



BOARD BULLETIN

July 2024

Dear Fellow Congregants,

We wish to thank all of our members and friends who generously made donations to our 2024 All Souls Annual Giving Campaign. We are grateful for all you have given and all that you do.

Over the last quarter, the Board of Trustees with Galen, the staff, and many volunteers, has continued to make strong progress on critical areas such as our Community Talks and Listening Circles, Ministerial Transition, the Future Leadership Task Force, the Souls in Service Committee, the Nominating Committee, and our Operating Budget and financial position. Fifteen All Souls delegates, including two Board members, participated in the Unitarian Universalist Association (UUA) General Assembly and voted on Article II. The Board and Galen are progressing our renovation plans for Wiggin House and additional facilities. We announced our Future of All Souls Capital Campaign.

In June, we closed-out our Fiscal Year Operating Budget. Final results of our budget, including Annual Giving, should be available by early August. If you have any questions about your donations or Annual Giving, please contact Cecily Millen Elizondo at Cecily@allsoulsnyc.org.

We are excited about the enthusiasm, positive energy and opportunities emerging in front of us. We continue to enjoy Sunday Services and coffee hour, meet new friends, be enriched through our Adult Education programs and community groups, cultivate and educate our children with our Religious Education programs, serve our congregation and community, and so much more. Please read on for further details about Board activities this past quarter and future plans.

Feature: Deborah Taylor

On June 9th, the Board of Trustees awarded Deborah Taylor the **2024 All Souls Hero Award** for her exceptional leadership and almost full-time volunteer service as Leader of the Building Advisory Task Force (BATF). Deborah has served on BATF since 2017, working with Fritz Reuter on the complex Sanctuary renovations, and leading the renovations for the Chapel and Wiggin House's classrooms and offices. These renovations have spanned years, and have required Deborah to lead teams of architects, engineers, contractors, attorneys,



and volunteers while working with the Board, Galen, Nadira, the staff, the All Souls School, other tenants, the Department of Buildings, the meal programs, and our neighbors.

Deborah has been a long-time active member of All Souls. In addition to leading BATF, she is a Deacon, a member of the Women's Alliance, the Capital Campaign Committee, Souls in Action, and chapter founder and co-chair of Unitarian Universalists for Justice in the Middle East. Deborah has extensive experience as an architect with prior positions as the Chief Sustainability Officer for the New York City Department of Buildings, and as architectural leader and project manager in several highly regarded architectural firms. We are honored to have Deborah as a member of All Souls. The Board of Trustees is immensely thankful for Deborah's time, leadership and dedication to All Souls.

Listening to the Congregation

Since February, we have held over a dozen community talks and listening circles, reaching over 200 congregants and friends, and received outstanding ideas and feedback. The most recent meetings were with Religious Education (RE) families and Pamela's Caring Connections team.

In April, the Board also held an open dialogue. The dialogues, listening circles, and community talks have led to great ideas such as name tags for Sunday Services, feedback for website improvements, programming ideas for Adult Education, and input to grow Religious Education and engage families. Galen and the staff have implemented many of these ideas and are working on many more. We will continue these discussions as a regular practice to share your ideas and foster community.



Ministerial Transition

Dixie Goss and Matthew Singh co-chair the five person Interim Ministerial Search Committee joined by Christine Goodwin, Marisa Osario and Kate Phillips. Their first task is recruiting a Target Minister who will serve starting January 1st, 2025 through July/August 2025. The committee is also responsible for recruiting an Interim Minister who will serve after the Target Minister for one to two years until a new permanent (settled) Senior Minister is elected by the Congregation, likely in 2027.

Over the past several months, the Interim Ministerial Search Committee held several listening circles and interviews with staff, congregants, and ministers to gather feedback for the goals of a Target Minister. The committee summarized all of the feedback for submission of an application to the Unitarian Universalist Association (UUA). The UUA is responsible for providing candidates to All Souls. The committee expects names of Target Minister candidates by the end of the summer. Once the Interim Ministerial Search Committee receives those names, the committee will vet the candidates and make their recommendation to the Board. By the fall, the

Board will make the decision to hire the recommended Target Minister. If the Target Minister candidate agrees to join All Souls, the Target Minister will begin January 1st 2025.

In addition to salary and benefits for the Target Minister, All Souls must provide housing. If you have suggestions on housing, please contact Dixie Goss at board@allsoulsnyc.org.

With regard to the Interim Minister Search process, the committee will continue in the fall with several listening circles for the Congregation to express their hopes and ideas for the Interim Minister. After input from the Congregation, the committee will put together in early February 2025 an application for an Interim Minister. Candidates will be available from the UUA next April/May to begin in July/August 2025. The term of service for the Interim Minister will be one to two years dependent upon the needs of All Souls and the Interim Minister's schedule. We will continue to keep you informed on our progress.

