

REGULAR MEETING OF THE VESTRY,
ALL SAINTS CHURCH, PASADENA
January 23, 2018

PRESENT MaryAnn Ahart, Hannah Berry, Liza Billington, Chris Caldwell, Valerie Coachman-Moore, Shelley De Leon, Sharyn Delahousie, Scott England, Christine Hartman, Dana Jones, Mike Kinman, Max Molina, Terry Moore, Charlie Rahilly, Frank Ramirez, Isabel Ramirez, Brian Robinson, Judy Van Vleet, Jeff Vanderpool, Bob Whitson, Trula Worthy-Clayton

EXCUSED Karen Alexander, Lorenzo Bacani, Jay Belloli, Tony Jackson, Andy Malloy, Jenny Watts, Kelly Phelan

ALSO PRESENT Jim Albarano, Antonio Gallardo, Keith Holeman, Christina Honchell, Sally Howard, Jeremy Langill, Jim Loduha, Susan Russell, Juliana Serrano, Kathy Onoye

The meeting was called to order at 7:00 pm in the Sweetland Hall. The rector focused on Matthew 5:23 and shared deeper thoughts on reconciliation. He shared the need for listening and asking where are the wounds, and sharing the power of healing. That is our work.

Visitor Welcome – Kinman welcomed the visitors and asked them to introduce themselves.

ITEMS FOR DECISION

Approval of Consent Agenda

- ▶ Report of the Clerk and Committee Reports: It was moved, seconded and the vestry unanimously approved the consent agenda including the minutes and committee reports as received.

Report of the Treasurer

Albarano reported that there is nothing additional since the last meeting.

Clergy Housing Allowance

Honchell presented the following Clergy Housing Allowances 2018:

Sally Howard	\$90,000
Mike Kinman	\$14,000
Susan Russell	\$39,600

It was moved, seconded and the Vestry approved the clergy housing allowances.

Election of Junior Warden

Worthy-Clayton reported that the committee met and recommended Dana Jones to be elected as Junior Warden for the coming term. It was moved, seconded and following discussion the vestry unanimously elected Dana Jones as Junior Warden for 2018-19.

Gifting of Staff Position

Whitson reported that the committee has met and there are details that need to be worked out. He asked for more time.

ITEMS FOR DISCUSSION

Climate Change Committee Update

Whitson reported that the meeting was canceled due to illness.

Racial Justice Advisory Committee Update

No further report. Meeting will be held next week.

Vestry/Staff Conference Design Team Update

Worthy-Clayton shared the team met and some of the current focus topics include: heavy staff workload; radical welcome; systems; healthy boundaries; follow-up on last Vestry/Staff Conference including reconciliation, parents, children, youth and families. Worthy-Clayton proposed that the work include some focus on the organization, systemic health of the organization, reasonable goals, our theology and structure. The Vestry/Staff Conference will be on March 2 and 3 at the La Canada Flintridge Country Club. There will be some thought about who else needs to attend the conference, including some of the committee chairs and other staff involved in the work.

2017 Year-End Giving Update

No change. They are working on phone calls.

2018 Giving Campaign Update

No change. Further report will be at the next meeting. Phone calls are being made.

WARDENS' REPORT

Jones shared the thank you note from Juliana Serrano, on behalf of the staff, for the espresso maker.

RECTOR'S REPORT

Kinman asked the vestry to share what they hear out in the congregation. The vestry shared many items, feelings and concerns such as the direction of the church, the Epiphany Preaching Series, support for the 1pm service, structure and changes in how things are done. Significant time was given to the feelings expressed on the Epiphany series. Communication and listening is an important role for vestry members. Kinman shared a structure for processing what we've heard the next few months. Epiphany is wisdom and revelation, Lent is the struggle with demons, and post-Easter is the transformation. He plans to have time for vestry conversations at future vestry meetings.

Kinman reported that the search committee for the Director of Music is now down to 10 candidates with whom they are conducting phone interviews. They will narrow the list to 3 or 4 and bring those candidates in for interviews. The Clergy Search committee is moving closer with two candidates.

Kinman is asking to develop a Personnel Policy. He wants to develop a Personnel Committee that will develop or update a staff handbook and staff evaluations. He asked the vestry to send in suggestions for members for this committee.

ITEMS TO ENRICH VESTRY & ALL SAINTS CHURCH

- Langill shared that Annmarette Vera will be preaching this coming Sunday. Please be mindful and support our youth speaker who is part of the Epiphany Preaching Series.
- De Leon shared that it is "Free Museum Sunday". She suggested Kid Space and Descanso Gardens.
- Langill shared that there are 10 small groups for Lent. Sign ups for Lent groups are online.

