local parks. **Noteworthy were our advocacy-driven events**, such as National Coming Out Day and Transgender Day of Remembrance, which were central to advancing our visibility and support efforts.

Challenges:

While we achieved significant strides in our programming, we faced challenges in building strong group cohesion and maintaining high levels of engagement from our members. We also experienced an acute need for more event organizers and volunteers. These challenges underscore the areas where we need to improve and adapt our strategies to better meet the needs of our community.

Transgender Day of Remembrance:

The Transgender Day of Remembrance hosted by All Souls Unitarian Church last November **drew an impressive turnout from both congregation members and the broader community.** This significant event not only raised awareness about the challenges faced by the transgender community but also fostered a supportive and healing environment. The substantial attendance and media coverage amplified our message, marking a meaningful impact both locally and beyond.



2023 Members

- D'mitri Sobol, Chair (acting)
- Rev. Randy Lewis, Staff Liaison

All Souls LGBTQ+ & Allies Report

D'mitri Sobol



Future Outlook:

- In the coming year, we will focus on enhancing our approach to member engagement. We plan to implement more consistent and ongoing communication, fostering a more active and participatory community atmosphere. Our goal is to not only continue our existing programs but also to broaden our outreach to encourage more members to take active roles in these initiatives.
- **A highlight of our upcoming year is the annual Pride celebration, scheduled for this fall.** We warmly invite each of you to join us for this vibrant event. Your presence will not only enrich the experience but also strengthen our collective voice as we celebrate and advocate for our community. Let's come together to make this Pride one of our most memorable yet.

Call to Action:

We invite each of you to consider how you might contribute to this dynamic team in the coming year. Whether by attending events, volunteering your time, or simply spreading the word, your active participation is key to our collective success. Together, we can continue to make a significant impact.

Conclusion:

Reflecting on the past year, we are deeply moved by our own commitment and activism. Our collective efforts to drive meaningful change, both within our community and beyond, truly embody the spirit of inclusivity and support we cherish. We look forward to continuing this important work in the coming year and are confident that our team will remain at the forefront of advocacy and positive change in the LGBTQ+ community.

2023 Members

- D'mitri Sobol, Chair (acting)
- Rev. Randy Lewis, Staff Liaison

All Souls Refugee Relief Team Report

Wayne Sterba



Who We Are:

The All Souls Refugee Relief justice team was formed in September 2021 as a start-up effort in response to an influx of over 800 Afghan parolees being resettled in Tulsa following the chaotic closure of the Afghanistan war. Our team was originally organized through partnership with Tulsa Metropolitan Ministries and authorized resettlement agencies (Catholic Charities, B'nai Emunah, and YWCA). As needs evolve, partnerships with additional non-profits that support refugees have been engaged.

Mission & Goals (2021-2024):

- **Mission:** To create hope for our new neighbors while combating fear and despair.
- **Goals:** Through it's wrap-around support program, to help make refugee life transition in Tulsa a little easier by removing (or minimizing) barriers in three key areas to facilitate their self-sufficiency & independence: language, transportation, and employment.

A New Way For Us To Help:

- In addition to continuing assistance to our current refugees toward self-sufficiency, we are **exploring a transition to a more comprehensive program** of refugee support called Welcomecorps. This new program (01/23) enables individual groups non-affiliated with Resettlement Agencies (RA) like B'nai and Catholic Charities locally, to sponsor refugees directly.
- As a Private Sponsorship Group (PSG), the local group assumes all the responsibilities that RAs perform for refugees. It is a major increase in the original mission of the Refugee Relief Team and presents significant challenges in leadership recruitment and retention, as well as execution when a refugee is assigned or selected.
- The requirements on a PSG are demanding. If we are successful in establishing such a PSG (tentatively called Tulsa Bound), then the Refugee Relief Team can request named refugees that may be related to families already in Tulsa area and in cooperation with Tulsa Metropolitan Ministry. Some affiliated members of TMM are already Team Leaders of Tulsa Bound.

2023 Leadership

- Wayne Sterba-Chair & Afghan Family Cohort
- Ros Elder-Team lead, Education & ESL
- Rhonda Holt-Syrian Family Cohort
- Michael Klenda-Syrian Family Cohort
- Erik Ohllson-Congolese Family Cohort
- Deena Al-Saleh-Arabic translator
- Richard George-Finance
- Dennis Grote-housing maintenance
- Rick Gibbens-remote support

Goals for 2024-2025

- Complete a Welcomecorps Team
- Welcome at least one refugee through the new Welcomecorps unit (tentatively called "Tulsa Bound.")
- Support one or two additional refugees through B'nai Synagogue Resettlement Agency.

All Souls Refugee Relief Team Report

Wayne Sterba



Challenges:

We have had challenges recruiting new volunteer assistance beyond the existing core team members from our first two-year effort. While we receive offers of donations for “stuff,” the volunteer “stand-by” pool is minimal to zero.

Achievements:

- Team members provided approximately 100 hours of personal time in assisting the Syrian refugee family (the Kablalans);
- One team member provided two home & apartment inspections for refugee housing;
- All Souls Trustee Carlos Moreno recorded an interview of Fatouh and ran it on *Focus: Black Oklahoma* (KOSU series/podcast)
- Another team member took the Kabalan family to Dept of Homeland Security office in OKC to complete a required documentation step
- Two team members provide on-going ESL classes, with one volunteering to transport Mr. Muhire to and from the classes.
- One team member provided our Congolese refugee (Jean de Dieu Muhire) with approximately 60 hours of one-on-one assistance in the following areas: (December 2023 arrival & welcome in Tulsa)
- Providing several culture orientation and English training websites.
- Transported another Afghan parolee family (Mamoons), to Oklahoma City to a required meeting with Department of Homeland Security;
- Obtained part-time employment for Fatouh Kabalan at All Souls
- One team member sponsored swimming lessons for Kabalan kids in volunteer’s backyard pool.
- Other examples of All Souls’ love for our new neighbors:
- Wednesday Connections experience & gratitude sharing session with All Souls: Kabalan family shared their experiences of fleeing Syria for Jordan and Year 1 of resettlement in Tulsa
- Additional miscellaneous household items donated by church members, (sewing machines, washing machine, furniture, bicycles & gear)

2023 Members:

- Suzy Ewing, ESL
- Sherry McGeady, ESL
- Holly Hubbs, ESL
- Ellen Bussard, ESL
- Jenny Clyde, ESL
- Keith Margerison, Home inspection
- Chelsea Vaughn, Home inspection
- Larry Wolverton, transportation
- Walter Armstrong, transportation
- Jennifer Oakley, transportation
- Kate Garner, TU
- Randy Knight, TU
- Hunter Smith, Utility
- Bryan Shahan, Utility
- Jeni Halliday, Utility
- Rhonda Steiner, Utility
- Rev. Randy Lewis, Staff Liaison

All Souls for Reproductive Justice Report

Leanna Fish



Who We Are:

The mission of the All Souls for Reproductive Justice is to energize and broaden support for reproductive freedom by educating ourselves and others through increased awareness of how decisions concerning reproductive issues directly and fundamentally impact family well-being; mental, physical, and spiritual health; social equality and mobility; and economic status.

Year In Review:

- Collection plate designation commemorating Roe v. Wade anniversary supporting Roe Fund OK **raised \$1,885.19.**
- We sponsored a screening of *The Janes* documentary and dinner for TU sponsors and presenters for the Reproductive Rights and Freedom Symposium.
- We hosted a screening of the documentary *Plan C* with about 45-50 people in attendance.
- We hosted a screening of *The Abortion Talks* with about 25 people in attendance.
- We held monthly meetings from January-August and another in October of 2023 with people attending in-person and on Zoom
- We also had T-shirt sales supporting Roe Fund Oklahoma that raised \$732.

2023 Members:

- Leanna Fish, Co-chair
- Kathy Piersall, Co-chair
- Nancy Coryell, Co-chair
- Lisa Coats, T-shirts

Community Resource Bank (CRB) Report

Joe John Nurre



Who We Are:

- **Our Vision:** To directly face and respond to the causes and impact of poverty on our communities by building relationships and working together to meet immediate needs, design and implement new programs so we can all face the future with hope.
- **Our Mission:** To collect resources in the form of material goods, so that they can be systematically and efficiently redistributed in an effort to serve our members, our outreach programs, and the larger community.
- **Community Resource Bank also believes** an important part of its mission is to inform and focus the All Souls community on the issues of poverty and hunger in our own community and in the larger communities of Tulsa and Oklahoma and to help create and foster a greater sense of awareness and participation in responding to these needs.

