

**All Souls Unitarian Universalist Church
Annual Congregational Meeting Minutes
1 June 2025**

1. Call to Order: Board of Trustees (BOT) President, Linda Nicks, called the meeting to order at 11:15 am.

2. Quorum Verification (20% of Current Voting Membership Present (no proxies) = $163 \times 20\% = 33$ members): Secretary Gay Harrison tallied the members present (80) and in attendance on Zoom (10) for a total of 92 members signed in to vote. 16 proxies were not counted against the quorum. With 33 members required to meet quorum, quorum was met and the meeting continued.

3. Chalice Lighting: BOT President shared words celebrating the community of Unitarian Universalists and the chalice was lite.

4. Recording Member Proxies into the Minutes: The Secretary read the following proxies (16) into the minutes:

- A. Ed Benn designated Jay Harfield as his proxy.
- B. Janice Black designated Rae Blaisdell as her proxy.
- C. Kathleen Brannan designated Mark Anderson
- D. Sarah Hautzinger designated Lynne Casebeer
- E. Jackie Keller designated Gaye Woullard
- F. Rich Lins designated Terry Schultz
- G. Carole Montgomery designated Sue Neufeld
- H. James Montgomery designated Glen Day
- I. Chris Mike designated Wendy Mike
- J. Karl Pilato designated Yvonne Wu
- K. Laurence Sargent designated Phyllis Dunn
- L. Rodney Smith designated Sonya Hill-Smith
- M. Margaurite Terze designated Rick Schwarz
- N. Joyce Turn designated Linda Nicks
- O. Jo Winn designated Dale Young
- P. Chris Youngdahl designated Gay Harrison

5. Approval of Agenda: The agenda was distributed ahead of the meeting in the meeting packet. The President requested a motion to approve the Annual Meeting agenda. Judy Felin moved we approve the agenda and that motion was seconded by Joy Olliver. 84 members present voted “yea” and the motion passed.

6. Approval of 2024 ASUUC Congregational Meeting (June 2, 2024): Last year’s Annual Meeting Minutes were also provided ahead of the meeting in the meeting packet. A motion was made by Ben Wallace to approve the minutes as posted in the

packet. Rick Schwarz seconded the motion, and a simple majority of hands indicated the motion passed.

7. Annual Reports to the Congregation: The reports listed below were provided for review in the meeting packet. The President asked if anyone had any discussions or objections about the reports. No one had any comments, so the reports were accepted into the record without reading them aloud.

A. Board of Trustees Report

B. Minister's Report

C. Treasurer's Report

D. Staff and Program Reports

E. Committee and Team Reports

8. Unfinished Business: The President presented a point of clarification about last year's annual meeting. The 2024 Bylaw change mandating congregational approval of withdrawal of Endowment funds did NOT supersede the 2019 congregational approval of a Building and Grounds Team's "30 Year Plan", which allowed the execution of Endowment funds against Capital Investments only for the pre-approved maintenance and upgrade projects for church building and grounds. Only new projects that fall outside the scope of the "30 Year Plan" still require congregant approval. The President asked for a motion to verify voting members understand this point of order. Jen Woody moved that the members understood this point of order and Matt Dewell seconded the motion. 54 members voted "yea" so the motion passed.

9. New Business (requires approval by 50% of members present or represented by proxy):

A. Adoption of Fiscal Year 2025-26 ASUUC Annual Budget (Funding requires 75% approval): Treasurer Stan Kidder presented a summary of the Budget that was presented for pre-reading in the meeting packet. One question came from Jen Keating about the loss of a budget for Navigating Adulthood. Stan explained that the previous budget was paying for facilitator and curriculum costs and that we did not have those expenses this year due to returning trained staff. Sandra Collins moved that we accept the 2025-2026 budget as explained in the Treasurer's report (Attachment 3). Wendy Mike seconded the motion, and 88 "yea" votes reached the 75% threshold for the motion to pass.

B. Approval for a Board of Trustees Emergency Reserve Fund: Treasurer Stan Kidder discussed the need for a BOT discretionary fund for emergencies. Several members had questions about what would constitute an emergency, how the money would be approved for use and whether the board should be given a smaller or larger fund. Each amount used would be voted on by the BOT and would cover an emergency that required action faster than calling for congregational approval would allow. Stan Kidder moved "that the Congregation approve an "Emergency Reserve Fund, of up to 2% of the Endowment, which the Board could vote to withdraw from the Endowment in case of a time-critical emergency." It was also noted that the Emergency Reserve Fund doesn't appear in the budget because we do not expect such an emergency to occur. The Emergency Reserve Fund would need to be renewed each year at the Annual Congregational Meeting, unless the Bylaws are changed. Joy Olliver seconded the motion, and 90 "yea" votes passed the motion.

C. Board of Trustee Slate: Members were introduced to the 2025-2026 BOT members up for approval. A simple majority was needed to vote for these members as Trustees. Joy Oliver moved that the BOT slate be approved, and Roxanne Efin seconded the motion. 90 “yeas” passed the motion. The new BOT members are listed below.

- a. President - Glen Day
- b. Vice President - Lynn Hughes, D.O.
- c. Past President - Linda Nicks
- d. Treasurer - Stan Kidder
- e. Secretary - Gay Harrison
- f. Member at Large - Julie Caballero

D. Election of Nominating Committee Member: Sean Sindler was nominated for membership on the nominating committee. passed.

E. Election of Team on Ministry (TOM) Member: Alcira Estevez-Bonilla was introduced as the nominee for the TOM. Jen Keating moved that we approve the nomination, and Julie Frerbach seconded the motion. 84 members voted “aye” so the motion passed.

F. Approval of Bylaw Amendments (Bylaws require 75% approval)

a. Bylaw Amendment #1 – Roman Numerals articles of indexing exist throughout our Bylaws and are an old practice that now is seen as non-inclusive. It was recommended by the Bylaws Task Force that we change Roman Numerals to Numerical indexes throughout our Bylaws. Dale Young moved that we approve this change as described in the meeting packet. Sue Neufeld seconded the motion and 80 “yea” votes out of the 84 members remaining in the meeting. The 75% threshold required 63 for votes, so the motion passed.

b. Bylaw Amendment #2 – Bylaw Article 5 – Governance
The Updated Verbiage below was recommended as a change for ASUUC Bylaws Article 5. Discussions before the vote were about the rationale for removing sections that used to call for congregational vote. Ben Wallace (Bylaws Task Force member) explained that not using congregational approval for time sensitive actions (like hosting the Club Q shooting memorial service) allowed more flexibility for the BOT and minister while still maintaining major financial oversight (through the approved budget) with the congregation. The Bylaws Task Force kept the main purposes of each section but removed specifics that in the past were not being followed for mission success. Jen DeWoody asked for a friendly amendment to put back the requirement for the BOT to stay under 5% of the approved budget for anything not approved by the

congregations. That would only apply to items beyond the approved budget. Jenn DeWoody moved that we make that modification and Yvonne Wu seconded the friendly amendment motion. 43 of the 84 members voting were NOT in favor of the friendly amendment, so it failed. After this vote and all further discussions ended, Patricia Reitweisner moved that the Bylaw update #2 be approved as presented in the Annual Meeting Packet (and listed below). Sue Neufeld seconded the motion and 77 members voted “yea” exceeding the 63 votes needed. The motion passed. Approved Article 5 amendments are as printed below:

“ARTICLE 5 - Governance

The Church is constituted in the congregational manner; that is, the members acting at a legally called meeting are the ultimate authority in all matters of governance, and "the Church" is the equivalent of "the Congregation." The Church shall be governed by its articles of incorporation, bylaws, policies and procedures, applicable state and federal law and municipal ordinances.

Section A: Member Authority

The following matters of governance are reserved to the exclusive jurisdiction of the members at a legally called meeting:

- Election of Officers, members of the Board of Trustees and members of elected Congregational Committees. The Board of Trustees will hereinafter be known as "the Board.”
- Call, ordination, or termination of a settled minister and determination of the number of called ministers.
- Adoption of, and amendment to the Church articles of incorporation and bylaws. • Adoption of the annual operating budget.
- Major decisions regarding church property and resources.
- Dissolution of the Church, and any related dissolution of all Church assets and debts.

Section B: Authority Delegated to the Board

In all matters not reserved for the members in Section A, the members delegate executive authority to the Board as outlined in [Article 9](#), charging the Board to conduct those matters on behalf of the Church and in accordance with the articles of incorporation and bylaws.

Section C: Appeal of Board Action

Any member may appeal any action of the Board at a legally called meeting of the voting members.

Section D: Authority over Church Groups

Congregational Committees: Only the Congregation shall have authority to create, modify, or dissolve Congregational Committees except in the event of a vacancy as outlined in Article 10.

Board Committees and Task Forces: Only the Board shall have the authority to create, modify, or dissolve Board Committees or Task Forces.

Ministry Teams: Only the Ministry Team shall have the authority to create, modify, or dissolve Ministry Teams.

Section E: Indemnification

The Church shall indemnify and hold harmless any Officer, Board Member or other volunteer who has conducted the business of the Church in good faith and with reasonable expectation that this business conduct would not do harm to the Church.