- Russell shared that Studio ASC podcasts are up and please keep sharing.
- Molina shared that as part of his follow up to radical welcome he is welcoming people with “glad that you could be here.”
- Hartman shared that she appreciates the rug in the chapel for families during the Sunday services. It is an important place. Kudos to Kelly Phelan.
- Isabel Ramirez welcomed the vestry to the 1pm service and shared that the 1st Sunday is the bi-annual Latino-Hispanic Ministry Transformational Journeys/Ministerio de Viajes de Trans.
- Ahart reminded the vestry about being involved in the Wednesday night youth dinner.

LOOSE ENDS

- Caldwell reminded the vestry that the Homeless Count is this week and tonight is Pasadena’s count.

VISITOR COMMENTS & REFLECTIONS

- Very interesting – thank you
- Appreciate the issues that the vestry is dealing with.

COMMUNICATION BACK TO THE PARISH

- Junior Warden elected
- Discussion on preaching series
- Personnel Committee forming
- Plans for the series

APPRECIATIONS & REGRETS

- Kinman appreciated Hartman for her journey to the White House. She represents us.
- Whitson commended ASC for participating in the Women’s March on Saturday.
- Moore appreciated the conversation tonight – we needed to talk and had the time.
- Molina appreciated being here and being part of the conversation.
- Langill thanked the vestry for the espresso machine.
- Van Vleet thanked Jones for organizing us to grant staff wishes.

The meeting was adjourned at 8:55 p.m. with a closing prayer from Antonio Gallardo.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

Second January Meeting 2018

Addendum to January 23, 2018 Vestry Minutes

NO REPORT

Buildings & Grounds
Children, Youth & Families
Finance
Giving
Pastoral Care / Health & Healing
Peace & Justice / OCC

CONGREGATIONAL DEVELOPMENT

Last Meeting: Jan 16, 2018

Next meeting: Feb 29 at 7pm.

Setting the Welcome Table: Lessons on Radical Hospitality, led by John Kilgore

Workshop Recap

- We had 76 parish leaders attend the workshop representing Vestry, Ministry Leaders, Ushers, Welcome Ministry (Greeters), Giving and a smattering of at-large parishioners.
- The workshop did not quite go as planned. There seemed to be a mismatch of the participant's expectations of radical hospitality and the speaker's approach to radical hospitality.
- The break-out sessions with ministry groups to discuss/brainstorm: *What possible actions can your ministry take to increase our radical hospitality as a parish?* was well received. The Ministry Groups were asked to pick two ideas from their brainstorm that are most promising and most appealing to them as a ministry.
- A Survey Monkey was sent to all participants. 37 completed the survey. The mismatch expressed above was well documented in the participant's comments.
- The complete survey analysis can be requested from Amanda Perez.
- CD is offering a follow-up Listening Session with all participants on February 17 from 9:30 - 11:00 am. The follow-up will be facilitated by Mike Kinman.
- In the follow-up session, we will explore where, as a church, we go from here and develop a shared definition of radical hospitality.

Spiritual Formation

- The "Back to Basics" team has met and is working out the curriculum
- Rollout of "Back to Basics" is scheduled for Fall of 2018.

New Member Class

- The Fall NMC was well received with 38 participants enrolled in the first bilingual (Spanish/English) class. There were five Spanish speakers enrolled in the class.
- The Winter NMC has been cancelled.

Leadership

- Upcoming *Training for Facilitating a Small Group*: Learn skills and techniques to be an effective small group leader. Become proficient in creating a nurturing and safe environment for each individual in the group. This is especially geared to the Lenten Book Group Leaders.
 - ✓ January 28, 2018, 12:30-2:30 p.m., Seminar Room
- Cooperative Communications
 - ✓ The Leadership Committee and the Racial Justice Advisory Committee met with Mike Kinman on January 2 to discuss the future of Cooperative Communications.
 - ✓ The Racial Justice Advisory Committee and the Leadership Committee are meeting again on January 18 to continue the conversation on Cooperative Communications.

Welcome Ministry

- A Greeter's Team Leader training is in the works and is tentatively scheduled for Feb 4, 2018
- Dan and Stephanie are continuing to layout the vision of the Welcome Coffee, part 2.
- Welcome to New Members calls are going well. Several folks have emailed and called back to say thank you and ask more questions.

LGBTQ

- Jim Palmer has stepped down as chair of the LGBTQ ministry.
- A Listening Session with the LGBTQ ministry is scheduled for Jan 28 at 1pm to see where the ministry is now, what is going well and what needs attention.
- The Listening Session will be facilitated by CD members Jason Lyon and Max Molino.

Senior Saints

- Terry Moore and Susan Brown are following up with Grace Galton on her Older Adult Ministry Proposal
- Grace has formed a steering committee to help guide this process.
- The steering committee is putting together a mission statement and lesson plans.
- So far, Senior Saints have been open to this process and interested in the content.