2023 Members

- Joe Nurre, Co-chair
- Deanna Tirrell, Co-chair
- Berkeley Shouse - Volunteer Coordinator
- CRB maintains a roster of over 100 volunteers; our active volunteers for the past year number, approximately 50.

Community Resource Bank by the Numbers:

- **Families Served:** 2,910
- **Individuals Served:** 11,436
 - Adults – 4,481
 - Children – 6,548
 - Seniors – 407
- **Total Distribution:** 49,367 lbs.; 24.7 Tons
 - Shelf Stable Groceries: 23,898 lbs.; 11.9 Tons; 48.4%
 - Fresh Produce: 19,144 lbs.; 9.6 Tons; 38.8%
 - Frozen Meat: 6,325 lbs.; 3.2 Tons; 12.8%
- **Total Budget:** \$26,079.49
 - Distribution/Family: 16.96 lbs.
 - Cost/lb.: \$0.53
 - Cost/Family: \$8.96

Goals for 2024-2025:

- Our consistent goal is to use the past year's experience to become a more effective and efficient organization; better able to serve the needs of All Souls and the larger Tulsa community. We remain committed to our long-standing goals of:
 - Gratitude
 - Nimbleness and flexibility
- Our Mission - our purpose and our work is, simply, to make sure people have enough to eat – each day, every day.
- The Community Resource Bank will celebrate its 12th anniversary this year. We have changed and adapted greatly in that time; but our commitment to alleviating hunger and food insecurity in our communities, both large and small, has never faltered. Each day offers new challenges,,,,,and new solutions. We remain inspired by the work we have done, sustained by our friends and associates throughout the city 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 and worrying where their next meal is coming from.

Partners In Education (PIE) Report

Margo Mitchell



Who We Are:

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

Year In Review:

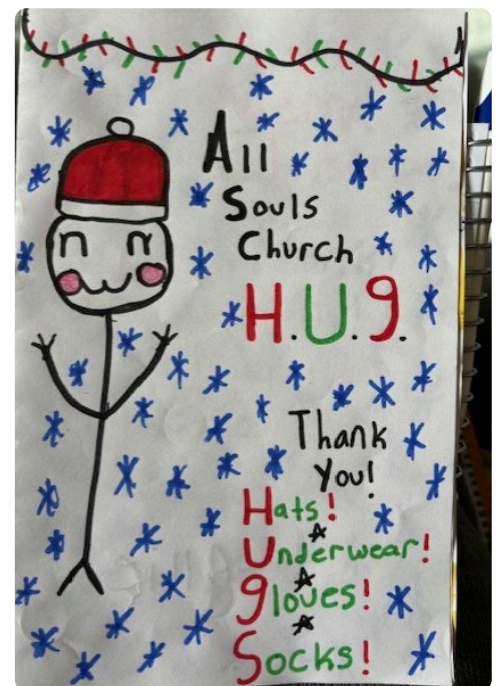
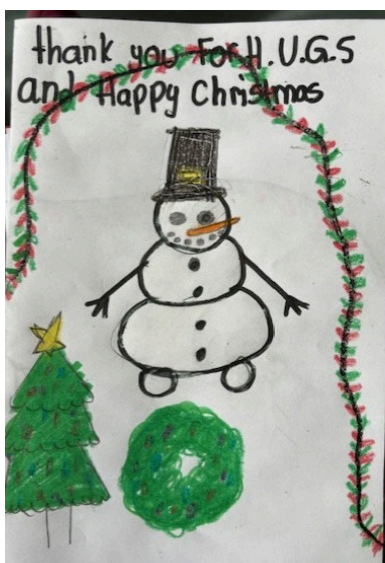
- With George Krumme's assistance, supplied a sweatshirt that memorialized Nancy McDonald to every student and staff member at Unity Learning Academy and Monroe Demonstration Academy.
- **Gave HUGS (hats, underwear, gloves, socks) to every Unity student.**
- Sponsored Monroe's cafeteria work pilot program.
- Provided numerous teacher appreciation events.
- Chaperoned Unity students to Any Given Child Fine Arts Programs.
- Funded Monroe's end of year field trip to the Herman and Kate Kaiser YMCA.

2023 Members:

- Margo Mitchell, Chair
- Jim Beasley
- Carol Burleigh
- Jenny Clyde
- Carol Hinkley
- Kathy Horne
- Kelly Jennings
- Caroline Johnson
- Eileen Simmons
- Marquel Stewart
- Phyllis Wolverton
- Rev Randy Lewis, Staff Liaison
- We are also supported by about 20 volunteers.

Goals for 2024-2025:

- Recruit All Souls members to serve as volunteers.
- Collaborate with other Justice Teams when appropriate.
- Support the teachers and administrators with special appreciation events.



Sheila's Circle Report

Emily Duensing



Description

Sheila's Circle is a refreshed All Souls program named for Sheila Swearingen, building on her legacy of leadership in advancing quality of life and sustainability for women in Central America. We were formerly known as "Village Banking" and then "Partnership Nicaragua," but last year our partnership organization, Just Hope, lost its ability to operate in Nicaragua due to political unrest. Because All Souls (and several of our group members) have ties to Guatemala through the Sienna Project, we have changed our focus to women in Guatemala.

We now partner with Friendship Bridge, a highly rated nonprofit based in Colorado that has been working to support Guatemalan women since 1998, and currently serves more than 34,000 women in impoverished Guatemalan communities. Its programs include microcredit banking, mobile health clinics for women, women's agricultural and entrepreneurial classes, and handicraft businesses. These programs are supported by numerous "Circles" of supporters in the United States, and Sheila's Circle at All Souls is one of the newest.

2023 Members:

- Ted Bakamjian
- Emily Duensing
- Jim Elder
- Robin Hernandez
- Mary Ellen Jones
- Chalmer Labig
- Sherry McGeady
- J. Pat Murphy
- Floretta Reed
- Scott Swearingen

2023-2024 Goals:

- Determine the feasibility of re-establishing a team to support microcredit lending in Central America, after our partnership with Just Hope ended abruptly.
- Research and identify potential reputable partners in Central America (because of All Souls' connection with Guatemala, we focused particularly on that country). Friendship Bridge was identified as the best organization for that partnership.
- Connect with Friendship Bridge and take necessary actions to acquire items made by Guatemalan women and conduct sales at all All Souls to raise money for Friendship Bridge's programs.

Year In Review

In addition to establishing an ongoing relationship with Friendship Bridge, we have conducted **six sales of handcrafted goods, generating more than \$500 in profit**. The church contributed \$1,450 via a generous plate offering in November 2023 (inspired by National Native American Heritage month and the lives and work of indigenous peoples). We also **obtained a \$1,000 grant** from the Justice Council to cover sales-related expenses and to support related programs within the church (such as the Sienna Project). In total, by the end of April 2024, we had **donated approximately \$2,000 to Friendship Bridge** and approved a \$500 donation to the Sienna Project.

Goals for 2024-2025:

- Continue to sell handicrafts at All Souls to raise money for Friendship Bridge's programs in Guatemala.
- Explore the possibilities of expanding sales events to different venues in Tulsa; holding other fund-raising events to educate the church and community about the work done by Friendship Bridge; and organizing an "Insight Trip" to Guatemala with Friendship Bridge leaders.
- Reach out and establish a connection with Tulsa's Guatemalan community.

Sienna Project Report

Dianne Rusher

Who We Are:

The Sienna Project is a living memorial to Sienna, daughter of Reverend Marlin and Anitra Lavanhar. Sienna died unexpectedly in May 2006, just three days after her third birthday. Sienna's grandfather, Martin, his wife Caroline and Sienna's Uncle Derek (hereinafter the Lavanhars) established the Sienna Project as a 501(c)3 non-profit corporation in her memory. The Sienna Project builds three-room elementary schools in small, remote mountain villages in the highlands of Guatemala, where there may not be enough classrooms or even any schools at all. The national government pays teachers' salaries but does not provide funds for school buildings. In many villages, children may never attend school simply for a lack of classrooms. The Lavanhars committed to building 10 schools, which they accomplished in 2014. Having met that goal, as well as becoming octogenarians, Martin and Caroline decided to pass on the project to All Souls. Continuing Sienna's legacy, All Souls has since built two schools in Guatemala: one in Panajxit in 2017 and another in Nuevo Xepocol in 2019. The Sienna Project plans to build another school, site TBD, in March of 2025.