Section F: Emergency Action

A situational exception to the Bylaws may be approved by the congregation when absolutely necessary. Any exception to the Bylaws must be approved by members at the same voting and quorum thresholds required for a Bylaw change as outlined in Article 7.

c. Bylaws Amendment #3: Article 10 - Church Groups.

Ben Wallace explained this amendment and answered questions about the new “Right Relations Team”. Many members want to ensure that team has enough members and rotating membership to truly represent all congregants. It was also requested that the team have term limits. The amendment was modified to read as printed in bold under Article 10, Section 2 “Right Relations Committee”. With this amended wording, Ben Wallace moved that we accept amendment #3 to the Bylaws. Wendy Mike seconded the motion, and 80 votes passed the motion.

Updated Verbiage ASUUC Bylaws Article 10:

ARTICLE 10 - Church Groups

The Church is organized into volunteer groups to maintain Church operations and to fulfill the mission of the Church. Groups are organized into Congregational Committees, Board Committees and Task Forces, and Ministry Teams. All Church groups shall abide by Church Bylaws and Board approved Policies and Procedures.

Section A: Congregational Committees

Only a vote of the Congregation may create, modify, or dissolve Congregational Committees as outlined in Article 5 except as detailed below in cases of vacancy.

Congregational Committee members shall be either elected at the Annual Meeting or appointed as designated herein. Each elected Congregational Committee member must qualify as a member during their entire term of office. For the health of the individual and the Church, Congregational Committee members shall not stand for election for consecutive multi-year terms on the same Congregational Committee without a break in service of at least one year. If an elected Congregational Committee position is not filled or a member is unable to continue with assigned duties, the committee shall ask the Board to appoint a committee member to fill the position. In appointing a committee member to fill an elective position, the Board shall request from the Leadership Development Committee a candidate who meets the prerequisites of the position upon notification that an appointment is required. Replacements for elected Congregational Committee members shall serve until the next Annual Meeting at which time any remaining portion of the original term shall be filled by election. Each Congregational Committee shall elect its own chair annually. Additional Congregational Committee membership requirements may be defined below.

1. Leadership Development Committee (LDC) - The Leadership Development Committee shall, in consultation with the Church membership, identify and nominate appropriate leadership candidates for the Church Officers, Board, Congregational Committees, and the Ministerial Search Committee as defined herein for election at the Annual Meeting. The LDC shall also identify appropriate people to fill vacant Officer, Board and Committee leadership positions upon request. The Leadership Development Committee shall ensure each candidate is made aware of the duties and responsibilities of the position for which they are being nominated and shall ensure the nominee chooses to stand for election. The LDC shall consist of three voting members, each elected for a three-year term, with terms staggered so that one committee member is elected each year. Candidates for the Leadership Development Committee shall have been a member of the Church for at least two years. Leadership Development Committee members shall not serve in any other elected capacity during their Leadership Development Committee term.

In addition to nominating leaders for elected positions, the Leadership Development Committee shall work with the Board and Ministry Team to identify opportunities for leadership training and development throughout the church year with a focus and consideration towards dismantling racism and systemic oppression. The LDC will work with the Board and Ministry Team to ensure that appropriate levels of funding are available to invest in leadership opportunities so that church members may benefit from development opportunities without undue personal financial hindrance.

2. Right Relations Committee. The Right Relations Committee shall serve as a resource to foster open, respectful, and compassionate dialogue within the congregation, promoting harmony and adherence to our UU principles. The committee shall provide guidance, facilitate restorative conversations when conflicts arise, and offer training to support healthy relationships within the congregation.

The Right Relations Committee may be called upon by any member of the congregation to facilitate conversation or mediate concerns. Recommendations from the committee are advisory and aimed at restoring trust and mutual respect. Right Relations Committee discussions shall be confidential except in cases where disclosure is necessary to prevent harm or as required by law. The committee will provide an annual report to the Board of Trustees summarizing its activities.

Membership of the Right Relations Committee shall consist of three to 7 members, each serving a three-year term on a rotating basis with at least 2 members rotating each year. Each year a slate of possible candidates will be suggested by the Leadership Development Committee in consultation with the minister(s) to ensure nominated members have appropriate Right Relations training, skill set, and healthy interpersonal boundaries. The Leadership Development Committee will determine the final candidate who is voted to the position by the congregation at the Annual Meeting. The chair of the Right Relations Committee shall be chosen by the consensus of the committee members.

Section B: Special Congregational Committees

Special Congregational Committees are committees that are formed when the Board initiates a search for a called minister or interim minister on behalf of the congregation and with the expertise of the Leadership Development Committee.

1. Ministerial Search Committee A Ministerial Search Committee shall be elected by the Congregation when the church decides to call a minister. The committee shall consist of Members nominated by the Leadership Development Committee and following procedures and guidelines recommended by the UUA to ensure diversity of voice and an orientation

toward the future needs of the congregation. The Ministerial Search Committee shall select, introduce, recommend, and advocate for a minister to be called. The Committee is to remain activated until the called minister is settled into the Church.

2. Interim Minister Search Committee an Interim Minister Search Committee shall be activated upon the departure of a called minister. The committee shall consist of Members recommended by the Leadership Development Committee and approved by the Board and that follow guidelines recommended by the UUA. The Committee is to remain activated until the interim minister takes their position.

Section C: Board Committees

Board Committees and Task Forces are created, dissolved, and managed at the discretion of the Board of Trustees or their delegates. Board Committees are chartered with managing, protecting and developing the assets including the physical, financial and human resources of the church. Task Forces are chartered with a short-term, time-limited goal.

Section D: Ministry Teams

Ministry Teams are created, dissolved, and managed at the discretion of the Senior Minister or their delegates. Ministry Teams are focused on fulfilling the mission and vision of the church in helping to support, develop, and inspire our congregation and the communities in which the congregation is a part. The Ministry Teams will work with the Board and its delegates to establish and approve policies that further the mission and vision of the church.

d. Adoption of ASUUC Mission Statement: Members had a chance before the meeting to review the new Mission Statement, and no further discussion was requested at the meeting. Andy Walker moved that we adopt the ASUUC Mission Statement as written below. Patty Wiley seconded the motion, and 80 members voted “yea” so the motion passed.

“Rooted in a community of love, the Mission of All Souls Unitarian Universalist Church is to cultivate compassion, foster spiritual connection, and enact transformative justice to heal ourselves and the world.”

e. Adoption of ASUUC Vision Statement: Members had a chance before the meeting to review the new Vision Statement, and no further discussion was requested at the meeting. Andy Walker moved that we adopt the ASUUC Mission Statement as written below. Wendy Mike seconded the motion and 83 members voted “yea” so the motion passed.

“We envision a vibrant, inclusive, and compassionate community that celebrates diversity, fosters spiritual connection, and enacts transformative justice.

“Rooted in love and healing, we create safe spaces where all—families, individuals, seekers, and younger voices—are welcomed, heard, and empowered.

“Together, we build a dynamic, accessible church that engages with the wider community, embraces intergenerational leadership, and lives our values through visible action and

partnership.

“This vision invites us to grow together, creating a legacy of connection, justice, and shared purpose

f. Adoption of the 8th Principal Resolution: Yvonne Wu and Rae Blaisdale offered comments on the importance of adopting the 8th principal as many other UU churches have already done. There was discussion about why this additional principle was needed, and it was pointed out that specifically stating this is a guiding principle was an important step in being and anti-racist congregation. The main points below were key to explaining the need for the 8th Principle:

(1) Racism is pervasive throughout our history, contemporary society, and institutions and requires concerted action to undo.

(2) ASUUC is a predominantly white institution, requiring self-examination, education, and intention in order to live up to its values of justice, equity, and interdependence.

(3) Our UU seven Principles and six Values of Article II do not commit us to specifically address racism and oppression of marginalized communities within ourselves, our community, and our society.

(4) We have no specific call to action against racism and other oppressions; and

(5) Our adoption of the 8th Principle will remind us of our commitment to and serve as a call to action in our striving for Beloved Community.

After discussion ended, Yvonne Wu moved that we accept the 8th Principle as printed below. Rae Blaisdale seconded the motion and 81 members voted “yea”. The motion passed to applause.

Be it resolved that All Souls Unitarian Universalist Church adopts the 8th Principle as follows:

“We covenant to affirm and promote journeying toward spiritual wholeness by working to build a diverse, multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

g. Approval of Second Service Trial Period and Fundraising Campaign Plan:

Reverend Ron explained that our growth made trying a 2nd service necessary.

Discussions covered the added cost, more personnel needs and the dilution of current coffee hour comradery. Ron reiterated that the request was for a 6-month trial period and the funding would come from donations. A budget of \$6,000 is needed for the trial and 3rd of those funds are already donated. Various methods of running a 2nd service could be tried and we’d see if it works and is acceptable to the congregation. After all discussion, Mark Anderson moved that we approve a trial period for 2nd services. Ben Wallace seconded the motion and 69 members voted “aye”, so the motion passed.

10. Recognitions of Service: Out-going Board of Trustees President, Linda Nicks, thanked members that have gone above and beyond in helping the church across it's mission. A gift was presented to each member. Incoming President, Glen Day, thanked Linda for her years of service on the board.

