

The logo for All Souls Indianapolis is centered within a large, solid yellow circle. The text "All Souls" is written in a white, elegant serif font, with "All" on the top line and "Souls" on the bottom line. Below "Souls", the word "INDIANAPOLIS" is written in a smaller, white, all-caps sans-serif font. The background of the entire page consists of a sunburst pattern of radiating lines in various shades of teal and light blue.

**All
Souls**
INDIANAPOLIS

2025-2026 Annual Report

BOARD & STAFF

Board:

Julia VanDeren, Co-President

Ellen Mathia, Co-President

Pat Fisher, Secretary

Tom Miller, Treasurer

**Mercedes Coen, Betty Lynch, Jenny Yumibe,
Carmelo Leal**, At-Large Members

Ministers:

Rev. Katie Romano Griffin, Senior Minister

Rev. Julica Hermann de La Fuente, Affiliated
Community Minister

Staff:

Nancy Olson, Director of Congregational Life, Faith
Formation

Dorian Condre, Digital Ministry Coordinator

Liz Ellsmore, Director of Music

Leah Graves, Office Administrator

Rumbi Matemachini, Administrative Assistant

Reese Jared, AV Tech



THE NUMBERS

All numbers are as of 5/12/2026

Changes in Membership

Last Congregational Meeting: 220

Current Membership: 215

New Members: 8

Change in Membership: 2.27% Decrease

Sunday Service Attendance

(July 2025-April 2026)

Average Weekly In-Person Attendance: 70

Average Monthly YouTube Views: 251

Social Media

Facebook Followers: 1,468

Instagram Followers: 541

Bluesky Followers: 56

Event Attendance

Fall Fest: 90

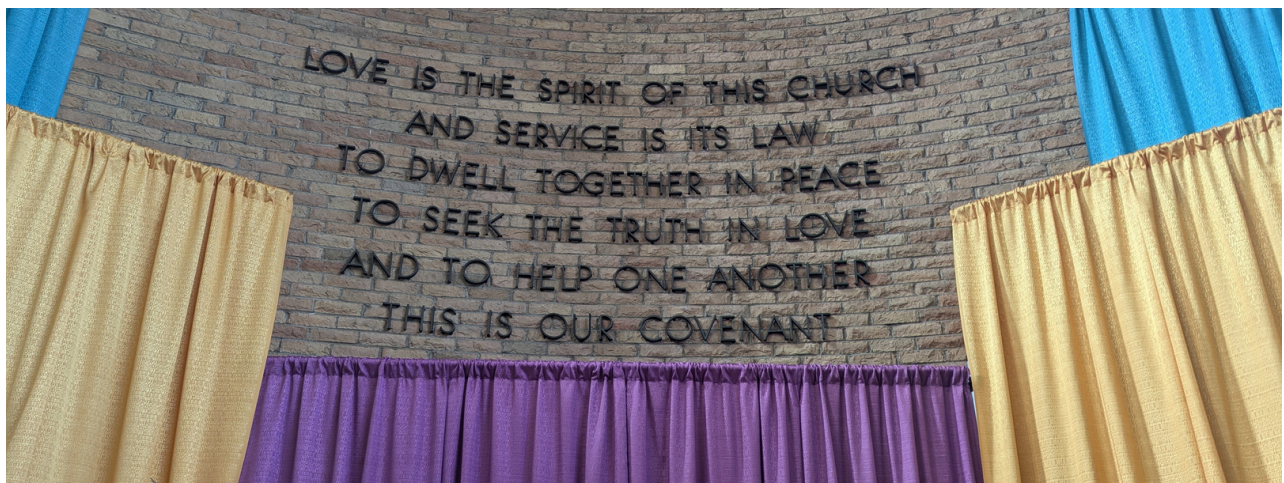
Friendsgiving: 35

Pantry Cook: More than 12 people from multiple generations in the kitchen for pantry cooking with many more fed.

Radical Welcoming Adult Forum: 20

Spring Fest: 60

Variety Show: 50



LETTER FROM REV. KATIE ROMANO GRIFFIN, SENIOR MINISTER



Dear All Souls Members, Friends, and Fans,

We have engaged this year with commitment, clarity of mission and community-strengthening work!

Our food pantry and reproductive health vending machine are meeting important needs in our community, the Narcan we provide at our little lending library is saving lives, and we raised 1.7 million dollars to move our building towards our goal of being net carbon zero by 2040. Thanks to everyone for their generosity and hardwork! But wait... there is more!

