

# Saints Alive

ALL SAINTS CHURCH PASADENA

APRIL 2018



**Mike Kinman:  
Fears, Tears, Hope and  
Determination**

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**A #MarchForOurLives  
to Remember**

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**Worship: Stations of  
the Cross**

**ALL SAINTS SUPPORTS  
STRONG GUN LAWS**  
#MarchForOurLives #Enough #ASCpas  
ALL SAINTS CHURCH  
all saints pasadena.org

#MarchForOurLives, Washington, D.C.  
March 24, 2018

# Fears, Tears, Hope and Determination

from Rector Mike Kinman

Last month, I stood with 13 of our All Saints youth in a crowd of more than 800,000 people on Pennsylvania Avenue and watched and listened as for three hours students from Marjory Stoneman Douglas High School in Parkland, Florida riveted our attention.

The Parkland students were brilliant in every possible way.

They understood the power of the moment, and they stayed on message.

But that is not all they understood.

They understood the intersectionality of that moment.

They understood the privilege that made that moment possible.

They understood that the same guns that killed their friends were killing students in schools in white, privileged neighborhoods and were killing young, black students and Latinx students.

They understood the same guns killed Jordan Davis for committing the crime of being a young black man playing his music too loud.

They understood the same guns killed countless young black and brown girls and women that never made the headlines.

They understood that the young people who had taken to the streets in Ferguson, Cleveland, Baltimore, New York and more had paved the way for this moment to happen.

And because they understood these things, we were, indeed, riveted for three hours as young person after young person poured out their hearts and minds – finding common ground in their common pain and their common determination to be the generation that made lasting change for the better.

And when Emma Gonzalez led 800,000 people in holding silence, I realized I was honored to be at a watershed moment in American history. That for the rest of my life, I would remember being in that crowd. Remember that feeling.

And yet, that was not what I remember most about that day.

What I remember most about that day is what happened after.

I remember later that evening, as those 13 youths from All Saints Church gathered at the home of my in-laws and shared about what the day had meant to them.

I remember how Jeremy Langill did an amazing job of stepping back and letting the youth do the talking ... and

how he quietly and lovingly and powerfully helped them hold the space so they could do that.

I remember how one after another, these youths poured out their hearts to each other. Their fears. Their tears. Their hopes. Their determination.

And then I remember how later that night, as the adults ate in one room, all 13 of them gathered around the dining room table and they began to talk. No adults (though I came in and stood in the corner to watch and listen) – just them.

They didn't just talk about what they had seen and heard.

They took a look at their own community of youth at All Saints Church.

They named and talked about the work they needed to do to bridge the divides in their own community.

**They were as fine an example of church as I have ever seen ... the best that All Saints Church – or any church – can be.**

can be.

What I will remember most about that extraordinary day was not what I saw on that stage, but what I saw around that table.

The conviction I walked away from that night was that it is time for our young people to lead us.

And they are ready.

They talked about how they needed to connect with the youth who had been marching in LA and not let this become a further division.

They talked about how they needed to come together and lead All Saints Church.

They gave space for each person to speak, listened deeply to each voice.

They were as fine an example of church as I have ever seen.

They were the best that All Saints Church – or any church –

PHOTO BY KEITH HOLEMAN

COVER PHOTO, "MARCH FOR OUR LIVES IN D.C.," BY BERIT ANDERSON

# Spotlight

# Charles Horn

by Wendy Edwards

Charles Horn's roots at All Saints run deep. He was baptized as an infant here, and he'll be going off to college in the fall. His grandfather is Huston Horn, one of our adjunct clergy, who came to All Saints as a priest in 1969. His parents, Linda Burrow and John Horn, met and married at All Saints thanks to an ad hoc matchmaking committee! Charles has sung in our children's and youth choirs, and served as an acolyte for seven years. He also completed the year long Seekers program for youth, which Charles says "encourages active interrogation of your own beliefs and encourages you to take your beliefs into the outside world. All Saints instills in its members a belief in their ability to be good people."