A. Departing Board Members :

- a. Becky Harrison - Past President
- b. Andy Walker - Member at Large
- c. Linda Nicks - President

B. Departing Committee Members:

- a. Nominating Committee - Justin Lincoln
- b. Team on Ministry – Wendy Mike
- c. Membership Committee: Patty Wiley
- e. Honored Members Rick Schwarz and Margaurite Terze

11. Closing Words and Extinguishing of Chalice: Linda shared a theme of “go with the river” to close a very successful Annual Meeting of the All Souls congregation. Andy Walker extinguished the chalice.

12. Adjournment: Glen Day made the Motion to Adjourn at 2:10 pm. Gay Harrison seconded the motion and all present answered “aye”. The 2025 ASUUC Annual Congregational Meeting was hereby adjourned.

13. Administration: These minutes respectfully submitted to the BOT for review by Secretary Gay Harrison.

Board Review Period: 23 June – 8 July

Draft Minutes Finalized and Posted to ASUUC Website: _____

Minutes then are held in final format until approval at next year's Annual Congregational meeting.

Attachments

- 1. Board of Trustees Report
- 2. Minister's Report
- 3. Treasurer's Report
- 4. Staff and Program Reports
- 5. Committee and Team Reports
- 6. ASUUC 2025-2026 Approved Budget

Attachment 1: Annual Reports to the Congregation- Board of Trustees

Linda Nicks

President

As I reviewed last year's bio updates for board candidates and consider the amazing progress we have accomplished as a team this past year, I am feeling forever grateful. The universe certainly assisted in building the "Dream Team," bringing us together with just the expertise needed to accomplish the major goals I had and adjusting to the fast-paced changes and progress coming at us from so many fronts at All Souls!

What a year! We started with a Board Retreat where I gave everyone a binder with Rev. Ron's highly informative and enthusiastic "Kick-off Letter," ASUUC bylaws, existing policies, and other useful information. Dale Young facilitated a "True Colors" activity to help us identify our leadership styles so that we could share our unique skills and how we could collaborate to contribute to effective and progressive leadership on both the business and pastoral operations of the church, demonstrated throughout the year.

The Board created a Covenant for how we would work together during the year and made goals to study, along with the Bylaws Task Force, governance models by reading some of Governance and Ministry. This led to the Board chartering the Governance Committee and the Board approving multiple policies throughout the year, improving our governance processes. During the Board Retreat we also experimented with the start of crafting, with Rev. Ron, the ASUUC Mission and Vision Statements that are now submitted as motions for final approval at the Annual Meeting June 1st, 2025!

From that August retreat forward, there have been invaluable new beginnings with the Board resurrecting the Finance Committee with John D'Allesandro, Stan Kidder, Gary Harrison and Mark Anderson as members. This has meant more improvements and accuracy in how we do our budgeting and pledge drive. Stan Kidder, as our Treasurer, has been very active along with the expertise of our fabulous Administrator, Kat Lane, and bookkeeper, Trudy Clark, to improve many of our processes. He has two initiatives that will be submitted for approval during the Annual Congregational Meeting.

I want to highlight the BOT secretary, Gay Harrison, whose minutes have been posted on the website and who fully incorporated all the monthly Treasurer, Minister, and quarterly Committee and Team Reports, proposed initiatives, and approved policies or requests submitted for the agenda. Gay Harrison also created the Motion Tracker Spreadsheet, which has made an immense difference in process improvements during this term. She has tallied a total of 49 must-read motions for extensive details on the many issues addressed, resolved, and multiple approved governance policies.

Thanks to this year's new Governance Committee co-leaders Dale Young and Ben Wallace, with Gay Harrison joining to support them midyear. They got teams together to write more than 13 Policies and Procedures for the church. These approved policies address: Childcare for Teams, Plate Sharing for Social Justice, Check Signing Authority for Finance, Path to Membership for Membership, Lay Ministry for the Lay Ministry Team, Care Team policies and procedures for the Care Team, Annual Pledging for Finance,

Complaint Resolution and Grievance for Personnel, Animals on Church Property for Security, Endowment Gifts for Finance, Board of Trustees' Meetings, and lastly, Minister Annual Evaluation.

A special debt of gratitude is owed to our Bylaws Task Force, which was assigned by the Board. The task force included valued members with knowledge and expertise in UU history and church operations, led by our indomitable, irreplaceable policy guru Dale Young. The task force also benefitted from the following experts: Barb Kohlhaas, David Lugg, and Phyllis Dunn. Additional members include Ben Wallace (who has also assisted with innumerable policy related templates and invaluable documents that have made my job as President, and the BOT work unbelievably easier and more efficient), as well as Patricia Reitwiesner, Stan Kidder and Bart Weinberger. More than eight months of intense effort to evaluate overall details (e.g. elimination of outdated roman numerals) and descriptions, purposely working to clarify, simplify, eliminate policies from our laws that need to be modified to meet current day-to-day church operating environments in a timely manner, vs. a mandate of a Congregational Meeting to make bylaw changes. Details were made available during several briefings the task force provided. The task force has submitted motions to update three bylaws for approval at the Annual Meeting.

I have not been at All Souls for as many decades as others, but I am unaware of this number of governance policies approved in any one BOT term in the past – a true Dream Team effort facilitated by every Board Member, including Glen Day as Vice President, Becky Harrison as Past President, Sue Neufeld as Member at Large with invaluable wisdom from her time at All Souls initially, and High Plains, Andy Walker as Member at Large, aka “Jack-of-All-Trades” always ready to assist with whatever needed to be done – thank you all!

Congratulations and my deepest heart-felt gratitude for the dedicated, exhaustive efforts of every congregant, Affinity Group, Committee, Team, who contributed to our many successes, including the “beyond the pale” superior series of classes educating us on the crucial importance of adopting the 8th Principle facilitated by Yvonne Wu and Rae Blaisdell, detailed in their beautifully written Resolution to Adopt (a first for All Souls as a Principle-based proposal) submitted for a vote at the Annual Meeting; an incredibly dedicated, successful Auction engineered by an amazing team that exceeded all expectations with almost \$20,000 raised, not to mention spiritual support provided to dozens if not hundreds through Affinity and some of our faith-based recurring rental groups.

The effects of the well-written and on-going policies and procedures are being - and will be felt - across every area of the church on every level. After several extended BOT meetings, Gay reorganized the agenda, as well as minutes, into simplified formats with time limited discussions tracked by a timekeeper and emphasis on items BOT members were tasked to read in advance to ensure more informed discussions. As a result, with very few exceptions, we now meet our designated 90-minute timeline for meetings. The annual reports of committees and teams will hopefully reflect similar improvements.

I am happy to report we will have three voting delegates to this year's annual UU General Assembly in addition to Rev Ron.

A great honor was bestowed upon All Souls with the decision by Beth Elliot to request All Souls to co-host her Ordination with Albuquerque UU on May 17, 2025. Her request was approved at a BOT hosted, “short and sweet” Special Congregational Meeting on May 4, 2025, resulting in an 80 to zero “yea” vote. Clearly All Souls members adore all Beth did for us as an intern. I was honored to perform the Ordination with Emma Lea Mariner, Albuquerque BOT President, who participated remotely.

There are many additional heart-based efforts we've undertaken this year:

- 1) Approval of the design for a new chalice, with the subsequent reveal of a beautiful art piece that was produced by Wendy Mike.
- 2) An asylum guest with her infant were approved temporary residence in response to extensive efforts by Phyllis Dunn and the Accompaniment and Sanctuary Coalition Colorado Springs. Rules of occupancy were developed for clarity and understanding.
- 3) Extensive Building and Grounds Team efforts, skill, and labor that moved the Minister's office at a minimal cost.
- 4) Katie Phares and the Social Media Team's months-long efforts in redesigning and launching the new website.

There are so many other accomplishments by this Beloved Community, including the Adult Programming led by Bobbie Poole and presented by a team of passionate and knowledgeable facilitators. We've enjoyed a robust list of adult offerings this past year:

- Building Spiritual Strength
- Finding Your Calling
- Five Wishes
- Meaningful Meetings
- Money and Faith
- Spirit in Practice
- Sprit in Practice - Mysticism
- Theology Café
- UU Theology in Story, Song, and Symbol

I have been honored and privileged to act as President of an amazing All Souls Board of Trustees, Minister, lay staff, and congregants for the past year. I look forward to continuing my service on the Board as Past President and as Chair of our Council.

Thank you everyone, and blessings to all.

Linda Nicks

Attachment 2: Minister's Report

Rev. Ron Phares

All Souls UU continues to be a vibrant spiritual home. We have active lay leaders that clearly love All Souls, the community it fosters, and the tradition in which it is situated. It is both an honor and a joy to serve as minister for a congregation that is game for both the fun stuff and the hard stuff. I love it.

If last year was about introducing a framework for spiritual engagement, this year was about moving into reflecting on what it means to be a spiritual community (mission, vision, covenant, governance).

Without getting lost in the weeds, there are a few highlights and high-level puzzles that marked the year. We developed and deployed a draft mission statement and a draft vision statement and have just today revealed a draft covenant. We completed the exterior renovations and moved my office to open up an accessible meeting room (my old office) on the main floor. We are bringing in new and dynamic members at a robust rate while we continue to refine our organizational structure and governance systems. Our services are filled with authenticity, emotional resonance, wisdom from fellow congregants, and amazing music. Our OWL program is rocking and rolling. We re-created our website and are in the process of bringing our e bulletin in line with the website's functionality. Our Religious Education participation is growing, and our Spiritual Engagement and Social Justice programing is popping. Our pledging per household is on a positive trajectory.