There is more to share! We are continuing our work with Community Minister Julica Hermann de la Fuente on anti-racism, anti-oppression initiatives-funded by the UUA Mid-America Region Grant we received, our partnerships with the East Coast Migrant Head Start Project (now Grow Early Learning) help us support local and national seasonal and migrant families. Our collaborations with the Indiana Task FORCE, Jewish Voice for Peace, GIMA, the Indy Action Coalition and Black Church Coalition are increasing our reach and impact. Our Green Team has led some monthly initiatives. We are participating in "Pulpit Swaps" with other congregations, our UU Staff teams in Indiana are meeting quarterly, and we are working closely on LGBTQIA+ justice with other UU congregations. We are stronger together! Ask me how to get involved!

Internally, we are thriving with our community with pitch-ins, movie nights, small groups, fun nights, game nights, healing groups, faith formation programming for all ages and pastoral support across the life span. The breadth and depth of work is only possible through our shared ministry. We are all pulling in the same direction and it shows in our impact. Let's keep building on this!

We have had some hardships this year, too. We have closed due to inclement weather and a boiler that died—again. We had an unplanned sewer project that depleted our building reserves and

some staff transitions. We celebrated with former Music Director Gabe Barieri (Perbieri) who has found a settlement with Second Unitarian in Chicago, and the Rev. Dorian Condre, called to their own congregation as lead minister in South Bend! We welcomed Liz Ellsmore as Music Director, an exciting transition! We navigated job changes: Mariah Arkins and Roan Watts from our Admin Office and we welcomed temps Rumbi Matemachani (Bookkeeper) and Leah Graves (Office Admin). A special thanks to Roan for coming back to help train Rumbi and Leah on REALM months after Roan left!

We are also continuing to face some financial challenges that will result in a further reduction of staff hours, an increased need for volunteerism and a greater need to discover new income streams. Our building is continuing to age and even though our efforts to maintain it are promising, we have battles ahead as we continue to meet these challenges head on. The difficulties we are facing are not unique to our community, but what IS unique is that we are talking about them and working toward long-term solutions that are missional.

I am excited to build on the work of this year. Our Staff program team: Leah, Liz, Nancy, Rumbi and I have been planning experiences together that will support people of all ages and are based on what we learned from the feedback we have received from you! We are excited about the engagement of families, as well as the ways in which Membership and Social Justice teams are gathering and meeting the needs of the times. We are planning more multigenerational events and have several grant proposals out that will allow us to be a leader among Mid-Western congregations in the areas of multiculturalism and mental health. We are also building on the bonds we intentionally strengthened this year with our neighboring UU congregations so that we can strengthen Unitarian Universalism in our area.

I am so grateful that I get to be your minister and serve this amazing community. Thank you for your trust in me. It is an honor to journey with you.

Believing in you,
Rev. Katie

LETTER FROM JULIA & ELLEN, BOARD CO-PRESIDENTS



Friends,

As we reflect on this past year in the life of our congregation, we return to one word: resilience.

This has been a year shaped by both challenge and courage – a year in which we continued to show up for one another, for our wider community, and for the values that call us into relationship and action. In moments of uncertainty, this congregation repeatedly chose generosity over fear, honesty over avoidance, and love over isolation.

We began the church year navigating our minister's sabbatical. Sabbaticals are important and healthy for long-term ministry, but they also ask much of a congregation. We are grateful for the staff, volunteers, worship associates, and members who stepped forward during that time with flexibility, creativity, and care. Rather than simply "getting through," we rediscovered the depth of leadership and commitment throughout this community.

What was intended to be a restorative time for Rev. Katie was also profoundly shaped by tragedy, as her family experienced a serious accident during the sabbatical. We are deeply grateful that, even amid personal hardship, she returned grounded in her ministry, attentive to the needs of the congregation, and ready to move forward with us into the next chapter of our shared work. Her commitment, resilience, and care have been a gift to this community.

This was also a year in which our mission became increasingly visible beyond our walls.

Together, we launched a food pantry ministry that is already making a difference for neighbors facing food insecurity. We installed a reproductive health vending machine as a concrete expression of our faith. We deepened partnerships with community organizations and expanded our social justice engagement. Again and again, this congregation demonstrated that our values are not abstract statements – they are commitments we are willing to

embody publicly and faithfully.