Celebrating Galen Guengerich and Pamela Patton

We are excited to celebrate Galen Guengerich on his 30 plus years of leadership and service of All Souls and to celebrate Pamela Patton on her ordination as Assistant Minister. The current plans are as follows:

- Sunday October 6th, Pamela will preach at the worship service. Her ordination service will be at 2pm that day followed by a reception celebration.
- Sunday, November 24th and Sunday December 8th, worship services and coffee hours will be dedicated to Galen's retirement with tributes from congregants and special guests.

We are excited to honor Galen and Pamela. We will continue to keep you posted on further details of these wonderful celebratory events.

Future Leadership Task Force

In March, the Board launched the Future Leadership Task Force, initially a two-person team co-chaired by Julie Brannan and David Poppe. The charter of the task force is to engage with the Congregation to gather feedback on the current All Souls leadership model (e.g., roles and responsibilities and functions of the Board, ministers, and congregants), assess current governing policies and bylaws, explore UUA and other best practices, and eventually make recommendations to the Congregation and the Board.

The task force held three Listening Circles, (April 21st, May 14th, and June 16th) to gather input and feedback from the Congregation. A total of approximately 50 congregants attended these Listening Circles. The task force would like to hear from more congregants, and therefore will continue their work throughout 2024 to gather more feedback. We will keep you posted.



Souls in Service Committee

In May, the Board announced the Souls in Service Committee to help our congregation fulfill our commitment to serve our community. The committee provides a range of community service opportunities commensurate with varying levels of availability that respond to the diverse needs in our community. The core committee consists of Judith Moldover (chair), Karen Steele, Linda Rousseau, and Arelis Torres. The committee launched one of the first projects working with Fourth Universalist to distribute post-cards to Get Out the Vote. On July 21st during coffee hour, the group will distribute post-cards to the congregation.

The group has additional plans with Friday Soup Kitchen and the Women’s Alliance for a knitting circle to distribute scarves and hats to Friday Soup Kitchen guests this winter. The first event will be held in the Ware Room on Tuesday evening, July 16th.

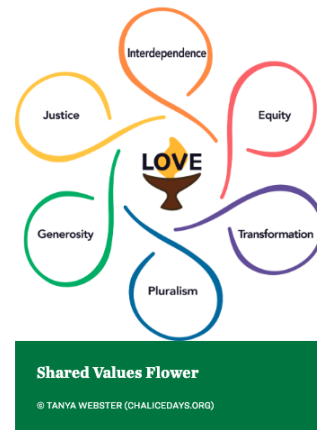
Other volunteer projects will include food donations, working with the Carter Burden Network which serves seniors, volunteering with NYC public schools and with immigration services. If you are interested in learning more about community service opportunities and/or joining Souls in Service, please contact Board member Judith Moldover at board@allsoulsnyc.org.

Nominating Committee

In March, the Board elected Nominating Committee members according to our bylaws. This year’s committee is James Backmon (chair), Jeong-A Kim, Jennifer Vermont-Davis, Lynne Randall and Dixie Goss, ex officio as a trustee. We wish to thank current and past committee members for their time and dedication to this important process. Over the summer and fall, the committee will recruit qualified candidates for All Souls Board of Trustees for election at the February Annual Meeting. Please contact James Backmon at board@allsoulsnyc.org or any member of the Nominating Committee if you want to learn more or recommend candidates.

UUA General Assembly (GA) 2024 Adopts Article II Revision

In June, Karen Steele coordinated fifteen All Souls delegates to attend the virtual GA. We wish to thank Karen and all the delegates for attending and representing All Souls. A new statement of shared values was approved at the UUA General Assembly. The Seven Principles are being replaced with new values of Interdependence, Equity, Transformation, Pluralism, Generosity, and Justice centered around Love as represented by a flower graphic. Individual UUs and their congregations are welcome to continue to hold and value the [Seven Principles](#) and [Six Sources](#), which were adopted in 1984, as a meaningful part of the faith, just as some have adopted the Eighth Principle on their own.



Additional actions approved by GA delegates include a Business Resolution; “Embracing Transgender, Nonbinary, and Intersex People is a Fundamental expression of UU Religious Values”. The GA also approved three Actions of Immediate Witness: 1.) World on Fire: Humanitarian Work and Climate Change; 2.) Centering Love Amidst

the Ongoing Impact of COVID-19; and 3) Solidarity with Palestinians. The GA also approved a Responsive Resolution: UUA General Assembly Support for October 7 Hostages.

There will be a learning process to understand how the Article II revision and others in the works will impact congregations in the UUA denomination. If you wish to learn more, please contact Karen Steele, or Board members Tom Blum and Robert Dottin at board@allsoulsnyc.org.

Operating Budget

On June 30th, All Souls fiscal year ended. Galen and the staff forecast the year with almost \$3 million in revenues and \$3 million in operating expenses. Final fiscal year results will be available in August.

Thank you to all of our members and friends who gave so generously to support our All Souls mission, ministry, music and choir, staff, programs, and community services. We are immensely grateful.