All of that is made possible by you all. It's amazing. Thank you. And of course, there is always more work to do, more fun to be had.

Spiritually, I am happy that we are in year two of our liturgical calendar. I'll be even more excited to see how our ceremonies hit in year three and four as we create ever more depth with repetition and memory. We introduced birds as beings in which to invest meaning and thus move into a more enchanted way of being. That's the first time I've ever played with such a technique. We learned some lessons. We'll continue with the birds next year, allowing our lessons learned to guide us. The same is true with the bone stories.

The hope is that the bone stories, birds, and reflections all hang together. It's harder than it sounds. And like all things, it takes practice and learning. I appreciate your indulgence as we get our dials right.

We made three significant hires to fill four roles. It has been a joy to watch Kai settle into their position as Music Director and Laura has been an amazing addition as accompanist. Music at All Souls is fantastic and will only get better. We brought Mike in to run audio/visual and then as the digital ministries coordinator (website, social media, e-bulletin). While Mike had to move on, we did make progress in each of those areas and anticipate making a hire or two over the summer that will cinch things up in all those portfolios.

The most pressing puzzle is space and funds. We still linger towards the bottom percentiles of giving per household relative to other UU churches in our size range. The good news is our trajectory is positive. The puzzle is we still have a ways to go.

Some of our funding puzzles can be solved by adding new members. That's a win win because it also meets a need so obviously evident in the world today. However, with an average of 145 people in the building every Sunday since January, we also find ourselves struggling for space. It's hard to find a seat sometimes!

That said, our attendance is somewhat sporadic. 170 one week. 85 the next. And there doesn't seem to be a pattern to it. Curious. If we go to two services, and half our average shows up to each service, that's about 72 people in the room. That would feel pretty good and give us room to grow. But with half of 85 per service I think we would feel a little bit light. So, this is a puzzle.

As puzzles go, it's a good one to have and speaks to the vitality and relevance of our being and doing together. It's a pleasure to be here.

Attachment 3: Treasurer's Annual Report

Stan Kidder, Treasurer

"It was the best of times, it was the worst of times,"

—Charles Dickens, *A Tale of Two Cities*

All Souls UU Church is booming! We have recovered from the pandemic and from past staff turnover. Sunday attendance is up (207 on Easter!). Thirty-seven new members have signed the Membership Book since April 2024. We have more kids in Children's Religious Exploration. Adult programming is up. Pledges are up 24% from last year. We're staffed with amazing people. Our Sunday services are truly outstanding. And, largely through the work of our Ministry Teams, we're making real progress toward our mission¹. In short, we have the church that we've wanted for many years. ***It's the best of times!***

Now let's look at the budget. The full line-by-line budget proposed for fiscal year 2025-2026 (FY25-26), which starts on July 1, 2025, is presented on pages 34 - 36 along with the approved budget for FY24-25. Here's a summarization of the Operating Fund for both FY24-25 and FY25-26.

	Approved FY24-25 Budget	Proposed FY25-26 Budget	Change	Percent Change	Estimated Final FY24-25	Percent Difference
Income	256,947	314,000	57,053	22%	294,614	15%
Expenses	362,019	407,055	45,036	12%	346,271	-4%
Net Income	(105,072)	(93,055)	12,017	-11%	(51,657)	-51%

Those red deficits at the bottom of columns 2 and 3 are the problem. Deficits come out of our endowment. At most we should use 5% per year of the value of the endowment to support the church. That's what colleges and universities do to support students with scholarships, etc. And most of what we withdraw from the endowment should go for maintenance of our beautiful church building, not for Operating Fund deficits. The current value of our endowment is about \$1.3 million, 5% of which is \$65,000. This year's (FY24-25) budgeted deficit is more than \$40,000 (60%) above this value. ***It's the worst of times!***

There's some good news, however. Nine months into FY24-25, we can estimate that at the end of FY24-25, income will exceed budgeted income by about 15%, and expenses will be around 4% less than budgeted. Which adds up to the deficit being about half of the budgeted amount. And less than \$65,000! (However, we've also withdrawn \$46,239 from the Endowment to fund the repairs to the exterior of the building, which were not part of the Operating Fund.)

Given this history, and given the uncertainty of current economic conditions, The Finance Team and the Board worked to craft a budget for next year, FY25-26, which minimizes the deficit, yet maintains the outstanding church we currently have. The result is detailed at the end of this Appendix and summarized in column 3 of

¹Rooted in a community of love, the mission of All Souls Unitarian Universalist Church is to cultivate compassion, foster spiritual connection, and enact transformative justice to heal ourselves and the world.

the above table. There is still a large deficit. It's about 11% less than the approved FY24-25 deficit, but more than 40% larger than the \$65,000 limit.

So, what to do now? We could try to cut \$93,055 from the budget (or at least \$28,055 to get the deficit down to \$65,000), but that would seriously damage our church. We could (and will) try to increase pledging, but given the 20% average increase each year for the past four years, this is already being accomplished.

Another way to increase income is to try to increase membership by going to two services each Sunday (except in summer). Since this would increase expenses (by about \$5,000 for six months of two services), the Board decided that supplemental fundraising would be needed. Nothing about a second service appears in the proposed FY25-26 budget, because it will not occur unless sufficient funds are raised. A second service, therefore, will not increase the deficit, but is likely to increase membership, pledge income, and plate collections.

Finally, in 2022 we eliminated from the Bylaws the Board Discretionary Fund, which was to be supported by a withdrawal from the Endowment. In 2024 we inserted in the Bylaws a provision that all withdrawals from the Endowment must be approved by vote at a Congregational Meeting. This protects the Endowment, but it handicaps the Board in case of an emergency because it takes at least a month to call a Congregational Meeting, and it takes another month to withdraw funds from the Endowment. I propose, therefore, that the Congregation approve an "Emergency Reserve Fund," of up to 2% of the Endowment, which the Board could vote to withdraw from the Endowment in case of a time-critical emergency. The Emergency Reserve Fund doesn't appear in the budget because I don't expect such an emergency to occur. The Emergency Reserve Fund would need to be renewed each year at the Annual Congregational Meeting, unless the Bylaws are changed.

—Respectfully submitted by Stan Kidder, Treasurer

Attachment 4: Staff and Program Annual Reports

Music Program

Kai Brown, Music Director

Over the past year, I have worked to support and expand the musical life of our congregation through thoughtful planning, collaboration, and community-building. My work has centered around creating meaningful musical experiences that reflect our UU values, deepen worship, and engage both volunteer and professional musicians.

Professional Development and Broader Engagement In July 2024, I attended the Association for Unitarian Universalist Music Ministries (AUUMM) Conference in Albuquerque. This experience connected me with colleagues across the country, provided rich worship experiences, and offered workshops that deepened my understanding of UU liturgical music, leadership, and inclusive worship practices. Insights gained have directly influenced the planning and execution of our music ministry this year.

Worship Leadership and Music Planning

I have planned and implemented music for Sunday worship services from July 2024 through June 2025, collaborating closely with ministers, guest speakers, and production staff to ensure music aligns with each theme and service flow. I attend regular staff meetings, Sunday services, planning meetings, and worship production meetings to stay in sync with the overall vision and direction of our community.

In addition to music planning, I had the opportunity to step into a broader leadership role by delivering the message one Sunday when Rev. Ron was away, further deepening my connection to the congregation and worship team.

Team Building & Volunteer Collaboration

This year, I hired a church accompanist, adding essential musical support to our services. I also began building a **Music Team**, a collaborative group of volunteer musicians and singers, to share ownership of the music program and explore new opportunities for congregational engagement.

One of the highlights of the year was creating and implementing our first **Music Dedication Sunday** in April 2025, a special service focused entirely on music and our lived connections. This service showcased the talents of our volunteer musicians and reinforced the integral role music plays in our collective worship experience.

Ongoing Collaboration

Throughout the year, I collaborated regularly with volunteer musicians, offering guidance and rehearsals to prepare for services. Their commitment and creativity have enriched our worship life and helped build a stronger, more connected musical community within the church.

Conclusion

It has been a joy and a privilege to serve this congregation as Music Director. I look forward to continuing to

grow our program in the year ahead, with a focus on deepening musical engagement, expanding the music team, and providing inspiring, inclusive worship experiences for all.

Religious Exploration

Submitted by Molly Dewell with contributions from Heather Southard

Overview

This school year, we had **71 children and youth registered** in our Religious Exploration (RE) program. We typically have more than 20 kids attend each week.

Special Events

- Our **RE Kick-Off Party** was a great success and included **Elementalist training** (a special role for children in the service), along with creating **jetpacks for the pig stuffies** to celebrate our new **JETPIG** from Article II.
- **Trunk or Treat** was a success this year as the weather cooperated and we had a great turnout! •

We had **nine children** dedicated at our annual **Child Dedication Service**.

- As part of the **Climate Revival**, we held a special elementary program downstairs, where the kids explored climate change in engaging and age-appropriate ways, while adults and youth joined the revival upstairs.
- Our **Easter Egg Hunt** drew approximately **75 children**, nearly half of whom were newcomers visiting the church for the first time.