Charles has deep roots in his academic community, too. For 14 years he has been a student at Pasadena's Polytechnic School and enthusiastically endorses the quality of the education he's received. At the same time, he says he's ready to move on to "exploring new opportunities." One of the things he'd "do again in a heartbeat" was play on the JV Soccer team each of his four years of high school. He ended up as team co-captain and enjoyed getting to know both younger and older teammates well. Charles hasn't made a final decision about college yet, but his choices all involve pursuing his strong interest in debate. He began as a sixth grader and went on to participate in many prestigious national tournaments. He has found great camaraderie in the debate community and appreciates what it's taught him about research and critical reading and thinking skills, to say nothing of talking fast! Charles explained that the middle school debate style involves wearing a blazer and speaking slowly and eloquently about your topic. But in high school and college, there is a single policy debate topic for the entire year, and debaters speak at 350-500 words per minute! This requires a solid grasp on the material you're debating yourself and some ability to predict what others are going to argue.

Charles noted that the level of political discourse in our country has descended into talking point mode with little evaluation of arguments that might disprove what we believe. Even so, he's optimistic about regaining lost ground, citing the eloquence of the Stoneman Douglas High School students, progress in the recognition of transgender rights and more people getting engaged in state and federal elections.

It's no surprise that Charles can see himself in a political career. Four days before the 2012 Presidential election, he went to Ohio to knock on doors and get out the vote. He got to celebrate history in the making when Obama won Ohio, and even got to shake his hand. Last summer Charles

worked as an intern in the office of Congressman Adam Schiff, ranking member of the House Intelligence Committee. While there, Charles answered the phone and heard everything from "keep up the great work" to "you're ruining America." He said the fact that Schiff's staff members know who we are, speaks to the tenacity of people at All Saints. But sometimes it's difficult to decipher our handwriting!

Regardless of any changes he's seen while growing up at All Saints, Charles noted that its determination to practice religion by making the world a better place for all people remains constant. That vision informs the person Charles is today, and we send him on the next part of his journey with our love and encouragement. He and his peers are a great cause for hope in the future!

PHOTO BY CAM SANDERS





# #MarchOfOurLives Washington, D.C.



A Bi-Coastal  
#MarchForOurLives  
to Remember!

WOTSTrip

PHOTOS BY CAM SANDERS, BERT ANDERSON, SAMANTHA HARRIS AND FRIENDS



# 2018: A Balanced Budget

By Jim Albarano

As Mike pointed out earlier in March, the Vestry approved a formal budget for 2018. As has been the All Saints way for over two decades, the budget is balanced and fiscally conservative. There is much reason to celebrate, namely the \$4.4 million projected donations from our deeply caring and committed congregation. But we didn't arrive at this budget without a lot of discussion and tough choices, and we want to share the process with you.

The budgeting process always begins with what we learned from the prior year. As the Giving Committee worked to confirm pledges, the Finance Committee looked at 2017. They noted we saved \$10,000 in electricity due to the Climate Change Task Force and had considerable savings in personnel (due to unfilled positions). We also looked at what goals we have for 2018. We sought to provide our staff with a 3% cost-of-living wage increase, as we have done for the last several years (after several years without any increases). We discussed the potential of bringing all hourly staff up to \$15/hr, ahead of the Pasadena law and in line with our value of providing a living wage. 2017 finished up with revenues that exceeded expenses by \$305,000 (again due mainly to unfilled positions). The Finance Committee expressed a desire to use \$250,000 of that \$305,000 surplus to cover expenses in the 2018 budget, to devote \$10,000 of the surplus to future Climate Change efforts and to earmark the remaining \$45,000 to Capital Restricted Funds for deferred maintenance expenses.

In early February, an executive committee (made up of the Senior and Junior Wardens, Chairs of Finance and Giving Committees, Director of Giving, Gloria Pitzer, Treasurer and Rector) met to determine our projected income. Each year we use the "Pitzer formula" (developed many years ago by Gloria Pitzer) to project our total pledge income for the year based on pledges received at the time of the meeting. This formula has proven itself to be very accurate. Based on those projections, the committee determined we will be over \$500,000 short of where we needed to be to fund our projected expenses (without carrying over any funds from 2017).

The Giving Committee launched a heart-felt campaign to communicate this shortfall to the church. They got the message out that we needed more donations to make budget and the congregation responded generously. All told, this supplemental campaign raised more than \$140k in increased pledges and special gifts. The executive committee then met again and came up with two plans that could get us to a balanced budget. Those two plans were then presented to the Finance Committee for consideration.

