
ALL SOULS

Since 1819 - A congregation of open minds and hearts

Handbook

New York City

Dear Friends,

This handbook is a compendium of all sorts of useful information about All Souls. We hope you will keep it close at hand and refer to it often. It can help us stay connected to each other, informed about what's happening, and engaged in the day-to-day life of our religious community.

Enjoy!

Forrest Church
Galen Guengerich
Jan Carlsson-Bull

Walter Klauss
Richard Leonard
Melaney Mashburn
David Robb

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Who we are and what we believe

All Souls is a member congregation of the Unitarian Universalist Association. Along with more than 1,000 other societies in the Association, we covenant to affirm and promote:

- *The inherent worth and dignity of every person;*
- *Justice, equity and compassion in human relations;*
- *Acceptance of one another and encouragement to spiritual growth in our congregations;*
- *A free and responsible search for truth and meaning;*
- *The right of conscience and the use of the democratic process within our congregations and in society at large;*
- *The goal of world community with peace, liberty and justice for all;*
- *Respect for the interdependent web of all existence, of which we are a part.*

The living tradition we share draws from many sources:

- *Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;*
- *Words and deeds of prophetic women and men which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love;*
- *Wisdom from the world's religions which inspires us in our ethical and spiritual life; Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;*
- *Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit;*
- *Spiritual teachings of earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.*

Grateful for the religious pluralism which enriches and enables our faith, we are inspired to deepen our understanding and expand our vision. As free congregations we enter into this covenant, promising to one another our mutual trust and support.



Counseling and Pastoral Care

The ministers are never too busy to talk with you. A brief phone conversation or a scheduled appointment when something is just beginning to trouble you may help to forestall greater problems later. To make an appointment, phone one of the ministers' assistants between 9 a.m. and 4 p.m. on weekdays. When out of the office, they may be phoned at home, and in an emergency, you may reach them at any hour.

Forrest Church (H) 772-0332

Galen Guengerich (H) 861-2563

Jan Carlsson-Bull (H) 973-783-7443

When should you call a minister?

- When someone is confined at home
- When there are family or personal problems
- When there is a marriage, divorce, career, or other important decision to make
- When drinking, drug abuse, or any compulsive behavior is a problem
- When you want to talk about religious values
- When a loved one dies
- When someone is hospitalized
- When you want to talk about worship or the programs at the Church
- When you feel guilty, depressed, suicidal, or are troubled about sexual matters
- When you simply want someone to talk to

Counseling Referral

When it seems appropriate, the ministers may suggest more specialized individual or family counseling or therapy. This is not because they don't care or cannot help, but rather because as pastors they want you to be able to take advantage of the very best resources available.

Dr. David Kelley of Kenwood Psychological Services assists the ministers with assessing problems and providing referral to appropriate specialists. Dr. Kelley has earned an excellent reputation through his high level of success in matching people with the best possible help, whether for individual, family, or couples therapy, for long-term therapy or more immediate problem-solving. Sliding-scale fees are available. You may contact Dr. Kelley through the ministers or by phoning him directly at (212) 744-2121.

Governance

Like all Unitarian Universalist churches, All Souls is a self-governing congregation. The senior and associate ministers are chosen by vote of the congregation and are responsible to it. Trustees, the Clerk of the Society, and members of the Board of Deacons are elected at an Annual Meeting, normally held during the first week of February. A Congregational Budget Meeting is held before the Annual Meeting to approve a budget for the coming year. According to the by-laws, voting members of the congregation are those who have received the Right Hand of Fellowship and have made a contribution of record and attended at least four worship services during the previous year. Other congregational meetings may be called as needed.

The Board of Trustees

The Board of Trustees has the responsibility for overseeing Church finances and other basic policy matters

on behalf of the congregation. There are nine elected Trustees. Three are chosen at each annual meeting for a three-year term. The Board selects its own chairperson to serve as President of the Society, a First Vice-President and a Second Vice-President.

Most Trustees serve as liaison to a group of Church committees and organizations. The Board also chooses a non-voting secretary, a treasurer for the Society, and an assistant treasurer. It appoints the members of the Finance Council (which encompasses the Audit, Budget and Investment Committees), the Planned Giving Committee, the Nominating Committee, the Religious Education Committee, and the Program Council.

The Board usually meets on the first Monday evening of each month. Meetings are open to all interested members. A list of the current Trustees is posted on the Bulletin Board in Reidy Friendship Hall and in the Sunday Order of Service.

Business Committees

The Board of Trustees is assisted in financial planning by the Finance Council, which encompasses the Audit Committee, the Budget Committee, and the Investment Committee. All these groups are Board-appointed.

Board of Deacons

The Board of Deacons consists of individuals who, because they have given distinguished leadership and service to All Souls over a period of at least ten years, have been elected Deacon by the congregation. Deacons often serve or have served on major committees, and they assist the ministers at Communion Services. On Anniversary Sunday every November, the Deacons host a reception for those who have been members of the congregation for 25 or more years. Each year at the Annual Meeting they present the Deacons' Award for service to All Souls and other awards as may be appropriate.