Future Outlook:

- To build another school in Sienna Lavanhar's memory in 2025, bringing to three the number of schools built by All Souls.

Goals for 2024-2025:

- Raise \$35,000 to build a school in 2025.
- Recruit up to 18 volunteers to participate in the 2025 trip.
- Identify potential volunteers to lead the next Sienna Project trip.



2023 Members:

- All 32 alumni of the trips are considered committee members.
- There are an additional 13 volunteers who will be participating in the building of a school in March 2025

Voting Is Power (ViP) Report

Amanda Shankle-Knowlton



Description:

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

Year In Review:

- **39 Voters Registered at Tulsa Pride**
- 1 Voter Registered at Black Lives Matter painting/cookout event
- At least 15 non-partisan Get Out The Vote Letters written via VoteForward
- 2 ballot notarization events held

Goals for 2024-2025:

- Hold at least one absentee ballot notary event prior to each election in 2024
- Hold at least one letter-writing event, through a non-partisan partner organization that will target get-out-the-vote outreach efforts for historically underrepresented groups
- Explore a collaboration with Tulsa Voter Coalition
<https://www.tulsavotercoalition.com/our-partners>

2023 Members:

- Amanda Shankle-Knowlton
- Barbara Sensintaffar
- Deanna Tirrell
- Emily Duensing
- Floretta Reed
- Josie Rosenthal Goodman
- Lanetta Lyons
- Leanna Fish
- Mary Ellen Jones
- Mary Jane Lindaman
- Mike Workman
- Rev Randy Lewis
- Richard Bunn
- Rod Harwood
- Ros Elder
- Sandra Mackey
- Sue Williams
- Jackie Shepperd
- Adam Grider
- Kathy Hinkle
- Dennis Neill
- Jane Firth

Lifespan Religious Exploration & Programs

Lifespan Religious Exploration Report

Shannon Boston



Who We Are:

- All Souls provides a safe space, a community, a place and time set aside to engage with others and ourselves to delve into the questions of Faith. Not to be given answers, but to be given a container in which the questions can be asked, and where answers can be tried on, turned over, discarded or embraced. This process happens over and over again from the earliest years when we teach gentle loving hands to our toddlers and remind our kindergartners that this is a church of the open mind, the loving heart, and the helping hands to our school age children who learn the Peace Practices: be kind in word and deed, respect yourself, each other and the environment, and everyone gets to play, and our youth who develop their own Credos that they deliver to the congregation as their unique statements of Faith. This process is repeated tri-annually as we cycle through our thematic ministry, maturing and understanding in ever deeper and more nuanced ways.
- Together **we create a community where people of all ages will grow and be challenged** personally, intellectually, and spiritually. Here we hold and are held, we celebrate and are celebrated, we have opportunities to lead, to follow, to teach and to learn, and to be in covenanted relationship with one another as we practice Love Beyond Belief.

What We Teach Children:

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

What We Teach Youth:

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

2023 Members:

- Darin Alred
- Linda Alred
- Margaritte Arthrell-Knezek
- Stacie Beckert
- Becky and Casey Brewer
- Laura Bullock
- Chris Campbell
- Deedee Cox
- Tiffany Cross
- Kris Farnsworth
- Leanna Fish
- Jim Gillispie
- Earl Goodman
- Sarah Hall
- Frank and Aubrie Howell
- Jasmine Karlebache
- Bill Kellough
- Linda Kovak
- Terry Lastinger
- Rachel Mize
- Alvetta Newby-Jones

Lifespan Religious Exploration Report

Shannon Boston



What We Teach Adults:

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

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

Year In Review:

- This year Our Camp SleUUth provided another successful summer camp where the children had to detect clues, unravel riddles, and solve the mystery of who stole the church bell! This provided an intensive week of intergenerational fun and bonding for a core group of 29 children and 17 youth as well as 11 adults who got more comfortable with each other and the church environment and learned not to judge a book by its cover.
- We continued our new COVID tradition of Halloween on the Lawn with games and treats on the West playground on the Sunday afternoon before Halloween following church services. Games, fortune-telling, face painting, pizza and fun for all! Children (and adults) wear their costumes to church and this year got to help with New Member Recognition! Well over 100 children and youth attended.

2023 Members:

- Joe Nurre
- Berkeley and Caleb Shouse
- Kate Starr
- Amanda Stewart
- David Truelove
- Mack Vanderlip
- Dale Watts
- Bill Westcott
- Toni Willis
- John Boston – IT
- Kalyn McKenzie Scoggins - OWL Coordinator
- Quanah Scoggins - LRE Assistant
- Corey Smith - Youth Director
- Paula Vella - Childcare Coordinator and Cook

Lifespan Religious Exploration Report

Shannon Boston



Year In Review (continued)

- The annual Tree trimming party and Hanging of the Greens was **enjoyed by 225 people**. This intergenerational event includes soup supper, making decorations, lighting the labyrinth on the lawn (laid by the Youth), cookies and cocoa and carols with choirs.
- Winter Wednesday Connections Kick Off with Michael Mason brought in 117 to learn about Oklahoma's Connection to Psychedelics.
- Seminary for A Day with D.E. Paulk brought in over 80 individuals to learn about the Gospel of Inclusion.
- On Easter we held egg hunts between the services on the front lawn for the older children and in the Memorial Garden for those in kindergarten and younger. Over 1,000 eggs were found with questions and candies to share.
- We are **now able to offer Our Whole Lives Sexuality Education across the lifespan**. This year we held classes for kindergarten and first grade, fourth and fifth grade, and middle school, and plan to offer our High School OWL curriculum for 12-weeks this Summer, and Adult OWL this Fall. Kalyn McKenzie Scoggins is trained in all levels and is on staff as our OWL Coordinator.
- Our Wellspring Small Group Ministry for Adults expanded to four groups this year, three in person and one online.
- Our Wednesday Connections dinners and classes (summer, fall, winter, and spring terms) have hit a rhythm and continue to grow with a minimum of 50 and occasionally bumping up to over 100 participants.

2023 Members:

- Shannon Boston - Staff Liaison
- 70-80 volunteers
- And my apologies to those many more whom I have left off the list.

Goals for 2024-2025:

- Launching Children's, Youth and Adult Programs Committees
- Expanding our Wellspring Small Group ministry to include theme-based small groups.
- Launching Adult OWL

By The Numbers:

- **Sunday School (pre-K-5th)** | Total: 1,496; Average Per Session: 38; Sessions: 39
- **Sunday School (middle/high)** | Total: 1,093; Average Per Session: 28; Sessions: 38
- **Middle School OWL (Wed.)** | Total: 254; Average Per Session: 20; Sessions: 13
- **Wednesday Community Connection Childcare** | Total: 226; Average Per Session: 11; Number of sessions: 20
- **Wednesday Community Connection Classes** | Total: 1,599; Average Per Session: 64; Number of Sessions: 25
- **Wednesday Community Connection Dinner** | Total: 1,454; Average Per Session: 59; Number of Sessions: 25

Lifespan Religious Exploration Report

Shannon Boston



Professional development:

- On May 4, 2024, I will **complete my 2-year certification program through Meadville Lombard Theological School** in Spiritual Direction Certification. This intensive process has allowed me to deepen my own spirituality and become a better equipped facilitator of small groups and classes.
- My regular participation in church services, through storytelling, singing, readings, announcements or candle lighting makes me feel more connected to the church and its members. In addition, I believe this practice helps to weave the generational ends of the church together as the children begin and end most Sunday services in the Sanctuary, experience the liturgy, and get comfortable and grow with the space.
- I attended a four-day White Privilege Conference, April 3-6, which deepened my anti-racism work and strengthened my core belief in the great work we are doing here at All Souls impressing upon me how far we have come and the work we have yet to do as a church and a society.
- I have enjoyed taking our monthly themes and the messages from our ministers and transposing them into bite-sized lessons for our children each Sunday as a new way to format "Sunday School." While it does have its constraints and it isn't highly replicable, it is a fun and energizing way to do church school that I'm hoping we can expand with the right staff and volunteer base.