The Finance Committee carefully discussed the options available to achieve a balanced budget and



PHOTO BY SUSAN RUSSELL

ultimately Mike and the Finance Committee reached a consensus that the church did not have the funds to hire a fifth clergy member in 2018. From Mike's perspective, the future of this church is a four clergy church. To help ease the workflow, Finance Committee also suggested adding 20 hours of administrative support focused on congregational development. The Finance Committee's proposed budget was then presented to the Vestry at a special meeting on March 13, 2018. The Vestry is the governing board of the parish and consists of the Rector, the Wardens and 26 lay members nominated by the congregation. The Vestry discussed the constraints and options available, including, particularly, whether a fifth clergy position should be included in the budget. Ultimately, the Vestry unanimously adopted the budget that had been proposed by the Finance Committee.

The Vestry, Finance Committee, and Staff thank you for your donations and commitment to the mission of All Saints. To address the changing needs of the church, the Finance Committee and Vestry are committed to immediately start examining the 2019 Budget.

# The final budget for 2018

Variance 2017  
Budget against  
2018 Budget

	2017 Budget	2018 Budget	
<b>SUPPORT</b>			
Pledged	3,975,412	<b>3,913,103</b>	(62,309)
Special Gifts	215,000	<b>249,070</b>	34,070
Open Plate Offering	170,000	<b>170,000</b>	-
Special Offerings	106,000	<b>124,000</b>	18,000
Interest/Dividend Income	-	-	-
Grant Income	5,000	<b>12,500</b>	7,500
Endowment Income	109,052	<b>114,832</b>	5,780
Parking	240,000	<b>240,000</b>	-
Building Usage	60,000	<b>45,000</b>	(15,000)
Transfer from Restricted	232,000	<b>255,000</b>	23,000
Offsets to Expenses	89,300	<b>71,700</b>	(17,600)
Columbarium Income	-	-	-
<b>TOTAL SUPPORT</b>	<b>5,201,764</b>	<b>5,195,205</b>	<b>(6,559)</b>
<b>MISSION</b>			
Personnel	3,269,094	<b>3,303,638</b>	(34,544)
Worship	145,215	<b>146,000</b>	(785)
Music	88,332	<b>90,294</b>	(1,962)
Children and Youth Music	36,150	<b>32,350</b>	3,800
Pastoral Care	32,600	<b>30,650</b>	1,950
Children, Youth and Families	40,500	<b>39,800</b>	700
Parish Life	12,650	<b>12,650</b>	-
Adult Education	27,650	<b>27,650</b>	-
Congregational Development	18,200	<b>23,400</b>	(5,200)
Communications	78,100	<b>78,050</b>	50
Administration	295,983	<b>308,033</b>	(12,050)
Information Technology	85,260	<b>85,260</b>	-
Giving	46,100	<b>46,100</b>	-
Buildings and Grounds	338,000	<b>326,450</b>	11,550
Program Support	41,100	<b>41,100</b>	-
Diocesan Pledge	480,000	<b>480,000</b>	-
P&J/Outreach	166,830	<b>123,780</b>	43,050
Transfers to Restricted	-	-	-
Reserves	-	-	-
<b>TOTAL MISSION</b>	<b>5,201,764</b>	<b>5,195,205</b>	<b>6,559</b>
<b>Increase (Decrease) in Net Assets</b>	<b>-</b>	<b>-</b>	<b>(13,118)</b>

**Calendar of events for the month.** Please check our website at [allsaints-pas.org](http://allsaints-pas.org) and the weekly *This Week At All Saints* for details and contact information.