Under the leadership of **Mary-Ella Holst, Christina Bellamy, John Reidy** and **Bill Bechman**, the Deacons—who constitute the “institutional memory” of the church—have moved forward in several areas.

First, the Deacons are establishing their “by-laws,” or institutional procedures, as guidelines for both current and future Deacons. Second, the Deacons have resumed the practice of regularly inviting members of the clergy or the President of the Board of Trustees to address each meeting of the Deacons on a key topic or topics. Third, the Board of Deacons is developing an ongoing liaison with the Board of Trustees, both to better communicate the Deacons’ views to the Board and to relay the Board’s thinking to the Deacons.

The overall goal is for a more active and broadly participatory Board of Deacons to establish and maintain a strong voice in the life of the church.

Church Council

The Church Council functions as a support and networking system for all the chairs of advocacy, service, and community-building groups at All Souls. Bi-monthly meetings provide a forum where these leaders can coordinate activities, exchange ideas, hear what other groups are doing, and address common issues and concerns.

Program Council

The Program Council is a policy making body that provides for all volunteer programs of All Souls a viable structure in which to function efficiently and effectively. The Council clarifies policy on program leadership, volunteer operations, fiscal and grants management, and responsiveness to the needs of the community. The Council serves also as a forum for the introduction, research, discussion and resolution of volunteer-related issues. The Program Council works collaboratively with the Church Council. It is appointed by and reports directly to the Board of Trustees.

Religious Education for Young People

Sunday Morning Program

The Religious Education Program for young people from nursery through high school meets on Sundays from 10:00 a.m. to 12:15 p.m. Children in Kindergarten through 5th grades attend worship in the Children's Chapel at 11:00 a.m. The 6th/7th grade Junior High Class meets with its advisors at 10:00 a.m., followed by a drama workshop at 11:00 a.m. Both the 8th grade class and the 9th grade class meet at 10:00 a.m. At 11:00 a.m. the 8th and 9th grade classes come together for a drama workshop. The High School Seminar meets from 11:00 a.m. to 12:15 p.m.

Classes are designed to help children develop spiritual values, ethical sensitivity, and an understanding of our Judeo-Christian heritage and other world religions. At 11:30 a.m., trained instructors offer workshops in art, drama, and music. Classes are staffed by volunteers and paid teachers working in teams. Many of these individuals are professional teachers and child-care specialists. All of our teachers bring enormous energy and creativity to the task of teaching our children.

Families interested in registering children for the Religious Education classes and individuals interested in teaching are invited to call **Melaney Mashburn**, Director of Religious Education, at (212) 535-5530 at work or (212) 595-8605 at home. She can also be reached via email at Mmash248@aol.com.

The Religious Education Committee

The Religious Education Committee oversees the church's program of religious education for children and youth. Working with the RE Director, the committee addresses curriculum, educational policy, special events, staffing and budget for programs that cover young people from nursery through high school.

Wednesday Program

Fall of 2000 marks the seventh year of “Discovering Religion,” our after-school program of religious education for children in pre-school through fifth grade. This program is offered as an option for those families whose children are unable to attend the Sunday morning program on a regular basis. Classes meet on Wednesdays from 4:00 to 5:30 p.m. There are two 15-week terms—one in the fall and one in the spring. The cost for 2000–2001 is \$325 per child per term.

Each week, children are introduced by their teachers to basic religious concepts and Biblical stories. A brief chapel service led by **Melaney Mashburn**, Director of Religious Education, opens each session. Contact Melaney at the Church if you have any questions about this program.

Parents' Association

The Parents' Association supports the Religious Education program by providing class parents, hosting breakfasts and other intergenerational programs, and assisting with events such as the Halloween party, the Christmas Pageant, the Central Park Picnic, and Christmas toy collections and Easter basket preparation for children at Bellevue Hospital.

Adult Education

Adult education programming at All Souls happens on Sunday mornings (at 10:00 a.m. and 11:15 a.m.) and periodically on weekday evenings throughout the church year. Offerings cover a variety of topics related to religion, spirituality, personal growth, philosophy, and social justice and are led by the ministers and by guest speakers. Some take the form of lectures while others use a workshop format; some are stand-alone sessions

and some are series that run once a week or once a month. Examples of recent offerings are a Sunday morning series on the Book of Job, a monthly weeknight series on some of the world's great philosophers, a psalm-writing workshop, and a series of programs sponsored by All Souls' social justice advocacy groups.

Music

Church Choir

Sunday music at All Souls plays an essential role in our spiritual life together. To ensure a high quality of performance, the Church Choir consists of a careful blend of paid soloists and volunteer singers presenting choral music appropriate to worship, with a repertory that ranges from Medieval to contemporary. Membership in the Choir is by audition with **Walter Klauss**, Director of Music.