Nursery and Childcare

- Our Sunday nursery program has remained strong, led by Kristina Barnett, with the support of volunteers.
- We hired **two new childcare providers** this year who have provided care for various church events, including Membership classes, Dismantling Racism workshops, and Guiding Lights. **Elementary Program**
- We typically run **two simultaneous elementary classes** during Sunday services. • One group is facilitated by me with a volunteer, and the second is led by two additional volunteers. • This year, the children participated in *The Undivided Isle*, a collaborative problem-solving curriculum, followed by a Bluey-based UU curriculum.
- We also completed a **Peace Pole art project**, which was well received and fostered a spirit of peace and creativity.

Note: A separate **youth group report** was submitted by Ben Wallace who has been coordinating the youth.

OWL (Our Whole Lives) Program

Heather Southard, OWL Coordinator:

It was with great pleasure that I facilitated **two OWL classes** this fall through winter—one for Grades 5–6 and another for Grades 8–9. A total of **14 youth** participated across both classes. Each group benefited from **three dedicated co-facilitators**, enriching the program with their presence and support. We also welcomed guest speakers and incorporated creative games and art activities that reinforced the core **values of OWL**. And if you're wondering what those values are, you might consider signing up for a future class!"

Religious Exploration Ongoing Needs:

- **Accessibility** to the downstairs RE space
- **Playground upgrades**, especially a long-term solution to replace the slide currently marked with caution tape
- **Increased budget for OWL** to meet growing demand and train additional facilitators.

ASUUC 6-12th Grade Youth Group

Youth Group Adult Volunteers: Ben Wallace – Facilitator

Advisors/Event Chaperones:

Lorne Casebeer

Kate Crow

Ben Ellsworth

Jen Keating

Henry Reitwiesner

Sebastian Whittington

Mission: The All Souls 6-12th Grade Youth Group exists to create a space where our youth can come as they are and socialize, discuss, learn, and support each other as they explore what it means to be part of a Unitarian Universalist community.

2024 / 2025 Youth Group Highlights:

- Grew from 3 to 25 registered 6-12th grade youth participants.
- Approximately 20 active and engaged parents and/or congregational volunteers.
- Youth Group overnight in October 2024 with 12 youth and 3 adults
- Summer Youth Trip planned to the YMCA of the Rockies:
 - o \$7,000 budget with 43% of funds raised as of the date of this report, including:
 - 2024 Pride Booth raised over \$400 dollars
 - Nov 2024 Craft and Bake Sale raised over \$1300
 - Chili Cookoff raised over \$300
 - o 11 Youth and 6 adult chaperones will participate in the trip.
 - o Planned t-shirt, Memorial Day cookout, and Pikes Peak Pride Booth fundraisers planned in May and June.
 - o Congregational and community members have offered to donate to cover unmet fundraising if necessary.

- Youth Group meets in the Library to ensure access for a youth group member who utilizes a power chair due to mobility issues
 - o Discussed with Building and Grounds, DRE, and the Board the need for an elevator to provide more meeting space options for future youth group meetings. We have been nearing our seating capacity in the Library on some occasions.

Youth Group Goals for 2025-2026

- Work on incorporating youth advisors into weekly youth group coverage to provide more shared coverage on Sundays.
- Work to create a more organized self-guiding leadership model with youth group members, partnership with adults to plan events, discussion topics, field trips to other faith tradition houses of worship.
- Partner with Ministry Teams like Dismantling Racism team.
- Support establishment of youth childcare training program to benefit church and youth.

Budget Request for 2025 / 2026: The Youth Group has not requested any budget and anticipates continuing to request approval for fundraising opportunities to support its programming.

Report submitted by: Ben Wallace, Youth Group Facilitator

Office Administration

Kathryn Lane

The purpose of the role of office administration is to ensure the efficient day-to-day administrative operation and business management of All Souls. The role is broad and extremely diverse in nature and has expanded measurably in the past two and a half years.

I work in cooperation with, and in service to the Board of Trustees, volunteer teams, and affinity groups. The role of administrator is also that of steward in three areas: (1) addressing the concerns and well-being of members and guests, (2) accurate financial and congregational record keeping, and (3) the care and upkeep of this magnificent building. I bring to this position experience (since 1990) in the nonprofit sector – as a manager, administrator, and resource development (fundraising) officer.

I am honored to work with a committed staff and cadre of passionate volunteers, who contribute selflessly to All Souls' ongoing success and future growth. Thanks to **Trudy Clark**, our bookkeeper with whom I work closely - for her unseen, sometimes unacknowledged, and tireless work to document and provide reports on the state of our financial health.

2024 -2025 Highlights

- Scheduled more than 700 events on the All Souls events calendar, including Sunday services, rentals, celebrations of life, meetings, presentations, forums, concerts, and other special events.
- Compiled and published 52 weekly E-Letters during the past calendar year (with an exceptional and consistent “open” rate of 63%) and more than 20 special E-Blast announcements. My deepest thanks to **Patty Wiley** and **Will Crow** for their exceptional editing and proofreading support during the year!

- Assisted with the Board Treasurer transition by undertaking several additional responsibilities to support the volunteer Treasurer position. In addition, recorded more than 1,700 contributions to All Souls.
- Administered all personnel records, managed onboarding (for three new staff members), and offboarding of (two) staff members; oversaw insurance benefits and monthly retirement fund reporting and recording; secured 23 background checks for staff and volunteers.
- Oversaw weekly activities of the custodial service team and care of the building.
- Attended to building aesthetics and order with the intention of nurturing a sense of safety and sanctuary for the comfort and respite of all who entered and engaged in this faith community.
- Assisted the Stewardship Team during the 2025-2026 annual campaign and tracked and recorded 130 pledges.
- Assisted the Finance Team with the 2025-2026 budgeting process through clarification of expense categories, roles, and functions included in the All Souls chart of accounts.
- Compiled and produced this document with final formatting assistance from **Kate Harrison**.
Provided membership eligibility data for the Special Congregational Meeting, the Annual Congregational Meeting, and produced the voting roster for both. Created and provided forms required for the administrative functions and record keeping during the meetings, including registration, in-person. and e-mail proxy voting.

Committee and Team Reports

ASUUC Auction Team 2024-2025 Annual Report

Team Members:

Christine Youngdahl – 2024 Co-Lead

Bart Weinberger – 2024 Co-Lead

Rick Schwarz - Tech Support, Live Auction Lead & Promotion Lead

Heather Ashbee - Tech Support, Data Entry, Silent Auction Lead and New to YUU (NTY) Shop

Lead Sandra Collins - Accounting Lead

Dale Young – Auction Night Hospitality Lead

Kaye Brabec – Raffle Lead

Charmaine d'Alessandro – Auction Night Set-Up, Front Desk

Gaye Woullard – Front Desk

Mission:

The Annual Auction is a fundraiser event at All Souls Unitarian Universalist Church, supporting its annual operating budget and church programming. The Auction is also an important vehicle to deepen interpersonal connections within the All Souls community.

2024 / 2025 Team Highlights:

- The 2024 Auction exceeded its financial goal of \$13,000, raising approximately \$20,000 (net) for the Church. This was a record-setting auction income for ASUUC.
- The 2024 Auction was held in three parts: a **Live Auction**, held at ASUUC on Friday, October 18th where 19 dinners and items were auctioned off by a professional auctioneer; a **Silent Auction** that was held online over a two week period, from October 13-27 and featured dinners and parties, classes, services, and quality items available through online bidding; and, a virtual **New To YUU Shop**, that was active October through December, where gently-used and small hand-crafted items were available for purchase at fixed prices.
- The **Auction Night Party** brought together members and friends of All Souls Church for an inter generational night of food, fun, and fundraising. Approximately \$13,000 was raised in the Live Auction through the generous contributions of our item donors and bidders.
- A total of 18 dinners were donated as auction events where 158 guests and their hosts broke bread together. The dinners are wildly popular with bidders and are a terrific way to deepen our connections with church members. The dinners alone raised \$13,800 for All Souls in 2024.
- The New to YUU Shop (NTY), ASUUC's online thrift store, was a new component of the Auction in 2024. Benefits of NTY included: offering bidders and donors, who might not be in a position to host a party or purchase the pricier auction events, another way to contribute to the auction fundraiser; keeping quality previously loved items out of landfill; providing a "second chance" to purchase unsold auction items after the Silent Auction closed; and, raising some additional money for the Church. In 2024, 242 items were donated for sale in the NTY Shop representing \$628 of the Auction income.

Goals for 2025 / 2026

- The fundraising goal for the 2025 ASUUC Auction is **\$15,000**.
- Hold an Annual ASUUC Auction in Fall 2025, again in three parts: 1) a Live Auction with an all church Auction Night Party, 2) an online Silent Auction, and 3) a New to YUU thrift store • Attempt to create an auction event that has multi-generational appeal and participation.