All Souls Reads Report

Shannon Boston



Who We Are:

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

2023-2024 Goals:

- To continue meeting in person and regrowing our presence at All Souls.
 - **Our numbers are growing** as we are meeting both online and in person. We had fourteen in our final session!

Year In Review:

We began the 2023 summer with a 4-week intensive on Nancy Palmer Jones' *Mistakes and Miracles: Congregations on the Road to Multiculturalism* with Rev. Gerald Davis. Many members from Restoration joined us on this learning journey. The UUA common read, which held a lengthy chapter on our church, helped us to answer these questions:

- What calls UUs to create multicultural, antiracist Beloved Community?
- What do congregations need when they embark on this journey?
- What common threads run through our stories?

Then, we embraced historical fiction in our 5-book selection:

- **September 10, 2023** — *The Love Songs of W.E.B. Du Bois* by Honorée Fanonne Jeffers
- **November 12, 2023** – *Harlem Shuffle* by Colson Whitehead
- **January 14, 2024** – *On Repentance and Repair* by Rabbi Danya Ruttenberg
- **March 10, 2024** – *Brotherless Night* by V.V. Ganeshanathan
- **May 19, 2024** – *Above Ground* – by Clint Smith

2023 Members

- Rev. Gerald Davis, Program Facilitator
- Lynda Bridges, Program Assistant
- Shannon Boston, Staff Liaison

Goals for 2024-2025:

- To continue the five book model
- Increase awareness of our group
- Invite more participants to join us.

Book Table Report

Dale Watts

Who We Are:

The Book Table provides current books for sale that are of interest to our membership and reading groups within the church. If a member requests a title, we will order it for the member. We order new books for each Sunday based on sales from the previous Sunday sales, therefore, new books are on the table almost every Sunday!

Year In Review:

By moving the Book Table to Emerson Hall, **sales have increased to an average of 6 books each Sunday**. For example, so far this year (from January 1, 2024) we have sold 74 books. In the same period for 2023, we sold 24 books.

Goals for 2024-2025:

- Work closely with the staff to provide materials that are of interest to the membership.
- Work with the ministers and others to provide books often discussed from the pulpit and in reading groups within the church.
- Encourage members to provide input for books that might be of interest to the membership.



2023 Members

- Jim Barton
- Chris Campbell
- Linda Campbell
- Roz Hand
- Eileen Simmons
- Dana Vitt
- Rahima Husanadeen

Childcare Annual Report

Paula Vella



Who We Are:

- All Souls provides a **safe and caring space for all children** when they enter our doors and participate in our programs. We begin our work with children as soon as they can walk. Childcare is provided for toddlers 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 the 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.

2023-2024 Goals

Our goal "to evolve our program organically" has been able to occur with increased staffing. At the start of the year, children had to be 3-years-old and potty trained to attend. As the year progressed, we expanded the age group. Presently, any child one year of age that can walk is accepted into the program.

Goals for 2024-2025

- Continue to hire staff and solicit volunteers so that we may offer nursery care during services and have two rooms fully open on Sunday mornings.
- Continue, expand and communicate training of staff and volunteers in emergency procedures.
- Find adequate check-in/communication system to meet needs of parents with pre-verbal children.

2023 Members

- Paula Vella, Childcare Coordinator
- Cormac Bulmer
- Sophia Cross
- Janyce Eppler
- Julia Kennedy
- Jennifer Ballard
- Becky Brewer
- Tiffany Cross

D.I.V.E. Report

Shannon Boston



Who We Are:

- **Mission:** The mission of Diversity Inclusion Vulnerability Engagement (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.

Year In Review:

- This year the DIVE Team completed our inaugural course work based out of Mark Hick's work, *Building the World We Dream About*. We hosted the first of five events at All Souls for Victor Luckerson's book, *Built From the Fire*. We assisted at the viewing and reception of Bishop Carlton D. Pearson's Celebration of Life. Finally, we hosted the Pastor D.E. Paulk's Seminary for a Day Sponsor Party.

Goals for 2024-2025:

- Create a separate oversight committee to work with the Board of Trustees to advise on issues of marginalized, oppressed, or overlooked identity in our church community.
- Continue to create curriculum and recruit membership from those members who are SHADZ and Rewire alumni and are willing to take a leadership role.

2023 Members:

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

REWIRE Development Task Force Report

Shannon Boston



Who We Are:

REWIRE is a racial identity caucus group to help white people understand systemic racism and unlearn the racism with which they have been raised. Participants explore racial identity formation and gain tools to be effective allies for racial justice.

2023-2024 Goals:

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

Year In Review:

- We completed our first two online 8-month REWIRE class series' using the Moodle platform with a very positive response.
- We are ready to launch a new round of classes for staff this summer and for church members and community this Fall.

Goals for 2024-2025:

- To offer REWIRE 1 to the All Souls staff (we will also offer equivalent curriculum to our BIPOC staff simultaneously).
- To train facilitators in REWIRE 1.
- To offer at least two REWIRE 1 sessions to our community.

2023 Members:

- Shannon Boston
- Kate Starr
- Chad Johnson
- Amanda Shankle-Knowlton

SHĀDZ Report

Corey Smith

Who We Are:

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

2023-2024 Goals:

- Increase participation by reaching out to community organizations outside of All Souls for more participants.
- Rebranding SHĀDZ with a focused marketing strategy for the Fall 2024 session.
- Hosting a Summer film documentary series focusing on race relations and social justice.
- Increase All Souls Everywhere participation.
- Launching a full SHĀDZ class for Fall '24.
- Recruit potential candidates for Fall '24 launch.

Year In Review:

SHĀDZ did not meet this calendar year. However, we are working diligently to introduce this program in the Fall of 2024 with a targeted marketing approach that reaches beyond the congregation. Therefore, our goals for 2024-2025 will reflect where our efforts will focus.

Goals for 2024-2025:

- Increase participation by reaching out to community organizations outside of All Souls for more participants.
- Rebranding SHĀDZ with a focused marketing strategy for the Fall 2024.
- Increase All Souls Everywhere participation.
- Launching a full SHĀDZ class for Fall 2024.
- Recruit potential candidates for Fall '24 launch.
- In addition to our fall offering, the team is in discussion around starting a BIPOC support group that will likely serve as a springboard or precursor to SHĀDZ. The new group would meet once at least once a month to discuss topics around BIPOC experiences and feedback to help increase participation and greater integration into the ASUC family.
- The new group would meet at least once and gather feedback.



2023 Facilitators:

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

Youth Annual Report

Corey Smith



Who We Are:

The Youth Department at All Souls provides developmental programming for our High School Youth grades 9-12. We establish a culture where everyone is welcome in our all-inclusive space. We encourage positive dialogue as we discuss topics such as our monthly religious themes, world religions, UU history, All Souls history and social justice. Our Youth engage in building meaningful relationships while deepening their own spiritual development. We encourage a loving space where young adults can establish their own independence, develop their own ideology, moral compass, and socially responsible behavior.

2023 Members

- Corey Smith
- 14 volunteers

Year In Review:

The Youth Department experienced growth in our Middle School and High School participation this year. We had **several NEW families** join our flock, and we saw several families return post-covid. Families were looking for ways for their youth to engage in meaningful spiritual relationships, and we were able to provide the necessary programming to nurture their growth. Our Youth programs focus on weekly instruction in identity formation through:

- Outdoor/Nature adventures
- Social Justice/Calls to Action
- Exploring myriad Faith traditions
- Weekly Youth Fellowship

Middle School:

Our Middle School participated in a new curriculum entitled "Building a Better World". This exciting program provided youth with an opportunity to create a role-playing model to create different scenarios with solving real-world problems using UU principles. Students developed characters with attributes like Dungeons and Dragons to solve various situations. This platform allowed a safe space to discuss issues like violence, peace, and social justice among other tough issues facing our youth today. This program was well received and will continue through the summer.

Youth Annual Report

Corey Smith



Youth Program:

The Youth also hosted an intergenerational Halloween Festival in Emerson Hall. We created a family-friendly event with costumes, prizes, spooky inflatables, games, music, pizza and lots of candy! We hosted a cookout to celebrate Juneteenth and repainted the BLACK LIVES MATTER mural in the parking lot. The Easter Egg Hunt on the front lawn provided another opportunity for fun and community for participants of all ages. Our Youth hid over 1,000 eggs for our young ones to find treats with a special message inside. These are a few of the highlights of ways we were able to engage our Youth this year and create opportunities for community.