Community Chorus

The Community Chorus is open to all who can carry a tune and who are willing to make a commitment to weekly rehearsals to improve their skills and have fun with music. It is led by our Music Director, **Walter Klauss**, and meets on Tuesday evenings at 6:30 p.m. from mid-September to May. The Community Chorus performs at occasional services and for special events during the year.

Musica Viva

Musica Viva was founded in 1977 as a concert series for our Church Choir. **Walter Klauss** conducts the evening concerts, which feature both sacred and secular choral works with orchestra. Now incorporated, Musica Viva is responsible for its own publicity and fund-raising activities as well as house management at the concerts. There are many opportunities for volunteer help, such as ushering at the concerts or serving on ad hoc committees.

Children's Choir

The Children's Choir is directed by **David Freiman**. There is a core group of youngsters who love singing in this choir. The children perform songs from different genres, from Stephen Schwartz's ballad "When You Believe" from the Disney feature film "Prince of Egypt," to a traditional Hannukah song, to favorites from the hymnal. If you are interested in having your child join the Choir, contact **Melaney Mashburn**.

Sunday Mornings

Ushers

Ushers are the first people a guest meets at All Souls on Sunday morning. They greet visitors, distribute Orders of Service, assist with seating, receive the offering, and frequently escort visitors to Coffee Hour in Reidy Friendship Hall. Four ushers serve at each of the Sunday morning services. They are recruited by team leaders, from lists of volunteers and the Church Directory.

Opening the Service

Each week, at both the 10:00 and 11:15 services, a member of the congregation opens the service with a brief personal statement. This statement sets the tone for the service and communicates to those assembled the quality of engagement in the life of our congregation.

Sunday Morning Hospitality

Each Sunday morning a person is available at a table in the church vestibule before and after the 11:15 a.m. service to greet visitors and provide them with information regarding the church and the denomination.

In addition there is a designated table in Reidy Friendship Hall during coffee hour where visitors can gather to talk with members and ministers.

Chancel Flowers

Each Sunday, the altar flowers memorialize or commemorate loved ones. Two or three individuals or families participate each week.

Book Table

The Book Table operates every Sunday during Coffee Hour, following the 11:15 service. Publications sold include those by All Souls ministers and members. Books used by speakers for Adult Education classes and Lifelines lectures are also available.

How to Get Involved

There are many points of entry to involvement in the committees and task forces and events that describe so much of life at All Souls. Leaf through the balance of these pages and consider what appeals to you, what awakens your desire to become more involved in the groups described. Then pick up the phone and call the contact person cited on the enclosed Roster of Contacts. Learn even more about this group, including when the next meeting or event is being held. Attend. Then reflect on how the focus of this group matches your aspirations. If it does, stick with it for awhile. If not, try something else. In the meantime, you are meeting that many more people who will allow you to feel more at home at All Souls.

We invite you also to:

- **Read the monthly Bulletin.**

The Bulletin will provide an update on what is happening at All Souls. Again, consider what appeals to you, and simply show up at the next meeting or event.

- **Read the inserts in the Sunday morning Order of Service.**

These printed announcements provide you with the most updated knowledge of what is happening at All Souls.

- **Attend the Volunteer Fairs that will be held the first Sunday of every month from October through May.**

Beginning in October of 2000, Volunteer Fairs will be held during Sunday morning Coffee Hour in Reidy Friendship Hall. Each church group depending on volunteers will have a representative present with information that will allow you to make an informed choice about where to focus your time and energy.

Don't hesitate to ask them questions about how they got involved, what exactly they do, what their group's current needs and opportunities are, and what your next step might be to getting involved.

- **Use the Volunteer Hotline.**

Dial **212-794-0973**. Just leave your message telling us what you want to know about the many opportunities to volunteer at All Souls. If you already know what you want to do, tell us what it is. We'll get right back to you to help you take that next step toward getting involved.

- **Contact the ministers.**

Come and see the ministers of All Souls. Forrest, Galen, and Jan welcome the opportunity to get to know you better and explore with you how you might link with one of the committees or task forces that speaks to you. Or share your vision for what doesn't yet exist at All Souls, and tell us how you're ready to make it happen—with a little help from the rest of us.

The doors are open. We welcome you.

BUILDING COMMUNITY AND ADVANCING JUSTICE

. *At All Souls*

Volunteer Task Force

The Volunteer Task Force runs a continuing program to attract and retain volunteers for the programs and committees that need them. Beginning in October 2000, a Volunteer Fair will be held during Coffee Hour in Reidy Friendship Hall the first Sunday of every month through May. Each church group depending on volunteers will have a representative present with information that will allow those exploring volunteer opportunities to make an informed choice about where to focus your time and energy. Volunteers are needed for the Volunteer Task Force itself to help formulate long-term plans to enhance and expand opportunities to make a positive difference within and beyond All Souls.

History

Historical Society

The Historical Society works with a professional archivist to preserve documents and records associated with All Souls from its founding in 1819 to the present. Files are preserved in acid-free folders and containers. The Archival Library has books by our ministers and some by church members. One of our projects is to create an oral history through the taping of memories of older members of the congregation. There is also an extensive picture collection. Displays of pictures and artifacts from the Archives are featured periodically for the congregation. The Historical Society also sponsors the Bellows Lecture. An Annual Membership Meeting of the Society is held in the fall.