We also accomplished something remarkable together through our successful capital campaign. The generosity of this congregation will allow us to address critical building improvements and invest in the future of our physical home. Caring for a building is not always glamorous work, but our space matters. It shelters worship, learning, music, organizing, pastoral care, friendship, and sanctuary. These improvements are an investment not only in bricks and mortar, but in the ministry and community life they make possible.

At the same time, this year also asked us to confront difficult realities honestly.

Like many congregations, we began speaking more openly about the need for increased operating revenue and long-term financial sustainability. These conversations are never easy, but they are necessary. We are proud to approach them with transparency, a call for shared responsibility, and a spirit of collective stewardship. The work ahead will require continued creativity, generosity, and trust, but we are building a healthier foundation by facing these realities together.

We also experienced turnover in the critical office administrator role. Transitions like these affect the daily rhythms of congregational life in both visible and invisible ways, and we want to acknowledge the stress and extra labor many staff and volunteers carried as a result. We are grateful to everyone who helped keep things moving while we worked toward stability, including Leah and Rumbi, who are currently serving as office administrator and bookkeeper respectively.

And of course, none of this happened in isolation from the wider world. We continue to live through anxious times – marked by war, political polarization, threats to democratic norms, rising authoritarianism, economic strain, and profound exhaustion. Many in our congregation are carrying grief, fear, anger, uncertainty, or burnout. These realities take a toll on our lives and our community. Yet in the midst of all this, we remain hopeful.

We remain hopeful because we have seen this congregation respond to difficulty not by retreating inward, but by showing up. We have seen people care for one another quietly and faithfully. We have

seen thoughtful disagreement handled with respect. We have seen generosity that exceeded expectations. We have seen courage.

As we enter the coming year, our task is not to pretend things are easy or that they will become easier. Our task is to continue building a community rooted in love, justice, spiritual depth, and shared responsibility – a community capable of meeting this moment, and every moment, with compassion and integrity.

Thank you for the many ways you contribute to the life of this church. Thank you for your time, your work, your financial support, your presence, your patience, your vision, and your care for one another. It is an honor to serve alongside you.

With gratitude and faith,
Julia and Ellen
Co-Presidents, Board of Trustees



REPORT FROM TOM MILLER, TREASURER



General Financial State

Our general financial state is complicated as fiscal 25/26 has been another year with mixed messages. Starting with the good news -- the congregation conducted a very successful capital campaign, exceeding our goal of \$1.5 million with pledges of almost \$1.7 million. The capital campaign will permit us to install a new roof, purchase and install additional solar panels, update our electrical system and purchase new HVAC equipment that is more efficient and will lower our carbon footprint.

But all is not rosy on the financial front as our annual pledges have continued to fall. The success of the capital campaign appears to have come at the cost of a substantial drop in annual pledges. To compound the bad news, the fiscal 25/26 budget assumed sizable increases in income from fundraising and third-party rentals. While there has been some activity on both initiatives, neither has come to fruition. We also budgeted to continue to receive a sizable amount of grants to support various initiatives. We have received only \$3k in grants during the current fiscal year. So, we are looking at a significant cash deficit in the operations for the current year. More importantly, pledges for the upcoming 26/27 fiscal year have declined with an even larger deficit projected for the upcoming year.

Operating Income and Expenses

The current fiscal year budget was for \$347k of annual pledges. As of the end of March, we had received only \$229k in pledges - 66% of the pledged amounts. Plate collections and Share the Plate receipts are running slightly ahead of our goal of \$32k for the year. Rental income from Grow Early Learning will be \$84k for the current fiscal year, consistent with the budget. GEL's share of the utilities and other related occupancy costs is running higher than the budgeted amount. We budgeted \$25k in fundraising income for the fiscal year. Fundraising activity has increased towards the latter part of the year, and we now hope to make \$7,500 from fundraising

activity. Through some prudent management, our expenses have been coming in lower than expected by about 9% through March 3, which has helped minimize the deficit through March 31. Our expectations for the remaining three months of the year are that we will be closer to budgeted expenses, or exceed them, in each month.

Endowment

Endowment assets are invested conservatively. The endowment balance was \$932k as of March 31. We have drawn \$32k out of the Endowment for the current fiscal year. The balance at the beginning of the fiscal year was \$924k.

Invested Reserves

In addition to endowment assets, the Board has put aside assets to hold in reserve for building-related maintenance and repairs as well as for sabbatical expenses. The value of those assets has increased to \$222k as of the end of March but experienced a similar 3% decline in value in April.