2023 Members

- Corey Smith
- 14 volunteers

Coming Of Age:

Coming of Age saw an **increase in participation this year!** We were able to make our Vision QUUest campout at Greenleaf State Park. This setting provides a spiritual element in nature to prepare for Coming of Age Sunday in the spring. They also made the annual Boston Pilgrimage with stops at Kings Chapel, Arlington Street Church, Walden Pond and Harvard Divinity School just to name a few on this journey. This trip provides the inspiration for Coming-of-Age Sunday. **The class provided 12 powerful Credo**s for the service this year and was very well received by the congregation. Our High School Youth worked diligently this year to provide the elements for Youth Sunday this year. Many of our participants picked up instruments for the very first time. They did a wonderful job providing a meaningful, joyful service for the congregation.



Youth & Social Action:

Our Youth actively participate in social action for the congregation and the community at large. We assist with serving dinner at All Souls Wednesday Connections for congregants. We are also able to sponsor a meal at the Day Center for the Homeless with generous donations from our Youth families. We learned about other faith traditions through the OCCJ Interfaith Tour along with other youth across the metroplex. Finally, we continued our participation in the MLK and Pride parades. These events provide our Youth with the opportunity to sharpen their moral compass with calls to action!

Youth Annual Report

Corey Smith



2023 Members

- Corey Smith
- 14 volunteers

Events & Attendance:

- Juneteenth BLM Mural & Cookout - 80
- All Souls Halloween Festival - 225
- Coming of Age Vision QUUest Campout - 20
- Coming of Age Boston Pilgrimage - 15
- Tree Trimming, Labyrinth Lighting & Hanging of the Greens Choir Concert - 250
- Youth Main Event Lockout - 30
- MLK Parade - 80
- OCCJ Interfaith Tour - 100
- Aubrie Howell Vision Board Project - 20
- Youth at Discovery Lab - 15
- Carlos Moreno Greenwood Walking Tour - 25
- Easter Egg Hunt on the Lawn - 150

2023-2024 GOALS:

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

2024-2025 GOALS:

- Increase Middle and High School Participation
- Develop a Youth Program Committee
- Cultivate new opportunities for spiritual development
- Increase parent volunteer participation
- Continue social justice activity locally and nationally
- Re-establish a spiritual fall retreat for incoming Seniors
- Cultivate fundraising opportunities

Conclusion:

This is an exciting time for the Youth Department! We saw an **increase in our programming this year** and we expect similar future growth. As more new families find their way to All Souls and old families return, we will continue to provide an environment where everyone is loved, everyone is heard, and everyone gets to participate. We will continue to encourage free inquiry, mutual respect and socially responsible behavior from our young people. Thank you for your continued love, support and participation in the Youth Program.

Peace and love,

Corey Smith

Music

Adult Music Program (AMP) Report

Lori Franklin

Who We Are:

The Adult Music Program (AMP) Board serves as the governing body of the Adult Choir Ensembles including the Chamber Choir and the Adult Choir. The Adult Music Program Board assists the Adult Music Director(s) in developing the musical, organizational, and social activities of the All Souls Adult Music Program and serves as a liaison between the Choir(s) and the Music Director(s).

2023-2024 Goals:

- **Strengthen Board:** We were able to elect a Board of enthusiastic members who are committed to the mission of the Adult Music Program. We planned events that were engaging and meaningful as well as did more unifying of the two choirs together.
- **Encourage New Members:** We had recruitment events, made more announcements in services about joining choir, and welcomed several new members in both choirs. Events like the Nick Page clinic encouraged the community to become involved with the church and the music program.
- **Sing with the Church and the Community:** Singing at the Palmer Women's Treatment Center and serving at the Day Center are important pieces of our mission. We enjoy singing in the community and are always looking for more ways to do so.



2023 Members

- Lori Franklin, Chair, Adult Choir
- David Lawrence, Vice Chair, Adult Choir
- Mike McCrary, Secretary, Member at Large
- Sue Burke, Treasurer, Chamber Choir
- Aaron Hawkins, Chamber Choir
- Rick Fortner, Choir Director and ex-officio member
- The Adult Music Program consists of volunteer singers. Approximately 40 singers are divided among the ensembles. Volunteers serve through participating in rehearsals, performances, supporting church services, and community events.

Adult Music Program (AMP) Report

Lori Franklin



Year In Review:

- The choirs enjoyed another wonderful year creating music together. We performed in numerous church services, often with both adult choirs combined and even joining the children and youth in some performances. The choirs provided music for multiple services and performed a Holiday Concert.
- We **recruited new members this year** at the Program Fair and have made efforts to encourage members to join us in singing. Choir members had a summer get together with pizza and karaoke and a chance to vision and discuss the mission and activities of the choir. We brought in a guest music clinician, Nick Page, to work with the choirs and the community and perform for the church.
- In the community, the **choirs sang the National Anthem at a Drillers' game**, sang carols at the Palmer Women's Treatment Center and **performed in the Pride Parade**. We participated in serving a meal at the Day Center for the Homeless. The Chamber Choir provided entertainment at a holiday party for a donor to the church. Another exciting event was singing at the opening of the documentary film "1946" at the Circle Cinema.

Goals for 2024-2025:

- **Solidify Board Functions:** We need to confirm some bylaw changes, continue to think carefully about activities and ways to utilize funds for the benefit of the music programs, church, and community and would like to find ways to archive records and memorabilia about the history of the music program.
- **Encourage New Members:** We always love welcoming new singers to the Adult Music Program choirs. We hope to meet new singers, hear new voices, and encourage participation from many of the diverse members of our congregation. More participation leads to the ability to perform larger scale pieces and add challenge and depth to our ability to create music. If you are interested in singing with the choirs, please contact Rick Fortner or David Smith!
- **Continue Community Events:** One of the most rewarding parts of the Adult Music Program is the opportunity to bring music to the community. We hope to sing more places where singers are not often found: at the jail, at the Day Center, at Palmer's Treatment Center, or any other place where we can bring the hope music can provide. We welcome suggestions and connections from the congregation about places where we can sing!

2023 Members

- Lori Franklin, Chair, Adult Choir
- David Lawrence, Vice Chair, Adult Choir
- Mike McCrary, Secretary, Member at Large
- Sue Burke, Treasurer, Chamber Choir
- Aaron Hawkins, Chamber Choir
- Rick Fortner, Choir Director and ex-officio member
- The Adult Music Program consists of volunteer singers. Approximately 40 singers are divided among the ensembles. Volunteers serve through participating in rehearsals, performances, supporting church services, and community events.

Children's, Cherub, & Youth Choirs Report

David B. Smith



Who We Are:

The CCYC program offers a high-quality music education and opportunities for children to learn about their own talents, interests, and forms of self-expression. CCYC fosters personal growth and the development of life skills through travel, study, teamwork, and excellence in performance. CCYC provides the opportunity for singers to expand their social, spiritual, and community development through music, in the framework of a liberal faith. Families don't have to be a member sing and we perform for individuals outside the congregation.

2023-2024 Goals:

- We had hoped that 2022-2023 was the true year of rebuilding as Covid-19 has subsided. We are now rebuilding choir program from the previous three year.
- Revitalize parental support for the program.
- Reinstigate fundraising activities for support.
- Reinstigate annual choir camp and out of town trips.
- Be a source of learning and friendship while providing a musically excellent experience

Year In Review:

- Rebuilding after COVID-19 - all fundraising activities were again canceled.
- Rehearsals and activities returned almost exclusively to in person.
- Participated 90% of regular "pre-pandemic" service/performance schedule.
- Participated in person Holiday Concerts.
- Participated in Youth Sunday.
- Cherub and Children's Choirs had rehearsals during Sunday service times of 10am and 11:30am.
- ***We're so grateful to all the singers and parents who have continued to be a part of the choirs!***

Goals for 2024-2025:

- Continue the slower than anticipated rebuilding of the choir program from the previous "pandemic" years.
- Continue to recruit and increase parental support for the program.
- Reinstigate fundraising activities for support.
- Reinstigate annual choir camp and out of town trips.
- Be a source of learning and friendship while providing a musically excellent experience

Building & Grounds

Building & Grounds Report

Jerry Burleson



Who We Are:

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

Year In Review:

- New **windows installed** in the Sanctuary, Chapel and 4 windows on the upper level.
- New **carpet installed** in the Sanctuary.
- New picket fence for the West playground.
- Removed large sandbox structure from North playground.
- New irrigation controllers installed. Courtesy of Dennis Neill
- Major pruning of trees on campus.
- Consolidated and reduced the number of offsite storage units.
- New lighting installed at garden gate entrance. Courtesy of Dennis Neill.
- New paint and decals for the church van.