In June, Richard Esposito and the Board presented the 7/2024 - 6/2025 Fiscal Year Operating Budget to the Congregation. The Budget Plan consists of \$2,953,090 in revenue and \$2,952,994 in operating expenses, planning for a balanced budget. The Board monitors our financial performance on a monthly basis, and along with the Finance Committee, Galen and the staff may adjust the budget throughout the year as needed.

The Board wishes to thank the members of the Finance Committee, namely Eric Lamm (chair), Anne Bradley, Julie Brannan, David Poppe, Judy Samuelson, Elizabeth Wahab, Rachel Ziemba, Board members Richard Esposito and Tom Blum, and Galen, Pamela, Nadira, and Cecily for their time and efforts to establish our Operating Budget Plan. What can you do to help All Souls with our finances? Please consider:

- 1) pledging and donating early for 2024 – 2025 Annual Giving as this helps us predict revenue and manage operating expenses
- 2) establishing a recurring monthly donation
- 3) making a bequest in your will
- 4) helping us grow our community by inviting family and friends to Sunday Services and community events

Wiggin House and Facilities Renovations

The Building Advisory Task Force (BATF), led by Deborah Taylor and Howard Turner with Board members Richard Esposito and Tom Blum, is continuing to work on the two-phased renovation plans. Phase I includes urgent repairs to Wiggin House roofs, exterior walls, and entranceways. Phase II includes necessary and additional renovations of All Souls facilities such as the garden, bathrooms, and kitchen renovations.

All Souls leases the use of Wiggin House to the All Souls School, an independent early childhood day school founded by All Souls members Kay and Fred Joseph 59 years ago. The 21-year lease agreement generates more than \$600,000 per year of rental income for All Souls,

covering about 20% of our operating budget. We would not be able to sustain our many programs and ministries without this income. BATF, Galen, our staff, and Richard Esposito continue to work with the All Souls School Board Chair and their leadership team in a collaborative partnership as we work through the renovation plans.

By July, BATF will have architectural drawings prepared, continue the process for permits, and eventually issue, receive and evaluate bids. We expect to install necessary safety sheds and scaffolding by July/August and commence urgent renovations thereafter. We will keep you updated on our renovation plans and our progress.

The Future of All Souls Capital Campaign

In June, Galen and the Board announced the **Future of All Souls Capital Campaign** to fund the urgent renovations needed for Wiggin House and additional improvements to All Souls facilities. This work will ensure the vitality of All Souls for generations to come. The capital campaign will be in two phases. Phase I for urgent repairs, and Phase II for necessary and additional facilities renovations.

Galen Guengerich has been named Honorary Chairperson until his retirement on December 31st, 2024 to lead Phase I of our capital campaign with a goal of \$7.5 million. We are immensely grateful to Galen for taking the lead once again to raise these funds and ensure the future of All Souls.

Jim Klote and Marcia Meehan from Klote & Associates are assisting All Souls with our focus groups and campaign. Jim and Marcia were instrumental in helping All Souls achieve \$15 million in our previous capital campaign to restore our Sanctuary. To date, we have held more than 14 Campaign Readiness Assessment Focus Groups with 106 congregants participating. The purpose of these Focus Groups is to communicate the urgent and necessary renovations and gather your input.



Thank you to the following congregants, staff members, and Board members who volunteered as hosts and presenters for the focus groups; Heli Blum, Tom Blum, Anne Bradley, Miles Chapin, Lois Coleman, Christina Darnowski, Carol Emmerling, Richard Esposito, Cherie Henderson, Erika Michelson, Judith Moldover, Neil Osborne, Adrienne Paule, Suzanne Salomon, Deborah Taylor, Gus Young, Li Yu and staff members, Cecily Millen Elizondo and Taylor Gallihue.

Thank you to the members and friends who have attended and provided valuable feedback. Additional Focus Groups may be scheduled in the future.

Phase II Future of All Souls Capital Campaign will continue from January to December 2025, addressing the need to raise an additional \$6.5 million to cover necessary and additional renovations. Phase II will primarily be a congregation-led campaign committee. We will need the congregation to join together to help build the future of All Souls.

We are excited about the energy, support and enthusiasm from the congregation about the campaign and the Future of All Souls.

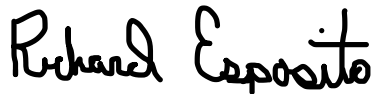
Thank You

Thank you for your love, dedication, time and energy to our All Souls family. We are incredibly grateful for all you do to allow us to serve our congregation and community.

Over the summer months, please take time to enjoy being with family and friends, perhaps traveling on vacation, and staying healthy. All Souls plans to hold Sunday worship services and continue many programs and community groups, so please remain connected with our All Souls community. And stay tuned for exciting new programming coming this fall including a Sunday afternoon Sound Bath Series, Wellspring Small Groups, and The Big Read.

If you have any questions or comments, please do not hesitate to contact the Board at Board@allsoulsnyc.org or any member of the Board of Trustees.

With gratitude,



Richard Esposito, Board President
On behalf of the All Souls Board of Trustees