Capital Campaign

As mentioned above, the church conducted a very successful capital campaign that resulted in pledges of \$1,677,818.57. As of March 31, we received \$910k of the amounts pledged. We incurred expenses of \$32k to run the capital campaign. As of March 31, we have charged the capital campaign \$31k for staff time allocated to building improvements. At March 31, we had expended \$560k towards various capital improvements - primarily the roof and a 50% deposit on the solar panels.

Line of Credit

To provide funding for capital improvements, the church has a line of credit with a local bank. The line of credit has no annual fees and there are no charges to access the line other than the interest rate, which is a variable rate based on the Wall Street Journal's Prime Rate index plus 1.50%. At the date of closing the line in early December, the rate was 8.50%. We have not drawn on the line but expect to do so over the next few months to pay for the HVAC and solar panels.

Budget for Fiscal 26/27

As of the date of writing this report, our annual pledge drive has generated only \$306k in pledges, a drop of 12%. Coupled with more realistic lower expectations on other sources of revenue, the projected budget deficit is over \$100k. The Board and the

congregation are currently weighing the available options, i.e. (1) large cuts in staff and services or (2) pulling additional funds from the Endowment. Neither is a viable long-term solution. We will develop a multi-year budget that will provide the road map for the church to develop other sources of income, reduce operating expenses, and eliminate the operating deficit over time.

Tom Miller,
Board Treasurer



REPORT FROM NANCY OLSON, DIRECTOR OF CONGREGATIONAL LIFE, FAITH FORMATION



This has been a full year in Congregational Life, Faith Formation. I've been keenly aware of how the good people of All Souls keep showing up - Sunday morning in service and on line, leading groups, participating in groups, caring for others, connecting with children, serving coffee, greeting people, filling pot holes, making hard decisions, etc, etc - doing the work that needs to be done, all while navigating uncertainty and change in individual lives and the world swirling around us. It has been a year that has at times felt overwhelming, and yet many moments of lightness and joy. There are moments when the overwhelm has been more than we think we can bear, and then we show up, reach out, connect and we find we can bear it - together. We have been intentional in making sure there are regular opportunities and spaces for connection, as well as creating new avenues for connection outside the congregation.

Highlights in Children and Youth:

- A consistent, engaged Children and Youth Team;
- Two babies born and a child dedication;
- Our young people ages 9-13 shaped and helped to lead a Sunday service in March;
- We had our tried and trues: Pjs and Pancakes, service projects with Seeds of Caring, Bring a Friend Sunday, Flower Communion, Back Pack Blessing;
- Monthly Family Luncheons facilitated by Renee Sutherland and hosted by a chalice circle, Caring Team and Children and Youth Team;
- Two Family Fun Nights;
- Fall and Spring Fests with outreach into the community;
- Collaboration with Grow Early Learning for shoe and book drives.
- We also said goodbye to Amanda Giorgianni who had been our steady Nursery Coordinator presence for 5 years. Congregants picked up staffing the nursery every Sunday.

Highlights in Adult Faith Formation:

- 4 Chalice Circles (poetry, aging, writing);
- 2nd year of Spiritual Direction Circle;
- Affinity Groups continue to meet regularly: Memoirs, Goddess, Brunch Brothers, Young Adult, Games, Movie, Humanist, 1st Friday Chat, Book Discussion and Channing Club;
- Winter Retreat;
- Adult Forum to kick off the Streets to Home project;
- Participation in a newly forming Honest Sexuality Education group, including a half day conference with sexuality educators from Indiana, Ohio, and Kentucky at All Souls and a Sunday service on consent;
- Creation of a Team to explore Prison Ministry at All Souls; created a framework for identifying areas of interest and involving others; making connections within the community; holiday cards to people who are incarcerated.

Of special note, the Ministry Team Leaders group was created and began meeting to bring more collaboration, support and organization across ministry team activities.

When I look at what we accomplished together this year, I see how the connections and relationships gave us strength and courage to keep showing up for what needed to be done, and, yes, even for fun times.

I'm grateful for the particular ways this congregation contributes to the world. It is an honor to continue to walk with you.

Thank you,
Nancy Olson



REPORT FROM DORIAN CONDRE,
DIGITAL MINISTRY COORDINATOR (FORMER
MEMBERSHIP COORDINATOR)



Dear All Souls,

While putting together this report, a trend I noticed was that this year was lower in attendance and new membership than last year. Reflecting on these numbers alongside the past year, I think the lower numbers are due to a lower capacity. This congregation has held a lot of grief over the past year. We experienced changes in staff and deaths of beloved members. When we hold that alongside the world around us, it is natural that we have less energy.