Budget Request for 2025 / 2026: \$1,700

2025 Auctria Emerald License \$ 375
2025 Auctioneer Fee \$ 700
Printing of Live Auction Catalog \$ 100
Decorations \$ 125
Paper Goods/Plasticware \$ 100
Child Care \$ 200
Supper for Kids \$ 100
TOTAL = \$1700

Report submitted by: Heather Ashbee, 2025 Auction Team Lead

Building and Grounds 2024-2025 Annual Report

Team Members: Building subgroup: Jennifer DeWoody (Team Lead), Janice Black, Mike Brabec, Maria Candiloros, John D'Alessandro, Jay Hatfield, Dan Hall, Gary Harrison, Gay Harrison, Kate Harrison, Mark Nordstrom, Henry Reitwiesner

Grounds subgroup: Pat Zeddies (lead), Heather Ashbee, Janice Black, Charmaine D'Alessandro, Jennifer DeWoody, Becky Harrison, Yolanda Reid

Mission: The Building and Grounds (B&G) Team is responsible for the upkeep and maintenance of the church facilities. This includes the overseeing of contracted work as well as actual work done by the team during special cleanup days and specialized projects. They are also responsible for the prioritization of major repair work.

2024 / 2025 Team Highlights:

- Major renovation of the exterior of the church building with the help of a State Historic Fund grant. The final work on the bell tower will be completed in spring.
- Enclosure of the Choir Loft area of the Great Hall into a new Minister's Study. Most of the work was completed by the talented Building Team Members. The custom door arrives in late April. • Surveyed the congregation to identify the priority projects. Results released in a summary report. • Installed shelving in the attic/bell tower storage area, rearranging and formalizing storage policy for church teams and supplies.
- Requested a detailed estimate for a fire detection and suppression system (around \$300,000).

Goals for 2025 / 2026

Research the logistics and funding for a lift (small elevator) to be installed inside the church. Submit proposal for approval. Schedule installation if approved.

- Install Peace Poles on the Tejon St. side of the building.
- Submit a State Historic Fund Grant to repair external doors and entryways. Project estimated to cost \$100,000, ASUUC grant match \$30,000 (30%).
- Review and recommend updates building insurance to reflect current uses.

Budget Request for 2025 / 2026

- Account 4430 = \$6,600 for normal maintenance
- Account 4450 = \$ 550 for custodial supplies (reflects greater attendance)
- Thirty-year Restoration fund = ~\$30,000 estimated for SHF grant proposal

Report submitted by: Jennifer DeWoody, Team Lead, Building & Grounds

Care Team Annual Report 2024-2025

Team Members: Rev. Ron Phares, Betsy Fay-Saxon (coordinator), Barbara Kohlhaas, Phyllis Smith, Kate Crow, Judy Rose, Nancy Seckman, and Jill Phares.

Mission: The Care Team responds to congregants who are experiencing crisis and significant life changes (sickness, pain, tears, or joy and happiness such as a new family member). The Care Team makes phone calls, sends cards, initiates personal visits (i.e. congregants in rehab, assisted living facilities or hospitals), and provides short-term, supplemental meals to congregants who are ill or recuperating, especially those who do not have a family or a community support system. The names of people in need of the team's assistance are gathered from all possible sources, but mostly ASUUC members and staff.

Highlights: This annual report is due prior to the fiscal year-end, but for the last three quarters of this fiscal term, the Care Team provided:

- Cards/eCards: 50
- Contacts: 27
- Visitations: 14
- Meals: 28

The Care Team does not have a budget for meals, so meals are provided by the generosity of individual Care Team Members. As for contacts, we do not track the constant emails between Care Team members, only those between a Care Team member and a congregant. The team decreased in size by one member this year. The coordinator will speak at the New Member Potluck in order to promote team membership.

Goals for 2024-2025: Recruit new members to the Care Team.

Budget Request for 2024-2025: We have a current \$100 line-item (for cards and stamps) and we request that this line-item remain for the next fiscal year.

The Care Team's mission can be challenging, but enormously fulfilling, to those involved. I, personally, wish to extend my Thank You to each Care Team member who works tirelessly and unselfishly to make our mission a success. You all represent All Souls impressively!

Submitted by Betsy Fay-Saxon, Care Team Coordinator, April 25, 2025.

Finance Team 2024-2025 Annual Report

Team Members: John D'Alessandro (Lead), Gary Harrison, Stan Kidder, Mark Anderson

Mission: Provide financial guidance to support ASUUC in achieving its mission.

2024 / 2025 Team Highlights:

- In February we conducted a series of financial updates with the congregation at the beginning of

service in support of the upcoming pledge drive.

- Also in February, we held a Visioning Exercise in the Great Hall after Sunday service with 40 people attending: members of the board, team leads, and congregation members, during which we discussed how we envisioned the church as a result of accomplishing the ASUUC Mission. This is the resulting Vision Statement:
 - *"We envision a vibrant, inclusive, and compassionate community that celebrates diversity, fosters spiritual connection, and enacts transformative justice. Rooted in love and healing, we create safe spaces where all—families, individuals, seekers and younger voices—are welcomed, heard, and empowered. Together, we build a dynamic, accessible church that engages with the wider community, embraces intergenerational leadership, and lives our values through visible action and partnership. This vision invites us to grow together, creating a legacy of connection, justice, and shared purpose."*
- In April, we created a FY25-26 budget from budget requests provided by all ASUUC teams for approval at the June 1 Annual Congregational Meeting.

Goals for 2025 / 2026

Continue to refine and document the budgeting process

Report submitted by: John D'Alessandro, Finance Team Lead

ASUUC Governance Committee 2024-2025 Annual Report

Committee Members: Dale Young and Ben Wallace - Co-Committee Chairs, Gay Harrison

Mission: The Governance Committee of All Souls Unitarian Universalist Church seeks to ensure the congregation is guided by clear, effective, and inclusive governance practices. Rooted in our shared Unitarian Universalist principles, we foster accountability, transparency, and alignment with the congregation's mission and values. By promoting understanding and adherence to sound governance, we empower the Board, leadership, and congregation to achieve their highest aspirations in service to our community and the wider world.

2024 / 2025 Committee Highlights:

- Worked with Finance, Membership, Social Justice, and Safety Team as well as the Board, to complete 10 policies and procedures documents. Several policies are in the process of completion.
- Created an ASUUC Governance Committee Policy Request Form and placed on the Website Governance page.

27

- Supported the Board with creating Congregational Meeting scripts and annual meeting forms and procedures for membership check in and to include proxy.
- Updated Annual Meeting Handbook and Democratic Rules of Order references
- Created an All Souls Organization Chart for Congregational Reference

Committee Goals for 2025 / 2026

- Assist the Board and Minister in creating an organizational strategy and documentation to ensure the congregation is aware of policy and accountability structures.
- Work with Board and Board Committees to write policies and procedures removed from the congregational bylaws at the 2025 Annual Congregational Meeting (anticipated).
- Prepare for and provide leadership for Board retreat and education on governance.
- Continue to develop consistent policy format.
- Develop an official process for policy and procedure formatting, review, approval, digital storage, and sustainable access by congregational leaders and membership.
- Build committee and establish annual governance rhythm schedule.

Budget Request for 2025 / 2026: The Governance Committee does not require any budget
Report submitted by: Dale Young and Ben Wallace

Membership Team 2025-2026 Annual Report

Team Members: Lead: Patty Wiley, Members: Janice Black, Kaye Brabec, Jan Clover (Prepares New Member class packets), Charmaine D’Allesandro, Sonya Hill-Smith, Barbara Kohlhaas, Robin Laborde (takes meeting minutes), Hannah Lewis (training to assume lead position in FY 25-26), Bobbie Poole (intermittently leads portions of the class), Kirsten Reece, Gaye Woullard (prepares Welcome Table schedule and new member gift bags), Chris Youngdahl We meet the first Tuesday of the month on Zoom. Minutes are posted to One Drive.

Mission: To ensure all who walk in the door for the first time are welcomed and engaged, as well as to provide a clear and purposeful path from newcomer to active membership. Emphasis is also placed on retaining members through continued contact either in person or by email.

2024 / 2025 Team Highlights:

- The membership team successfully hosted three Getting to Know You-You Path to Membership classes in FY-24-25; November 2024, February 2025, and April 2025.
- These classes yielded 29 new members
- There were two potluck suppers for the new members that included participation by members of the BOT as well as team leads.

Goals for 2025 / 2026

- The membership team will have a new team lead: Hannah Lewis
- Four classes for FY 2025-2026 are already scheduled and on the church calendar •

We already have 7 people signed up for the new member class in September 2025 •

We would like to add at least five additional members to the team

Budget Request for 2025 / 2026

Printed Materials:

- UUA pamphlets at Welcome Table 50.00
- Various documents for new member 100.00

Office Supplies:

- Labels for Label Maker – Name Tags (2 rolls/yr) 91.00
- Vinyl Badge Holders and Clips (100 pack) x2 55.00
- Vinyl Folders for New Member Packets (100/year) 139.00

Membership Gifts:

- Gift bags/Tissue for new member pins 10.00
- *Notebook with pen for new members 100 @ \$3.96) 396.00

Classes on Unitarian Universalism, 4 per year 20/per class

- Breakfast for class size of 20 x 4 classes: 300.00
- Childcare \$20/hour, 2 people for 8 hours x 4 classes: 1,280.00

Requested Membership Budget Total: \$2,421.00

*Budgeting for childcare is difficult as it is impossible to predict if childcare will be needed. My figures are based on needing childcare for every class (including the class day itself as well as the potluck supper). To date we have only had to pay for childcare twice, but as our church continues to grow and we continue to attract young families, \$1,280 is an entirely plausible figure.