Goals for 2024-2025

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

2023 Members

- Jerry Burleson
- Antonio Ibarra
- Fatouh Kablaan
- Devin Davis
- Demetra Sanders

Master Planning Committee:

- Marlin Lavanhar
- Hannah Middlebrook
- Denise Dutton
- Colin Bent
- Jim Rusher
- Jeffrey Evans
- Dennis Grote
- Leisa McNulty
- Gabe Palacios



Building Repair Team Report

Dennis Grote



Who We Are:

The Building Repair team performs minor repairs and painting of interior and exterior walls and trim and doors. Some examples of minor repairs are replacing of repairing rotten wood, replacing damaged trim and patching sheetrock. We meet on Thursdays at the church.

Year In Review:

- **Trimmed the two new windows in the Garden Room.** This included insulating, adding sheetrock, floating, adding trim and painting.
- Spaced and lined up the sanctuary pews and anchored them to the floor.
- Repainted and repaired the walls and trim and modified a closet in Randy Lewis's office.
- Painted the base boards in Sanctuary prior to the new carpet installation.

2023 Members

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

Goals for 2024-2025

- We are presently painting Room 207 and the hall outside of Room 207.
- Our next goal for the remainder of 2024 is to repaint as many exterior doors as we can, weather permitting.
- Continue working with Jerry Burleson on areas of the church that need to be refurbished.

Garden Team Report

Kathy Hinkle



Who We Are:

The Garden Team gathers each Friday in the Memorial Garden, which has been our focus. We are increasingly addressing other locations on the grounds. We work year-round, mornings in the warmer months and afternoons in the cooler months. We clean up, restore, weed, plant, transplant, prune, seed, power wash, add nutrients, compost, mulch - all the things you do in your own garden. The third Friday of each month is our Catch-up/Planning Meeting where we talk about what is working or not working, make future/seasonal plans, learn, laugh, and share with remarkable people who all appreciate the importance of Nature in our lives.

Year In Review

The garden team continued to do a large amount of restoration work that had built up in recent years due to the potential church relocation and the impact of COVID. We made noteworthy progress with lots of labor (over 1,000 volunteer hours) and several financial donations to support the work. **The labor and donations represent more than \$50,000 in investment to benefit the church.** Under the supervision of Terry Lastinger, our **efforts are focused on environmentally sustainable plants, trees, and lawn.** We acknowledge the outstanding support and cooperation of Jerry Burleson and his staff. with all our efforts. Thank you to them, our volunteers, and our generous donors.

2023 Members

- Kathy Hinkle – Chair
- Terry Lastinger – Horticulturist
- Jerry Burleson - Building and Grounds Manager
- Dennis Neill
- John Southard
- Shirley Scott
- Peter Childs
- Jerry and Julie Gustafson
- Jackie Wofford
- Angela Dixon
- Jim Walker
- Bruce Clemens
- Steve Ludiker
- Craig Koele
- Chris and Linda Campbell
- David Ratliff
- Kim Holland
- Dorothy Davis
- Julie Skye
- Janet Williamson
- Chalmer Labig
- Scott Swearingen



Garden Team Report

Kathy Hinkle



Achievements:

- Throughout the hot summer of 2023, planters were filled with shrubs and flowers, and we maintained the health of the beds and planters through constant watering and weeding.
- Insured that the wild birds, goldfish, and Koi were fed and cared for.
- Mulched the beds outside of the Memorial Garden.
- Installed and in October **dedicated the new Pet Memorial Garden** - article in "Tulsa Pets Magazine."
- Installed 3 new automated controllers, with remote access and rain sensors, to all the sprinkling systems and repaired portions of the systems.
- Added a bronze plaque, new plantings, and new lighting to the Memorial Garden entrance.
- Ran electricity to the tool shed for power and light.
- Purchased an electric-powered garden cart to handle large loads and a pump to clean the fountains.
- Engaged a company to clean and {repair} the Garden wall and walkway. Water seepage through the top of the Garden Wall threatened its integrity.
- With volunteer labor and professional tree trimmers, addressed needed maintenance on trees, including preserving the 100-year-old American Elm in the children's area with pruning and support cables.
- Removed vegetation from the fence along the west property line.
- Removed deteriorating wood fence.
- Restored several benches.

Goals for 2024-2025:

- Completion and Rededication of the Campbell Fountain.
- Growing the Trees to Raise Money for Garden Projects with our first Annual Tree Auction.
- Tree Planting-Based Carbon Sequestration Program

2023 Members

- Kathy Hinkle - Chair
- Terry Lastinger - Horticulturist
- Jerry Burleson - Building and Grounds Manager
- Dennis Neill
- John Southard
- Shirley Scott
- Peter Childs
- Jerry and Julie Gustafson
- Jackie Wofford
- Angela Dixon
- Jim Walker
- Bruce Clemens
- Steve Ludiker
- Craig Koele
- Chris and Linda Campbell
- David Ratliff
- Kim Holland
- Dorothy Davis
- Julie Skye
- Janet Williamson
- Chalmer Labig
- Scott Swearingen

Communications Audio/Visual, & I.T.

Communications Report

Garrett Powders



Who We Are:

The All Souls Communications Department is responsible for raising awareness about All Souls Unitarian Church – both internally with our congregation and to the community at large. We manage the All Souls website and social media accounts, as well as create promotional materials for church events, work with local and national media, create monthly and weekly publications, and the order of service. Our goal is to tell the stories of All Souls and the people who make up its community.

Year In Review:

This year was a one of learning and growing for the communications department. Michelle Spencer had been handling most of the communication duties by herself much of the year. Garrett Powders joined the team in August as our full-time communications director; Ryan Higgs joined a few months later as the full-time Audio/Visual coordinator. Now that we have a full team in place, we have our eyes set for the upcoming year and some exciting goals.

Achievements:

- Hired Garrett Powders as full-time communications director
- Hired Ryan Higgs as full-time Audio/Visual coordinator
- **Facebook followers increased by 869; Instagram followers increased by 251.**
- All Souls was in the local media several times:
 - [Community comes together for Equality Center](#)
 - [Local church collects donations to help LGBT nonprofit who says they're at risk of shutting down](#)
 - [Oklahoma doesn't mandate sex ed, so some churches are trying to fill the gaps](#)
 - [Transgender Day of Remembrance service and vigil held at midtown Tulsa church](#)

2023 Members

- Garrett Powders, Communications Director
- Michelle Spencer, Communications Associate
- Ryan Higgs, A/V Coordinator
- Greg Raw, Lead A/V tech
- Locke Willis-Edwards, A/V tech
- Justin Allen, A/V tech
- Ryan Rhodes, A/V tech

Goals for 2024-2025:

- **Launch New Website:** One of our biggest goals is to launch a new website for All Souls Unitarian Church that is more user-friendly.
- **Create & Improve Processes:** Communication is key, and with such a new team, it's important to create and build new processes that help our team, the congregation, and the community at large stay in touch. We'll be working on some new processes to make sure the best possible communication and promotion is available.
- **Establish Creative Souls Volunteer Group:** There is a lot going on at All Souls, and we need help getting the word out. This year, we want to create a Creative Souls volunteer group to help tell the many stories of All Souls. If you're a writer, photographer, social media expert, graphic designer, podcaster, etc., we hope you'll join us!

Audio/Visual Team Report

Ryan Higgs



Who We Are:

The AV team serves all AV needs during services and events in the building. The AV team, operating with the Communications department, continues to prioritize online services. This includes filming, streaming, soundboard operation, video production, and equipment management.

2023-2024 Goals:

- Fill the empty AV Coordinator position
- Continue to adapt and build team to fulfill needs of church
- Consistently release edited service videos and podcast episodes
- Streamline the AV experience in Emerson

Year In Review:

The main focus for AV this year has been rebuilding the team to its full capabilities. With a brand new Communications team being hired this year, we are working to organize and enhance our AV processes.