This lower capacity has affected membership numbers. Below is more information on that. However, the lower capacity has not impacted All Souls commitment to Radical Welcoming. This work goes beyond membership numbers and can be seen reflected in our Sunday services, social justice work, food pantry, reproductive health vending machine, and continued focus on community.

Membership

This past year, 8 new members signed the Book and 2 former members reactive their membership. Our number of new members is less than previous years and we did see a decrease in membership this year. There are few major reasons for this.

First, we had fewer new members join this year. A factor in this is that we had fewer couples join this year. This year, we had 2 couples, while last year we had 4.

The second reason is that our annual membership audit included a few members change from Active Membership to Inactive Membership or resign their membership. This was done after communications from the Board and/or conversations with staff. The membership audit is done once a year to ensure that the numbers we give the UUA reflects participation within the congregation.

Lastly, we had deaths in the congregation.

While our number of new members was less, the number of returning members was the same as last year. This is a good sign that folks know that we are safe space to return to.

Digital Ministry

We continue to have a strong online presence. Our social media following grew over the last year. This is a result of engaging content and work done within the community. Social media continues to be an important place we are connected with community organizations.

The new website was launched. Athena Consultants completed the website design and trained staff to do upkeep.

In March, I resigned from the Membership portion of my job. The process to hire someone in Congregational Life to continue to support this work is in process. I transitioned to doing digital ministry work remotely. I am adjusting to what it means to do digital ministry from afar.



REPORT FROM LIZ ELLSMORE, MUSIC DIRECTOR



This has been a year of change in music ministry, with the departure of Gabe Barbieri and my transition from pianist to Music Director. The congregation and I have been adjusting to each other and exploring the forms music can take at All Souls.

Music as Ministry

Several members of the choir and I participated in the Music for Transformation online course offered by the UUA. We've learned about making music relational and invitational. With input from Rev. Katie, we have been selecting music that plays different roles in the service, from supporting the message of the service to shifting energy or providing space for reflection. We continue to include music from diverse composers and to consider carefully how we frame their work—i.e. what context it exists in, who it is for, and who needs credit for its creation.

This year we had two music services, in December and March, featuring choir, small ensembles, and vocal and instrumental solos as well as congregational singing. We are blessed to have guitar/ukulele/dulcimer players (Rex Martin, Austin Mitchell, MaryAnne Mathews), a drummer (Dan Walzer), a harpist (Liza Hyatt), and dancers (Sandy Reiberg, Kelly Dawn Jones, Helen Dwyer) within our congregation. We also welcomed guest musicians whose presence enhances the worship experience and nurtures connections with the diverse community of Indianapolis-area musicians.

Choir

The choir and I have been working hard to meet the high bar of musicianship at All Souls while settling into our new routine. I am grateful for their patience and flexibility while I adjust to my role as music director. I have been working on my conducting and vocal skills while learning how to run an efficient rehearsal. Thanks to the help of mentors and through lots of trial and error, choir rehearsals are becoming smoother and more productive, the choir knows what to expect each week, and we are usually more or less prepared for Sunday services. The choir has performed at

approximately half of the services since September.

Congregational Participation

I've seen the congregation's confidence and their willingness to participate in music grow over the past few years, and I want to keep this momentum going. Congregational singing this year took the form of familiar hymns as well as folk, protest, and pop music, including a song written by Lía Marie Flora Johnson and Nic St. Amour. Musicians from the congregation frequently shared their talents in services. The children and youth joined in the music on occasion, and I'd like to include them more in the future.

Memorials

We have provided music and AV for several memorials this year. The staff have worked together to streamline the memorial planning process. I communicated with loved ones of the deceased to select meaningful music, hire musicians, and make sure technology needs were met.

AV

AV has been a true team effort this year. Reese and a dedicated group of AV volunteers have kept AV functioning despite many technical difficulties. We are all learning to trouble-shoot and respond to challenges as they arise. I am especially grateful for Ed Choate, Austin Mitchell, Erik Mroz, Asa Smith, and Nathan Walkowski on audio and YouTube streaming as well as Crystal Francis and Gail Henrie on camera. Also, thanks to the work of Richard Atwater and Phil Soper (and probably others I'm forgetting), we now have two large mounted screens in the sanctuary where we can project the service, images, slides shows, and videos--all with closed-captioning--to enhance the service and make it more accessible.

Liz Ellsmore
Music Director

WE LOOK FORWARD TO 2026-2027!

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