Report submitted by: Patty Wiley, Membership Team Lead

Personnel Committee

2024/2025 Annual Report

Committee Members: Dale Young, (3rd and last year)

Mission:

The Personnel Team's mission is to develop, implement, and support programs and processes that support ASUUC's Minister/Head of Staff and Board of Trustees with following Human Resources best practices and employment laws that lead to improved employee welfare, empowerment, growth, and retention.

- 1) Highlights include hiring a Piano Accompanist, a position that had not been filled for a couple of years and a new Production Coordinator which allowed current Production Coordinator to retire, Added to Production Coordinator position responsibilities, Digital Ministries. Job descriptions created with those involved and Hiring Agreements written. Coordinated signatures and onboarding.
- 2) Participated in the Annual Review of the Minister.
- 3) Supported the Head of Staff in doing annual reviews of Senior Staff.
- 4) Reviewed salaries and aligned them with UUA Salary Program, making recommendations for next

fiscal year.

5) Reviewed Cost of Living Adjustment recommendations.

6) Referred Board of Trustees to Ministerial Agreement for guidance on reviewing Minister's salary.

Goals for 2025/2026:

- Continue to update Personnel Policies and Procedures and establish a way to make them available to all staff
- Continue to create a calendar to include reviewing benefits annually using the UUA Tune Up Workbook (and do the Tune Up Workbook) and review of personnel files for completeness. • The Personnel Committee needs new members as soon as possible.
- Support the move of electronic Personnel records to safe storage.

Budget Request for 2025/2026: ^[OBJ]

The Personnel Committee does not have any budgetary needs.

Report submitted by Dale Young, Personnel Committee

**Rental and Events Team
Annual Report 2024-2025**

Team Members: Bart Weinberger and Christine Youngdahl (partial year).

Many thanks to Chris for her commitment and vibrant energies supporting our rental and event activities. We miss your creative spark and keen sense of renter interaction!

Mission Statement: The Rental Team provides planning, logistical services, and event coordination to assist potential renters who have chosen All Souls as their event venue of choice. These activities directly reflect the diverse use of All Souls' space and provide a critical alternative revenue source to support the All Souls operating budget.

Rental Income Summary – Fiscal Year 2024/2025

Total rental income for the year totaled \$4,776. This revenue was generated from the following

- sources:
- Celebrations of Life
 - Groups Renting Meeting Space
 - Concert Event

No expense budget requested. All expenses are offset through rental fees.

Report submitted by Bart Weinberger

Social Justice Team Annual Report 2024-2025

Team Leadership:

Sandra Collins, Co-Chair, Dale Young, Co-Chair and Leader QUUmmunity, Joan Hofer, Co-Chair and Leader Voting Equity, Phyllis Dunn, Leader Immigration, Yvonne Wu, Co-Leader Dismantling Racism, Rae Blaisdell, Co-Leader Dismantling Racism, Sarah Hautzinger, Co-Leader Climate Justice, Katie Phares, Co Leader Climate Justice. We have a total of 100 members. Some are not ASUUC members.

Mission:

The Social Justice Team mission is to lead our congregation on social justice issues in accordance with our All-Soul's mission and our Unitarian Universalist 8 Principles.

Highlights of 2024-2025:

Plate sharing history is included in the monthly activities. This was our first year.

September 2024 League of Women Voters PPR \$1,142.43

October 2024 UU Ministry for Earth \$ 980.24

We participated in Get Out the Vote activities culminating in our Good Trouble Congregation award, led by the Voting Equity Team. The Climate Justice Team held a weekend Climate Justice Revival through the UUA.

November 2024 American Red Cross \$1,171.79 December 2024 Accompaniment & Sanctuary Coalition \$1,371.78 Thanksgiving gift cards for families through Westside Cares donations were \$1,230. We had 18 donors. We had only three members participating in the Adopt-A-Family program through Westside Cares. We will change our program next year to a group project. We supplied gifts from our Mitten Tree for the Accompaniment and Sanctuary Coalition children. The Immigration Team presented an Immigration 101 program. We established a committee to evaluate Educating of Children of Color (ECOC) scholarship applications.

January 2025 The Place \$1,288.91 We presented classes in Trans Welcoming with Transforming Hearts Collective. We presented our first ECOC Scholarship. We tabled at the ECOC summit. We attended and facilitated discussions at the MLK breakfast.

February 2025 Inside Out Youth Services \$1,576.47 Regina Walter of ECOC spoke to the congregation on implicit bias. We attended a climate summit at Iliff. We attended the Love the League annual fundraiser. We Lobbied with One Colorado at the state capitol for LGBTQ+ legislation. The Dismantling Racism Team began discussion group sessions.

March 2025 League of Women Voters PPR

We worked League of Women Voters forums for the COS City Council election. We assembled a committee for the Banned Book Library and began the draft of the collection.

April 2025 UU Ministry for Earth

The Dismantling Racism Team held a Town Hall discussion explaining the 8th Principle. The Climate Justice Team is holding a series of listening circles and an educational/action event. We are planning our Pride Parade and activity for June.

May 2025 Accompaniment & Sanctuary Coalition

The Place is to present a program on their shelter and new housing for homeless youth.

June 2025 Inside Out Youth Services

The Pride Parade and our vendor booth will be represented for the 2-day Pride event. The Dismantling Racism Team is bringing the 8th Principle to the congregation for adoption.

July 2025 The Place

Goals for 2025-2026:

- Establish our Banned Book Library.
- Hold action events to continue anti-oppression work and offer 1st and 2nd level anti-racism training. • Continue our work to renew our Welcoming Congregation status and support our LGBTQIA+ community.
- Continue our work in the fall school board elections for GOTV and registrations. • We will continue our work with Westside Cares and the ASC on poverty and immigration. • We will continue to identify climate actions and community activities to support this.

ASUUC Social Justice Budget 2025-2026 acct 4732

General Activities \$700

QUUmmunity \$1,000

Dismantling Racism \$2,850

Private Guest Room \$300

Climate Justice Supplies \$500

Total Social Justice \$5,350

Submitted by Sandra Collins, Social Justice Team, Co-Chair

Stewardship Team 2024-2025 Annual Report

Team Members: Mark Anderson, John D'Alessandro, Stan Kidder, and Ben Wallace **With assistance from:** Kat Lane, Linda Nicks, and Patricia Reitwiesner

Mission: Educate the congregation about giving and to implement the annual pledge drive.

2024 / 2025 Team Highlights:

- Provided education sessions at all three new member classes
- Ran the pledge drive with the following results as of 31-March-25:

Pledges	2020	2021	2022	2023	2024	2025	Change '24 → '25
Quantity	96	93	84	95	120	126	5.0 %
Total \$	\$139k	\$128k	\$147k	\$189k	\$218k	\$270k	23.9 %
Median Pledge	\$ 765	\$ 960	\$1,000	\$1,100	\$ 980	\$1,200	22.4 %
Average Pledge	\$1,449	\$1,380	\$1,754	\$2,000	\$1,820	\$2,158	18.6 %

Goals for 2025 / 2026

- Build a more structured team
- Do a different style of pledge drive than we have done recently
- Continue to provide new member education

Budget Request for 2025 / 2026

\$500, same as this year. Postage for at least one and possibly two mailings.

Report submitted by: Mark Anderson, Stewardship Team Lead

Sunday Service Leaders 2024 – 2025 Annual Report

Team Members: Rev. Ron Phares, Kathleen Brannan (team lead), Andy Walker, Ben Ellsworth, Jo Winn, Justin Lincoln, Lynne Casebeer, Alyx Schilling.

Mission:

The Sunday Service Leaders (SSL) team has a two-fold mission: 1) To plan/work with the All Souls ordained minister and other Sunday Service staff (Production Coordinator, Music Director, RE Director) to lead weekly Sunday services and 2) To coordinate/lead lay-led Sunday services or obtain the services of

another ordained minister/guest speaker or plan/work with an All Souls team (e.g. Social Justice, AS Band).

Liturgical Year (September 2024 – August 2025) Highlights:

- 1) Rev. Ron met with the team in June 2024 and Kai Brown, ASUUC music director, for a mini retreat at church. The rhythm of Sunday services will continue to revolve around the monthly Sunday rituals like water communion, All Souls (ancestors), soil communion, solstice, etc. *The Liturgical Year (Sep to Aug) differs from the Fiscal Year (Jul to Jun).
- 2) The SSL team meets on the first Tuesday of each month at 6:30 p.m. in the Small Hall to discuss and plan, using the shared Service Planning document in Google. All team members have access as well as staff members involved in the Sunday Service.
- 3) The weekly Tuesday planning session, led by the Production Coordinator, continues on Zoom. This session includes only those who are scheduled to lead on the following Sunday.
- 4) The Bone Story Collective asked to incorporate birds in the monthly theme. The Aesthetics/Environment task force added that to the environment. The Aesthetics Task Force continues to purchase non-consumable linens for the chancel.
- 5) The New Chalice was dedicated in December 2024. With the new chalice, the Aesthetics team switched the oil used to a non-toxic, non-petroleum-based oil and the tea candles to soy based.
- 6) Guest Ministers/Pulpit Swaps/Guest Speakers included:
 - i. Rev. Mike Morran (First Unitarian Church, Denver) - September
 - ii. Rev. Teri Schwartz – Club Q/Trans Day of Remembrance - November
 - iii. Rev. Nell Newton – Guest from Texas - December
 - iv. Retired Judge Regina Walter – Anti-racism Social Justice Team - February
 - v. Jeffrey Scholes PhD & Ben Slightom PhD –UCCS The Center for the Study of Evangelicalism - May
 - vi. Youth Activist Sunday – PPJ&P Youth Activist Trainers & Youth – July

Goals for Liturgical Year September 2025 to August 2026:

- 1) Add new voices to the Sunday Service Leader team.
- 2) Continue the 2024 – 2025 goals.