Time Capsule Committee

The Time Capsule Committee is an ad hoc group formed in early 2000 to document and record the full life of the congregation as we complete the 20th century and begin the 21st century. The Committee chose to gather photographs, essays, and artifacts that document the period from May 1 to 9, with coverage of other representative events held throughout the month and artifacts representative of the entire 20th century. The capsule will be sealed during the summer with instructions as to the timing of its opening.

Communications

All Souls Bulletin

The *Bulletin* is the Church's primary communications vehicle, keeping members and friends of All Souls informed of what is happening on a regular basis. It is published monthly except in July and August. Announcements may be mailed, faxed or e-mailed to the church, marked "attention: Bulletin" or left in the Bulletin mailbox in the front office, with the understanding that they may be edited for space and clarity. Submission deadlines are always the first Sunday of the month prior to publication.

Quarterly Review

The All Souls *Quarterly Review* is produced and edited by members of the congregation. It includes editorials, articles, photographs, and feature stories that reflect upon our history and inform the congregation about activities at All Souls.

All Souls Website

The All Souls website, **www.allsoulsnyc.org**, is an excellent resource for exploring All Souls. There you will

find the sermons, the weekly Orders of Service, the weekly calendar, and the monthly Bulletin, as well as information about our ministers, the Deacons, the Religious Education Program, and more. You may reach us by e-mail at allsouls@panix.com.

Focus on Women

The Women's Alliance

Ever since its founding in 1890, the Women's Alliance has served as the organization at All Souls where issues of concern to women are given voice and support. In recent years, the Alliance has become more intergenerational, broadening its programs to include women of all ages.

In addition to its monthly luncheon meeting, the Alliance offers events in the evening and on Saturdays on topics of interest to all women. Among the many activities of the Alliance are: staffing the Gift Table at the Annual Fair, holding an annual Holiday Tea for the entire congregation, presenting a series of Adult Ed programs on women's issues, organizing a bus trip each Spring (usually open to everyone at All Souls), and sponsoring the All Souls Women's Reading Group.

Women's Reading Group

The Women's Reading Group is sponsored by the Women's Alliance and has been meeting for 22 consecutive years. The group meets on the first and third Tuesday evenings of each month and is open to all. Readings are all works authored by women. Each year's syllabus explores either a theme, such as "Early Unitarian Universalist Women," "Mothers and Daughters," "Women in Cities," or a particular author such as Virginia Woolf.

Our Professional Lives

Career and Life Design Group

This group provides information and support for those considering or pursuing new careers or job changes and face similar challenges in their personal lives. Meetings feature guest speakers who are highly qualified and experienced in career areas, discussion and hands-on exercises and techniques. Meetings are usually held the third Sunday of each month from 12:45 to 2:00 p.m. from September through May. Everyone is welcome.

Practical Creativity

The emphasis here is on creative ways to deal with everyday situations, both professional and personal. It is a group inviting discovery in fields that are both familiar and unfamiliar. Topics range from first amendment issues to the growing field of sound and music therapies affecting physical and mental health to the need for eliminating clutter at home. Speakers are professionals in their areas of expertise. Meetings are held on the last Friday of the month unless it is a holiday weekend. Everyone is welcome.

Social and Service

All Souls Players

The Players, now in their 36th season, present at least one major production a year and sponsor a variety of membership activities. These include monthly play readings and social events. Players productions are arranged by a volunteer council. Volunteers are always needed for backstage, box office, and ushering duties. Auditions are open to everyone.

The Annual Fair

The Fair has been an annual event in the late fall that is one of the most communal and festive events on the All Souls calendar. Its form and theme change from year to year, and there are always ample and varied opportunities for volunteer planning and participation.

Friends in Deed

Friends in Deed is a program that ensures ongoing connection with the All Souls family when for an extended period of time a member of our congregation can't get to church or to other activities which bring us together. This occurs through linkage with lay volunteers. The co-chairs of this group receive referrals from our ministers and make an initial contact to establish what kind and what frequency of linkage the member would like. It might be ongoing telephone contact or visitation. A person is then selected from our roster of volunteers.

Since our congregation is spread out across the city, we seek volunteers from various neighborhoods. Occasionally a member of the congregation needs to be accompanied, though not physically assisted, to medical appointments. We attempt to meet that need and other needs as deemed appropriate by our ministers.

Interweave

Unitarian Universalists for Lesbian, Gay, Bisexual and Transgender concerns are organized into congregational chapters collectively known as Interweave. Interweave serves as a social and information network focused on sexual orientation issues. Lesbian, Gay, Bisexual and Transgender persons and their supporters attend a monthly social gathering. As a Welcoming Congregation, All Souls is committed to affirming the lives of all persons regardless of sexual orientation. This affirmation includes performing commitment ceremonies for same gender couples and sponsoring Interweave functions.