Achievements:

- AV Coordinator, Ryan Higgs, hired December 2023.
- We've **continued growing our YouTube audience**. We added 856 new subscribers over the last year, a **10% increase**.
- From 2022-2023, we had 93,000 total YouTube views. From 2023-2024, we had over 174,000 video views, a 87% increase, but it is important to note that over 65% of these views came from Bishop Carlton Pearson's passing and his former services.
- We are hoping to build on this growth and prioritize engaging content that is evergreen.

Goals for 2024-2025:

- Continue to adapt and build team to fulfill needs of church
- Continually expand All Souls' digital reach
- Launch an All Souls' Creatives group to assist with video/photo production and special projects.
- Standardize video production elements to ensure consistent branding and promotions.
- Make substantial additions to our AV equipment, prioritizing digital and flexible solutions.

2023 Members

- Greg Raw, Lead AV tech
- Locke Willis-Edwards, AV tech
- Justin Allen, AV tech
- Ryan Rhodes, AV tech

Information Technology (I.T.) Report

John Boston



Who We Are:

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

2023-2024 Goals:

- Implementation of a password management solution
- Migrate all users from Active Directory to cloud authentication
- Implement off-site backup solution

Year In Review:

- Purchased and deployed 6 new PCs and 2 new MacBooks, eliminating outdated hardware.
- All Souls conducted 9,785 Zoom meetings 7,950 hours. We **added Switzerland, Germany, and Uganda to the list of nations we reached** with Zoom.
- Set up OneDrive backups for all Windows users, and trained everyone in how to make sure their local files are backed up to the cloud.
- Migrated ShareFile to a new account due to our original account incorrectly being set up as HIPAA Compliant.
- We subscribed to a cloud backup solution from Veeam, which will provide protection against ransomware for our data stored in Office 365, including OneDrive, Email, and Microsoft ShareFile.

Goals for 2024-2025:

- Upgrade all users to Windows 11
- Upgrade to Realm
- Update network switches to current technology to allow for new security system installation

Finance

Finance Report

Jonathan Sweet
Samantha Beard



Profit & Loss Statement for 2023:

All Souls Unitarian Church
Analysis of Revenues & Expenses - Summary
Operating Fund
December Year to Date 2023
Unaudited
12/31/2023

	2023 YTD Actual	2023 YTD Budget	Variance to Budget
Revenues			
Income			
Pledge Revenue	\$1,514,240.16	\$1,400,000.00	\$114,240.16
Endowment & Additional Funding	\$348,393.70	\$276,800.00	\$71,593.70
Fundraising Revenue	\$94,643.20	\$85,000.00	\$9,643.20
Other Revenue	\$272,527.93	\$444,000.00	(\$171,472.07)
Program Revenue	\$106,624.19	\$97,600.00	\$9,024.19
Total Revenues	\$2,336,429.18	\$2,303,400.00	\$33,029.18
Expenses			
Current Expenses			
Total Ministerial Expense	\$377,805.45	\$439,604.76	\$61,799.31
Total Congregational Expense	\$55,151.73	\$65,000.04	\$9,848.31
Total Program Expense	\$624,519.41	\$648,761.43	\$24,242.02
Total Administrative Expense	\$1,150,186.33	\$1,150,033.77	(\$152.56)
Total Expenses	\$2,207,662.92	\$2,303,400.00	\$95,737.08
Net Surplus/(Deficit)	\$128,766.26	\$0.00	\$0.00
Reclass to Operating Fund Balance	(\$128,766.26)	\$0.00	\$0.00
Total Surplus/(Deficit)	\$0.00	\$0.00	\$0.00

Notes:

- 2023 showed a small surplus, mainly due to lower-than-anticipated expenses. There were several factors that contributed to this - staff changes being the most significant item. The Executive Minister was budgeted for the full year, but left mid-year and was not replaced. As a Non-Profit, any surplus or loss must be reclassified to the balance sheet into the Fund Balance account.
- The Building Capital Fund at the end of the year had a cash balance of \$3,424,447.20, which shows a \$675,668.81 increase for the year. The Conservage rental homes generated cash of \$14,352.61.

Audit Committee Report

Laura Ward

Who We Are:

The All Souls Audit Committee provides oversight of the Church's finances and works collaboratively with the Church's Accountant and Executive Director of Finance. Collectively, 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. This year a new firm was selected to provide rotation and increased independence.

2023-2024 Goals:

- Work as a cohesive team to support the holistic assessment of revitalized internal controls systems and practices and make changes as appropriate post pandemic.
- Assist the Church as needed in preparations for expansion initiatives.
- Consult with other committees as appropriate.
- Continue to work with the senior minister and staff in reviewing and strengthening financial controls.

Year In Review:

- The Audit Committee hosts regular monthly meetings, where both the Executive Director of Finance and the Accountant provide regular financial reporting, accounting system updates, and any emerging risks to be addressed.
- This year the committee welcomed Paul Burgess, Attorney and CPA, as a new member with over 40 years of tax advisory experience. Similarly, Richard George, an All Souls member for over 47 years, has served on the Board of Trustees, chaired the Budget Committee and many other service contributions to the Church. Long-standing member Craig Jones brings vast financial and investment experience, where he also serves on boards in the Tulsa community, and readily shares expertise. Lastly, the new Chair, Laura Ward, is a CIA, and has served over 33 years in the audit profession. Collectively, the depth and breadth of committee member experience allows for healthy and dynamic monthly discussions.
- This year's audit firm rotation provided an opportunity to evaluate the post-pandemic financial systems of internal control and make changes to prepare the Church for expansion. Examples of changes in progress include creating more refined programmatic budgets and reporting, and a central cost allocation plan. Numerous improvements are in progress, with a focus on strengthened internal controls, and more robust, tailored financial reporting to pave the way for growth.



2023 Members

- Laura Ward, Chair
- Richard George
- Craig Jones
- Paul Burgess

Investment Committee Report

Joe Perrault



Who We Are:

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

Year In Review:

There are four types of accounts managed by the Investment Committee:

- The Permanent Endowment Fund (Pooled Endowment Account)
- Donor Specified Funds (Donor Specified Accounts)
- The John B. Wolf Retirement Trust Fund (Retirement Trust Account)
 - With the death of Barbara Wolf, and per the terms of the trust, disposition of the remainder of this trust will be determined by the BOT.
- Capital/Building Fund (Construction/Improvement of the Church)

2023 Members

- Joe Perrault, Committee Chair
- Maurice Storm
- Anthony Showalter
- Donna Dutton
- Eileen Kenney, BOT President, ex-officio w/ voting rights
- Dan Piazzola, BOT VP of Finance, ex-officio w/ voting rights
- Rev. Marlin Lavanhar, no voting rights.

Pooled Endowment Account

The Pooled Endowment had a total market value of \$5,892,016 on December 31, 2023, with a total return of 12.9%. As of December 31, 2023, approximately 33% was invested in bonds, 57% in stocks, and 10% in real estate and other assets. Investments consist of index mutual funds and exchange traded funds. The Pooled Endowment Account includes the Unrestricted Endowment, and various “specified and restricted” segments, which allow donors to make permanent gifts for a particular program or use that they want to support. Each segment benefits from the advantages of asset diversification and lower investment expenses by being a part of the larger Pooled Account. Current Pooled Endowment Account segments are the following: General Unrestricted, Day Endowment, Stegman Outreach, McElroy Internship and All Souls Garden fund. In support of the 2023 budget year, the Church withdrew or approved the distribution from the Pooled Endowment Account of a total of \$272,980, in accordance with the investment policy for the following uses:

- **Base operating distribution from unrestricted endowment:** \$226,660
- **Outreach distribution:** \$21,520
- **Internship distribution:** \$3,200
- **Garden distribution:** \$600
- **Capital/Major Maintenance distribution:** \$21,000

Investment Committee Report

Joe Perrault



Distributions from Donor Specified Accounts totaled \$80,480

Donor Specified Accounts are monies donated for specific purposes and may or may not be of a long-term nature. These Accounts are managed and invested with the same asset allocation as the pooled endowment. Withdrawal amounts are recommended by the Sr. Minister in consultation with and approval of the BOT and, if they are available, the donors. There are currently seven such accounts:

- **The “Memorial Garden Fund,”** donated by Peter Childs
- **The “Jenkin Lloyd Jones Press Fund,”** donated by Bisser Barnett
- **The “Art & Panny McElroy Internship Fund,”** a gift from the estate of Panny (& Art) McElroy
- **The “Day Media & Communications Fund,”** a gift from the estate of Virginia (& Orval) Day
- **The “Children’s Choir Fund,”** a gift from the estate of Rev. Suzanne Meyer
- **The “Jacob Speaker Fund,”** a gift from the Ronald Grant Jacob Trust
- **The “Becky Johnson Endowment Fund,”** a gift from the Becky Johnson Trust
 - Gifts from the estate of Becky Johnson, totaling \$1,570,727 had been received as of December 31, 2023. The Board directed the establishment of a separate endowment account. The agreement detailing the purposes for the fund was not completed as of December 31, 2023. No withdrawals from the fund will be made until the agreement is finalized. It has been invested in the same asset allocation as the Pooled Endowment Fund.