Budget Request for Fiscal Year 2024/2025:

We requested the same amount as Fiscal Year 2024/2025 (\$5000) divided between Liturgical Supplies and Guest Ministers/Speakers. Guest Minister stipends follow the UUA guidelines for a medium sized church. The SSL Team also agreed that all vouchers need to have the Team Lead signature before submitting for reimbursement.

Attachment 6: ASUUC Approved 2025-2026 Budget

ALL SOULS OPERATING FUND BUDGET Fiscal Year 2025-2026

	Approved FY24-25 Budget	Proposed FY25-26 Budget	Change	% Change
Ordinary Income/Expense				
Income				
Fund Raisers				
3210 · Church Rental - General	9,000.00	5,000.00	(4,000.00)	-44%
3420 · Grocery / Scrip Cards		500.00	500.00	
3440 · Auctions	13,000.00	15,000.00	2,000.00	15%
3450 · Other Fundraisers	4,000.00	0.00	(4,000.00)	-100%
Total Fund Raisers	26,000.00	20,500.00	(5,500.00)	-21.2%
Regular Contributions				
3110 · One Time Online	0.00	0.00	0.00	0%
3115 · Pledges Payments	207,447.00	270,000.00	62,553.00	30%
3120 · Non Pledge	12,000.00	12,000.00	0.00	0%
3320 · Collection Plate	11,500.00	11,500.00	0.00	0%
Total Regular Contributions	230,947.00	293,500.00	62,553.00	27%
Total Income	256,947.00	314,000.00	57,053.00	22%
Expense				
Board of Trustees				
4542 · Discretionary Fund	0.00	0.00	0.00	0%
Total Board of Trustees	0.00	0.00	0.00	0%
Employee Expense				
Payroll Expense				
4805 · Payroll Taxes (Employer FICA)	6,349.00	9,500.00	3,151.00	50%
4825 · Workers Compensation Insurance	1,210.00	1,200.00	(10.00)	-0.8%
4835 · Payroll Processing				
66000 · Payroll Processing	842.00	1,480.00	638.00	76%
Total 4835 · Payroll Processing	842.00	1,480.00	638.00	76%
Total Payroll Expense	8,401.00	12,180.00	3,779.00	45%
Senior Minister				
4110 · Salary	30,800.00	32,200.00	1,400.00	4.5%
4115 · Housing Allowance	57,200.00	59,800.00	2,600.00	4.5%
4120 · Retirement	7,621.00	9,200.00	1,579.00	21%
4125 · Medical, Dental, Life Ins.	27,032.00	26,667.24	(364.76)	-1.3%
4130 · Disability	1,049.00	1,172.60	123.60	12%
4135 · Professional Expense	8,800.00	9,200.00	400.00	4.5%
4145 · FICA Reimbursement	6,732.00	7,038.00	306.00	4.5%
Total Senior Minister	139,234.00	145,277.84	6,043.84	4.3%
Total Employee Expense	147,635.00	157,457.84	9,822.84	6.7%
Fundraiser Expense				

	Approved FY24-25 Budget	Proposed FY25-26 Budget	Change	% Change
4724 · Event Coordinator	1,200.00	0.00	(1,200.00)	-100%
4730 · Rental Expense	0.00	350.00	350.00	
4740 · Auction	2,000.00	1,700.00	(300.00)	-15%
Total Fundraiser Expense	3,200.00	2,050.00	(1,150.00)	-36%
Outreach				
4732 · Social Justice Team	3,969.00	5,350.00	1,381.00	35%
4733 · Advertising/Marketing	2,000.00	500.00	(1,500.00)	-75%
Total Outreach	5,969.00	5,850.00	(119.00)	-2.0%
Religious Exploration Expense				
4153 · Adult Programs	0.00	880.00	880.00	
4154 · DRE Professional Expenses	1,500.00	1,500.00	0.00	0%
4156 · Nursery Care Providers	3,248.00	3,329.00	81.00	2.5%
4150 · Childcare Guiding Lights		1,880.00	1,880.00	
4158 · DRE Salary	12,975.00	13,302.00	327.00	2.5%
4241 · RE Supplies	2,200.00	2,200.00	0.00	0%
4251 · RE Activities	1,400.00	1,400.00	0.00	0%
4254 · OWL Expenses	500.00	850.00	350.00	70%
4255 · OWL Program Specialist Salary	6,381.00	6,541.00	160.00	2.5%
4257 · Navigating Adulthood	6,000.00	600.00	(5,400.00)	-90%
Total Religious Exploration Expense	34,204.00	32,482.00	(1,722.00)	-5.0%
Resource Development				
4717 · Stewardship Drive	500.00	500.00	0.00	0%
Total Resource Development	500.00	500.00	0.00	0%
Service Expense				
4710 · Guest Ministers	3,800.00	3,800.00	0.00	0%
4711 · Liturgical Supplies	1,200.00	1,200.00	0.00	0%
4714 · Fellowship / Hospitality	300.00	1,000.00	700.00	233%
4725 · Choir Music & Supplies	1,535.00	1,600.00	65.00	4.2%
4726 · Special Music / Musicians	600.00	1,000.00	400.00	67%
4807 · Accompanist Salary	12,740.00	13,377.00	637.00	5.0%
4820 · Music Director Salary	22,388.00	22,948.00	560.00	2.5%
4821 · Music Director Retirement	1,841.00	0.00	(1,841.00)	-100%
4823 · Production and Digital Ministries Coordinator	21,840.00	45,864.00	24,024.00	110%
482x PDM Coodinator Retirement		0.00	0.00	
4824 · Production Assistant	1,230.00	0.00	(1,230.00)	-100%
4827 · Music Staff Prof Expense	525.00	2,025.00	1,500.00	286%
Total Service Expense	67,999.00	92,814.00	24,815.00	36%
Soul Care				
4700 · Caring Team Expense	100.00	100.00	0.00	0%

	Approved FY24-25 Budget	Proposed FY25-26 Budget	Change	% Change
4713 · Membership and Visitors	1,290.00	1,150.00	(140.00)	-11%
47xx · Membership Class Child Care		1,280.00	1,280.00	
Total Soul Care	1,390.00	2,530.00	1,140.00	82%
Sustaining Operations				
Property and Office Related				
4410 · Waste Disposal	1,400.00	1,900.00	500.00	36%
4411 · Safety Team		50.00	50.00	
4420 · Utilities	13,000.00	8,000.00	(5,000.00)	-38%
4475 · Government Dues/Fees	100.00	100.00	0.00	0%
4490 · Contracted Building Services	7,100.00	6,225.00	(875.00)	-12%
4531 · Telephone & Internet	1,100.00	1,200.00	100.00	9.1%
4532 · Office Supplies	1,500.00	1,500.00	0.00	0%
4534 · Technology Fees	1,393.00	5,002.00	3,609.00	259%
4550 · Bank and Credit Card Fees	100.00	50.00	(50.00)	-50%
4551 · Merchant Fees	1,500.00	2,000.00	500.00	33%
4727 · Technology	300.00	200.00	(100.00)	-33%
4801 · Subscriptions and Memberships		1,566.98	1,566.98	
Total Property and Office Related	27,493.00	27,793.98	300.98	1.1%
4430 · General Maintenance	6,600.00	6,600.00	0.00	0%
4440 · AV/Production Equipment		1,428.00	1,428.00	
4450 · Custodial Supplies	550.00	550.00	0.00	0%
4460 · Structure and Liability	12,375.00	16,802.00	4,427.00	36%
4610 · UUA Fairshare	12,300.00	13,352.00	1,052.00	8.6%
4803 · Administrator Salary				
4803.2 · Administrator Retirement	1,938.00	3,369.60	1,431.60	74%
4803 · Administrator Salary - Other	31,140.00	33,696.00	2,556.00	8.2%
Total 4803 · Administrator Salary & Retirement	33,078.00	37,065.60	3,987.60	12%
4804 · Administrator Professional Exp		100.00	100.00	
4808 · Accounting / Bookkeeping	8,726.00	9,500.00	774.00	8.9%
4405 · Background/Security Checks		180.00	180.00	
Total Sustaining Operations	101,122.00	113,371.58	12,249.58	12%
64700 · Miscellaneous Expense	0.00	0.00	0.00	
Total Expense	362,019.00	407,055.42	45,036.42	12%
Net Ordinary Income	(105,072.00)	(93,055.42)	12,016.58	-11%