Social Events Committee

The Social Events Committee provides a variety of opportunities throughout the year for members and friends of All Souls to come together for fun and fellowship. This committee oversees the popular weekend night potlucks, which typically feature a program of music, story telling, or drama.

Stories with Soul

Stories with Soul are one-hour sessions consisting of the reading of a single short story—classical or modern—by a carefully selected narrator. Discussion follows. Begun in 1993, this activity has become a year-round “every Wednesday night” event, held in the Ware Room from 6:45 to 7:45 p.m.

Stories with Soul are open to the public. No preparation by attendees is needed. Attentiveness and the capacity for sheer enjoyment are the sole requisites.

Young Adult Group

All Souls Young Adults offer an opportunity for members and friends in their twenties and thirties (usually ages 18-35) to get together for social events, spiritual gatherings, and service opportunities. The planning committee coordinates events and welcomes input from any interested young adults. Activities in the past have included brunch, evening circle worships, theater outings, making Christmas stockings for children in the hospital, baseball games, young adult conferences, ice-skating, comedy clubs—the list goes on. These events are open to all young adults: post-high school, college students, twenty- and thirty-somethings, single, married, in a couple, Unitarian Universalist all your life or just walked in the door.

Our Faith Community

Committee on Ministerial Education

Whenever possible, All Souls has a candidate for the Unitarian Universalist ministry serving as an Intern Minister. We may also have a seminary student working at All Souls in a field position for one or two years. This Board-appointed committee offers an intern support, guidance, and evaluation. It plays a primarily supportive role for a non-intern seminarian working at All Souls in a field capacity.

Denominational Affairs

All Souls is a member of the Unitarian Universalist Association and of its Metro New York District. The Denominational Affairs Committee develops and encourages congregational interest in the work of the Association and the District. It recruits and recommends to the Board delegates to the annual UUA General Assembly and the District Annual Meeting and oversees the process of congregational response to resolutions to be considered by the General Assembly for study and action by member congregations. It is responsible for facilitating communication with denominational agencies and for cooperative work on the growth of liberal religion.

LifeScapes Spiritual Growth Task Force

This task force oversees annual off-site adult intergenerational retreats and occasional mid-week evening programs. Most recently this group sponsored a six-week series entitled “A Spiritual Approach to Depression” led by **Jan Carlsson-Bull** and **David Robb** and a seven-week Divorce Recovery Workshop led by **David Robb**. In the fall of 2000, LifeScapes is sponsoring its fourth annual retreat at the Holiday Hills Conference Center in Pawling, New York. The topic is: “Tending Our Spiritual Fire: Proactive Spirituality.”

Study Groups

Christian Awareness

Since 1980 this group has been meeting monthly, usually in a participant's home, to discuss aspects of the Jewish and Christian elements in our Unitarian Universalist heritage. No particular faith commitment is assumed, and participants are theologically diverse. Discussion topics, which are chosen by consensus, recently have included individuals' concepts of God, Moses, comparisons of Jesus and the Buddha, the Comprehensive Nuclear Test Ban Treaty, good and evil, and portions of the Jewish and Christian Bible. Meetings are announced in the Sunday Order of Service and the monthly Bulletin. Everyone is welcome.

Jewish Awareness

The Jewish Awareness Group focuses on activities for the Jewish holidays. These include services for Rosh Hashanah and Yom Kippur and a communal Passover seder. These activities reinforce awareness of our Jewish heritage within a larger liberal religious community. All members and friends are welcome at all events.

. . . . in Our Neighborhood and Beyond

The committees, task forces, and other entities listed below offer ample opportunity both for one-on-one connections with individuals whose lives are marked by adversity and for impacting the arena of social justice locally, nationally, and internationally.

Food and Housing

Friday Soup Kitchen

The Friday Soup Kitchen continues, as it has for many years, to serve a solid lunch to all comers, no questions asked, every Friday of the year. We set places for 80 each week and serve about 3600 meals each year. Many of our guests are elderly. About half have a place to live, but their income is so small that a few meals a week can make a difference. Social workers from Lenox Hill Neighborhood Association make themselves available each Friday to provide counseling and referrals to additional services.

On a typical Friday morning, our 12 to 15 devoted volunteers prepare and serve lunch and clean up between 10:30 a.m. and 1:00 p.m. Some work every week; others come when they can.

Monday Night Hospitality

Each Monday evening, 52 weeks a year, we provide a hot meal for about 72 homeless guests. Our guests are referred through the Neighborhood Coalition for Shelter (described below). Some volunteers help prepare an entrée, salad or dessert. Others serve and converse with guests. Some work once a month; others work occasionally. Preparations begin at 5:30 p.m., dinner is served at 7:30, and cleanup is over by 8:30. Twelve to 15 volunteers are needed each week. No experience is

necessary. The program continues on holidays and throughout the summer.