Major Gifts:

The following major gifts were received during 2023:

- A gift of \$229,851 from the Ronald Grant Jacobs Trust
- The first of four annual \$100,000 gifts from Beth and Keith Goddard in honor of Dick and Trish Lieser.
- A gift of a partial distribution from the Carol B. Jones Trust of \$385,000, half (\$192,500) of which is for the pooled endowment and half for the Capital fund.

The **December 31, 2023, market values** and annual rates of return for these accounts were as follows:

- **Memorial Garden Fund Market Value:** \$25,711 with a rate of return 2.5%
- **Jenkin Lloyd Jones Press Fund Market Value:** \$206,481 with a rate of return of 12.9%
- **Art & Panny McElroy Internship Fund Market Value:** \$606,656 with a rate of return of 13.0%
- **Day Media & Communications Fund Market Value:** \$744,512 with a rate of return of 13.1%
- **Suzanne Meyer Children’s Choir Fund Market Value:** \$527,801 with a rate of return of 13.2%
- **Jacob Speaker Fund Market Value:** \$236,901 with partial year rate of return of 8.8%
- **Becky Johnson Endowment Fund Market Value:** \$2,043,950 with a rate of return of 13.3%

Total year end 2023 Market Value of the combined endowment funds was \$10,384,030 with a rate of return of 12.9%

Congregational Meeting Minutes

All Souls Unitarian Church
 Congregational Meeting
 (in-person and via Zoom)
 Dec 10, 2023

- Lei Rumley, worship assistant, provided meeting instructions regarding voting.
- The meeting was called to order by Board president Eileen Kenney at 11:04 am. Secretary Deanna Tirrell certified that a quorum was present for the church to conduct business. Randy Lewis gave the invocation.
- The minutes of the May 2023 Congregational Meeting were approved unanimously by the congregation.
- The President's report saluted the church's continuing rebound from the pandemic, citing the growth in new members that includes many young families, the installation of a pet memorial area in the Garden, and the wealth of skills and knowledge that have come to us with new and full staffing. She also spoke of our path to the future, which will include renovations to our physical space through a capital campaign, a likely search for an additional minister, and the development of a strategic plan for the church. A reminder was made that everything the church can do is dependent on the support of the members and the pledges they make to the church.
- 2nd Vice President, Dan Piazzola, announced that the 2022 Budget had been reviewed and closed. This is typically done at the May Congregational Meeting; however, due to a staff change last spring, we did not have the 2022 financials to present. At the end of 2022:
 - The church had annual operating income of: \$1,990,937
 - This was \$102,500 less than we had budgeted
 - With expenses amounting to: \$1,986,596
 - This was \$106,900 under what we had budgeted
 - Resulting in a surplus of approximately: \$4,000
 - Which was used to give staff some much deserved (and long awaited) bonuses

Dan then presented the 2024 budget to the congregation for approval, after reviewing the process of how the budget is determined. Highlights of the 2024 budget were noted:

- Pledges and General Contributions are increased by \$50,000 due to new members joining the church.
- All of the staff will receive approximately 3% salary increase in this proposal.
- There is money set aside in the budget for some merit-based increases as appropriate that will be determined by our Senior Minister and Executive Staff.
- Utilities, medical insurance, and liability insurance expenses have been increased due to inflation.
- This budget anticipates an Employee Retention Credit from the federal government of \$150,000 due to our staff retention during the pandemic. This is the last of these type credits we will receive.

Even though we have budgeted for increases in expenses over last year, overall we have only increased our total Revenue and Expenses by \$8000 from the 2023 budget. This is mostly due to our new staff structure and some small cost cutting throughout the budget.

- Questions from the floor were answered by Senior Minister Marlin Lavanhar:
 - -What is Misc Income?
 - Unexpected large gifts, reserve and pre-paid accounts from the previous year, endowment payouts
 - -Why wasn't the budget made available before the meeting?
 - It was posted on the bulletin board in the main hallway and linked on the website 10 days in advance, as required by our bylaws.

- The 2024 Budget was approved by the congregation. Dan reiterated the need for pledges to fulfill this budget, and announced that the Giving Tuesday campaign of the previous week had raised the funds needed to replace the sanctuary carpet.

- Assistant Secretary/Treasurer, Phil Haney, presented to the congregation the rationale and text for updating the Articles of Incorporation for All Souls Unitarian Church.
- *At a duly called meeting held Thursday, October 26, 2023, the Board of Trustees adopted a resolution setting forth a proposed certificate of amendment to the church's articles of incorporation, adding language required by the IRS for the church to be approved as an Internal Revenue Code Section 501(c)(3) tax exempt church, and declaring the resolution's advisability to the membership.*
- (See Appendix A)
- The proposal was passed by the congregation.

- There being no further questions, a motion was made and seconded to adjourn at approximately 11:26am.

Respectfully submitted,

Deanna Tirrell, secretary
All Souls Board of Trustees

APPENDIX A

AMENDED CERTIFICATE OF INCORPORATION
OF ALL SOULS UNITARIAN CHURCH

TO THE SECRETARY OF STATE OF THE STATE OF OKLAHOMA:

The undersigned Oklahoma nonprofit corporation, for the purpose of adopting an amended certificate of incorporation, as provided by §18-1077 of the Oklahoma General Corporation Act ("Act"), hereby certifies as follows:

The certificate of incorporation of the corporation was originally filed with the Oklahoma Secretary of State on November 21, 1929 and amended May 23, 1939.

The amendments to the certificate of incorporation effected by this certificate amend provisions relating to the regulation of the internal affairs of the corporation.

Such amended certificate of incorporation was duly adopted in accordance with the provisions of the Act after being proposed by the governing body of the corporation and was approved by the members of the corporation in the manner and by the vote prescribed in the Act and amends the certificate of incorporation.

Paragraph 2 of the certificate of incorporation of the corporation is hereby amended to read as follows:

2. The corporation is organized and operated exclusively for religious, charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended ("Code"), or the corresponding provision of any future United States internal revenue law.

The corporation shall have, but not be limited to, all the powers conferred upon nonprofit corporations as set forth in the Act, as amended from time to time, which are hereby incorporated herein by this reference. However, notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (1) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code, or (2) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Code.

No part of the net earnings of the corporation shall inure to the benefit of or be distributable to its members, trustees, officers or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered to it and to make payments and distributions in furtherance of the purposes set forth above. No substantial part of the activities of the corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate or intervene in any political campaign (including the publishing or distribution of statements) on behalf of, or in opposition to, any candidate for public office.

Upon the dissolution of the corporation, the board of trustees shall, after paying or making provision for the payment of all liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for religious, charitable or educational purposes as shall at such time qualify as an exempt organization or organizations under Section 501(c)(3) of the Code, as the board of trustees shall determine.

Any such assets not so disposed of shall be disposed of by an Oklahoma court with proper jurisdiction, exclusively for such purposes or to such organization or organizations as said court shall determine, which are organized and operated exclusively for such purposes.

Paragraph 5 of the certificate of incorporation of the corporation is hereby amended to read as follows:

5. The business and affairs of the corporation shall be administered, managed and controlled by or under the authority of the corporation's board of trustees. The number of trustees of the corporation shall be as provided for in the bylaws.

* * * * *

IN WITNESS WHEREOF, this amended certificate of incorporation has been executed by the undersigned officers of All Souls Unitarian Church this 10th day of December, 2023.

Eileen Kenney, President

Deanna Tirrell, Secretary