Yorkville Common Pantry

The Yorkville Common Pantry, located on East 109th Street, plays an important role in feeding the hungry and meeting critical needs in our neighborhood. Funds from our All Souls Auction help support its programs. Each month the Pantry asks supporting congregations to collect a designated food item or staple. All Souls takes the lead in helping fill baskets for the Pantry. Contributions of food or funds are always welcome.

The Neighborhood Coalition for Shelter

The Neighborhood Coalition for Shelter sponsors an SRO (single room occupancy) residence on East 82nd Street and offers many other services through a drop-in center on East 77th Street. It is a source of referrals for the guests at our Monday Night Hospitality. The Shelter receives funding from our All Souls Auction. There are many opportunities for volunteer work, especially at the service center.

The Well-being of Children

Adopt-A-School Project

This important outreach program works with P.S. 151, an inner-city school for grades K-5, located at 91st Street and First Avenue. Volunteers work in various enrichment programs geared to a newly immigrant population.

Some of these programs involve a one-on-one relationship with children, such as tutoring or coaching them for participation in a city-wide story-telling program. Others are geared to working in a classroom, acting as a mentor at breakfast time, or helping with small groups in a guided program to enhance literacy.

Care, reliability and a love of children are more important than specific skills. Help is needed during the school hours (8:00 am to 3:00 p.m.) for one or two hours a week. Special programs might require more hours per week for a shorter time span.

Children’s Theater: During some years, the after-school program includes drama, culminating in a spring production. Volunteers can help in ways that include coaching children on their lines, sewing costumes, and scenery production.

Booker T. Washington Learning Center

Our Church maintains a “sister church” relationship with the Church of the Resurrection (United Church of Christ) in East Harlem. Reverend Leroy Rickysy is the Minister. This church is also the site of the community-based Booker T. Washington Learning Center, which offers a wide array of services.

Members and friends of All Souls participate primarily in the after-school tutoring program and the full-day Summer Program. The many volunteer opportunities include tutoring, homework help, gardening, working with children on computer literacy, and administrative assistance. All Souls volunteers sponsor holiday parties and trips to museums and other cultural sites. Located at 325 East 101st Street, between First and Second Avenues, the Center is easily and safely accessible by public transportation. Volunteers are especially needed during the after-school hours from 3:15 to 4:45 p.m.

The Children’s Task Force

Now in its 13th year, the Children’s Task Force (CTF) began in response to the growing numbers of children who were being hurt by economic and social instability. CTF has evolved from early efforts with the Children’s Aid Society in the Prince George welfare hotel to ongoing programs based in the East Harlem community.

Today CTF sponsors six Scout troops that enrich the lives of over 100 children. Meetings are usually held at St. Edward the Martyr Church on East 109th Street between Madison and Fifth Avenues. We remain committed to serving youth at risk, while building bonds within the neighborhood. Scouting, with its available resources and structure, is used as an underpinning for CTF's goal: to provide a caring oasis of fun and informative activity, with supportive continuity.

The Children's Task Force offers many ways for volunteers of all ages, interests and abilities to share time with children. For those wishing to commit on an event-by-event basis, chaperones are needed for Saturday outings to cultural, sporting and other events. Leadership of Scout activities involves commitment to weekly troop meetings. Volunteers need only enthusiasm and patience. Adults are matched with an age group, leader and troop to assure an enjoyable experience for all. Orientation and Scout leader training are provided based on the volunteer's participation. Vital programs are:

Boy Scout Troop #103 and Cub Pack #103. A Scoutmaster works with volunteers from All Souls, the Boy Scout Council and the neighborhood. The groups go camping, earn merit badges and play sports. Young men, who began as Cubs in the late 80's and achieved the rank of Eagle Scout, partner with adults to help guide younger boys as they move from Tenderfoot to Webelo rank and beyond.

Girl Scout Troops #3048, #3142, #3003 and #3007 also meet weekly, with girls ranging in age from five to eighteen. All Souls volunteers, friends and family members join together to provide leadership for about 60 girls and teens.

The troops provide opportunities to learn and enjoy crafts, games, safety, healthy living, camaraderie and

other valuable skills. Outings are age-appropriate and include skating, camping, museum visits, hikes and whatever can be planned to respond to the girls' evolving interests.

Inwood House. Located near All Souls, Inwood House is a residence for pregnant teenagers. Inwood House remains an open-ended point of contact for mothers once their children are born, with weekly sessions offering support on life issues. Volunteers help in the library, teach life skills, join the young women on outings, and assist with projects involving fathers.

Health

AIDS Task Force

Since 1985, the AIDS Task Force has served people infected with and affected by HIV/AIDS. From placing in the buses and subways of this city the first-ever public service announcements about AIDS to creating our current program, we have been on the cutting edge of this continuing epidemic. Our program now includes:

- The Mothers' Bereavement Group: a professionally facilitated support group for mothers who have lost a child—or children—to HIV/AIDS.
- The Women's Network: a professionally facilitated support group for professional women infected with HIV/AIDS. Now in its tenth year, this group is the only one of its kind in our city.
- Soul Care Retreats: gatherings at All Souls focused on the spiritual needs of individuals living with AIDS. The Task Force is responding to a suggestion from the Gay Men's Health Crisis in addressing this otherwise unmet need among AIDS-related services.
- Refurbishment of the AIDS Memorial Garden as the AIDS Memorial Healing Garden.

- Volunteer opportunities: Each month the Task Force provides members and friends of All Souls with opportunities to volunteer at AIDS-related initiatives throughout the city. Through the task force's volunteer coordinator, recent volunteer sites have included God's Love We Deliver and the Adolescent AIDS Program at Montefiore Medical Center. This provides us with a hands-on understanding of the challenges faced by individuals and families living with AIDS.
- Ongoing networking with other HIV/AIDS organizations: To enhance the work that we do, from service to advocacy, it is critical for us to stay in close touch with other entities working for relief and a cure.

In recent years, the AIDS Task Force has been consulted by UN/AIDS, has been written about in *World Magazine*, and has represented All Souls in print and in person at a conference sponsored by a 15 million-member international organization of Buddhists.

Connection and Collaboration

Amnesty International

Amnesty International (AI) is an independent, worldwide, nonpartisan organization with more than a million members and supporters in more than 150 countries and territories. AI works for: the release of prisoners of conscience; fair and prompt trials for all political prisoners; and an end to all torture, "disappearances" and executions. In 1977 Amnesty International received the Nobel Peace Prize for its efforts to advance global observance of the United Nations Universal Declaration of Human Rights.

All Souls participates in Amnesty International's Freedom Writers Network. Members and friends of All Souls have monthly opportunities to sign copies of the letters issued by AI. These letters call for just and humane action regarding the treatment of individuals

who have stood up for human rights around the world. Letters from All Souls and other sites are instrumental in leveraging the release of prisoners of conscience, securing vital information and launching investigations on abuses of human rights, and saving lives.

Gun Control Task Force

The All Souls Gun Control Task Force is committed to the reduction of gun violence in the United States. In furtherance of this overall objective, the Task Force is pursuing programs in a number of areas, including (1) participation in political demonstrations such as the Mothers' Day Million Mom March in Washington, DC (2) education through speakers' forums, (3) community outreach and coordination with other faith-based organizations, (4) advocacy of legislative solutions, and (5) participation in election activities to ensure that candidates will further these goals.

Journey Toward Wholeness

The Journey Toward Wholeness Task Force is All Souls' response to the racial divide in our city and our nation. It was formed in February 1999 and links with the Journey Toward Wholeness as it functions in other congregations in our Metro/New York District and nationally through the Unitarian Universalist Association. The task force is focused on institutional racism as it affects our congregation and the community. Nearly one hundred people have taken part in some of its activities.

In January 2000, the task force sponsored a weekend of anti-racism training conducted by the People's Institute for Survival and Beyond, a New Orleans-based group with more than twenty years of experience. Forty people from the congregation participated. The task force anticipates holding another training early in 2001.

The task force engages in fundraising for its projects and in social activities. All congregants wishing to address issues of racial justice are welcome.

Lifelines Center

Founded in the fall of 1999, the Center's mission is to create an environment where people can engage with one another face to face around the issues that most deeply touch our lives, helping to build meaningful community through dialogue and creative interchange. The Center sponsors lecture-and-dinner programs held at All Souls: hour-long presentations by speakers in the Sanctuary (free and open to the public) followed by dinner downstairs in Reidy Friendship Hall (for a nominal fee, reservations required), where guests discuss what they have just heard. The Center is also working to forge partnerships with other congregations, to share resources and facilitate the creation of similar programs elsewhere, and to pool ideas and resources on any action or study agendas that emerge from these programs, both here and across the continent. The Center is incorporated separately from the Church. The Lifelines Center's website is www.lifelinescenter.org.

Nuclear Disarmament Task Force

“The proposition that nuclear weapons can be retained in perpetuity and never used—accidentally or by decision—defies credibility.”

—from a 1996 report by an Australian government study commission, which included General George Lee Butler, former Commander of U.S. Strategic Forces, and Field Marshal Lord Michael Carver, former Chief of the British Defense Staff.

The All Souls Nuclear Disarmament Task Force was founded to promote public education and citizen action on issues of nuclear arms control. The Task Force seeks to maximize its efforts through collaboration with parallel groups at Unitarian Universalist congregations across the country and with like-minded non-profit organizations.

Since the collapse of the Soviet Union, the nuclear arms control process has undergone a serious loss of

momentum, and the situation has worsened with the Senate's rejection of the Comprehensive Test Ban Treaty. Neglecting the issue of disarmament poses grave risks for our children's future.

We can regain the momentum to curb nuclear arms. The same financial crisis which is creating instability in Russia is putting pressure on the Russian government to negotiate deep cuts in nuclear arsenals. The technical means exist to "de-alert" nuclear missiles from launch on warning mode. What is needed is for the Administration and Congress to make arms control a priority—and that will only happen when enough voters insist on it.

Task Force to End the Death Penalty

The Task Force to End the Death Penalty was founded in 1999. Its statement of purpose is as follows:

The goal of the All Souls Task Force to End the Death Penalty, inspired by the seven principles of Unitarian Universalism and resolutions adopted by the General Assemblies of the Unitarian Universalist Association, is to contribute to the effort to abolish capital punishment in the state of New York and throughout the United States.

While pursuing this goal, the task force works to stop the expansion of the death penalty and to persuade prosecutors not to seek death sentences. The task force also educates the All Souls community and the community at large about the death penalty, the criminal justice system of which it is a part, and the societal forces from which both crime and attitudes about punishment spring.

The task force undertakes these efforts with the deepest respect for the emotional pain of murder victims' families and friends, while recognizing that the death penalty also kills and creates more circles of grief.

1999 activities centered on organization, the drafting of a statement of purpose, and educating members about the law and politics of capital punishment. Activities in 2000 will include video screenings, lectures and discussions with outside speakers, and letter-writing campaigns and demonstrations as needed.

Unitarian Universalist Office at the United Nations

The Unitarian Universalist Office is an accredited “NGO” (non-governmental organization) at the United Nations. It represents U.S. and Canadian Unitarian Universalists and other worldwide religious groups affiliated with the International Association for Religious Freedom.

Unitarian Universalist Service Committee

The Unitarian Universalist Service Committee (UUSC) was founded in 1939 to help women, men and children escape Nazi tyranny and oppression in Europe. Since that time the UUSC has evolved into a social justice organization, grounded in the Unitarian Universalist principles that affirm the human rights, dignity and worth of every person. It is also guided by the United Nations Universal Declaration of Human Rights. Headquartered in Cambridge, Massachusetts, the UUSC is a voluntary, nonsectarian organization that is not funded by the Unitarian Universalist Association, but by the membership and support of individuals and private grants.

The UUSC currently sponsors programs that empower women, defend the rights of children, and support the struggles of indigenous people and oppressed racial and ethnic groups. Action alert groups address issues in Central America, Africa and Asia, with a special focus on women’s rights. Volunteers are recruited nationally for work camps to rebuild burned churches and to collaborate with Native American communities.

The All Souls UUSC has concentrated in the US on the Promise the Children campaign to improve health care, education and childcare for disadvantaged children as well as to monitor welfare reform. Volunteers are needed to help with letter-writing campaigns during coffee hour and to assist with local and regional special event programs that alert the public to social justice issues along with fundraising events. Meetings are held bi-monthly and as special needs arise.

FUNDING THE ALL SOULS COMMUNITY

Annual Giving

All Souls raises roughly sixty percent of its yearly budget through the Annual Giving Campaign. Annual giving contributions by members and friends pay for day-to-day operations and all religious programming, including religious education, music, worship, minister and staff salaries, and building maintenance.

Contributors are encouraged to complete a pledge card early in the year and to make monthly or quarterly payments towards their pledge. This allows for better financial planning and greatly improves the church's cash flow. All contributions are tax deductible and can be made by check, Mastercard or Visa.

The first \$75 of every contribution covers denominational dues and mailing costs. The actual annual cost of running the Church is approximately \$1,200 per household. Everyone's commitment, at all levels of support, will help. You may call the Church office to have a pledge card mailed to your home, or you may make a pledge by phone. Ask for **Suzanne May**, Development Director.

Planned Giving and The Family of All Souls Society

The Family of All Souls Society has been established to honor and recognize those individuals who commit to endow our Church by bequest, trust or other financial arrangement. For many years, members and friends have included All Souls in their financial and estate plans by remembering the Church in their wills or with a planned gift commitment. We are strengthened because of their generosity. With a strong and growing endowment the future strength of All Souls can be assured. You can become a member by:

- Including a bequest to All Souls in your will
- Naming All Souls the beneficiary of a life insurance or annuity policy
- Naming All Souls the beneficiary of an IRA or other retirement plan
- Establishing a charitable trust for All Souls
- Making other formal arrangements

The **Planned Giving Committee** is responsible for providing information and educational workshops on estate planning and health issues.

The Heart & Soul Charitable Fund, Inc.

The Heart & Soul Charitable Fund, Inc. was established to support and facilitate projects which provide for and meet the needs of various segments of the community which are in marginalized situations. The Fund provides resources for enrichment, for building skills necessary to educational and vocational training, and for food programs and other vital services for the elderly, the infirm, and the indigent. Many of the community ministry programs administered by All Souls are funded by the Heart & Soul Charitable Fund.

The **Annual Heart & Soul Auction** is the primary mechanism through which funds are generated to support the programs and services cited above. It is a gala event, held around Valentine's Day, through which members and friends of All Souls bid on art, fashion, theater and concert tickets, and opportunities to dine and travel worldwide. For further information on the Fund and the Annual Heart & Soul Auction, contact **Don Marks**, Special Events and Membership Coordinator.