# April

- 1** – Sunday, **Easter Sunday, Festive Eucharists** at 7, 9 & 11:15 a.m., and Bilingual Spanish/English service at 1 p.m.
- 2 & 3** – Monday & Tuesday, **Easter Holiday**, Campus is closed.
- 5** – Thursday, **Senior Saints**, 12:30 p.m., Sweetland Hall
- 8** – Sunday, **A Season of Wisdom and Revelation 2.0**, 2:30 p.m., Forum
- Taize Service**, 5:00 p.m., Chapel
- 10** – Tuesday, **Vestry meeting**, 7:00 p.m., Sweetland Hall
- 13** – Friday, **Not So Bored Game Night for Youth**, 6:00 p.m., Sweetland Hall
- 15** – Sunday, **Contemplative Eucharist**, 5:00 p.m., Church

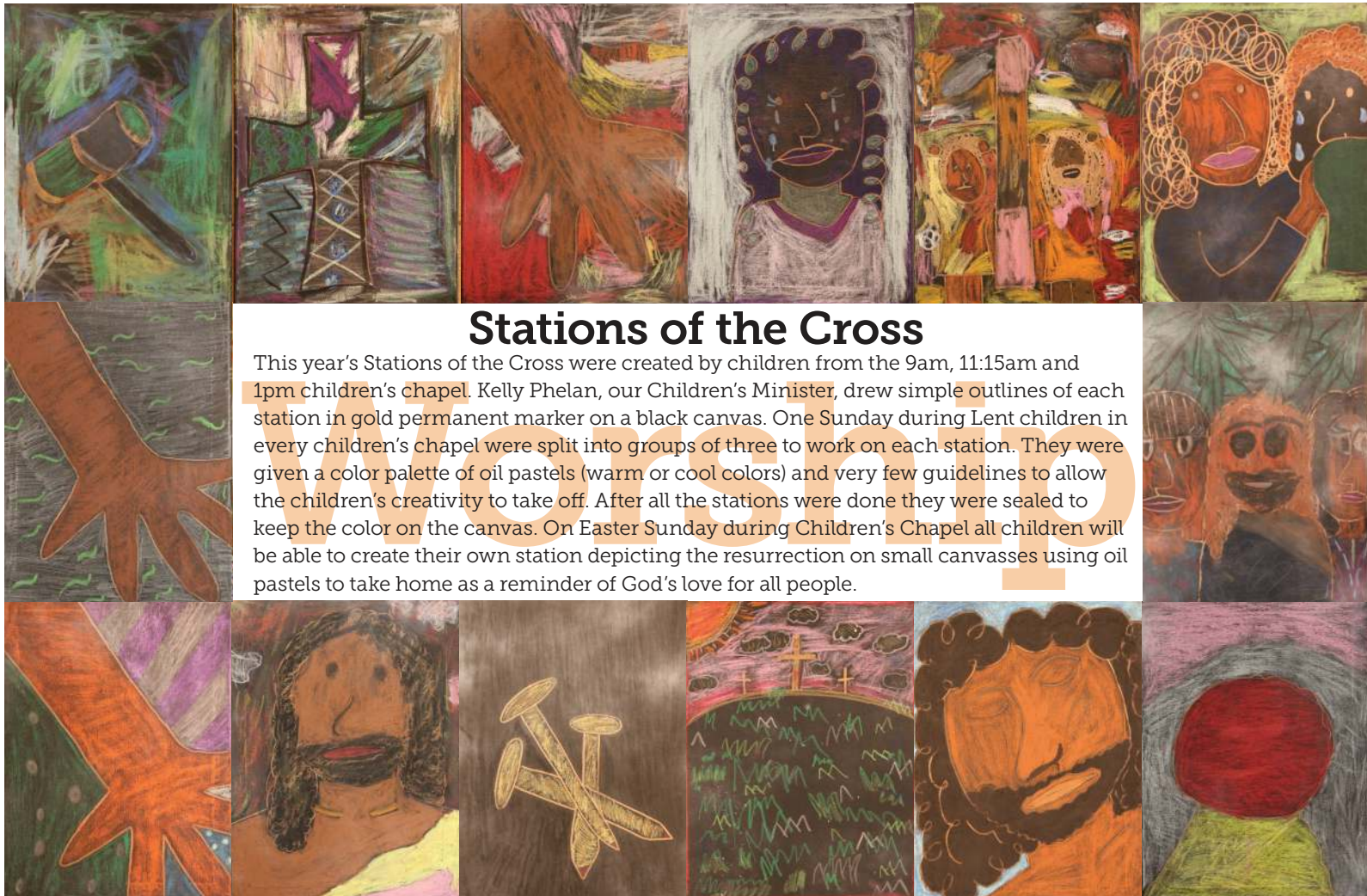
- 17** – Tuesday, **Vroman's Presents Lidia Bastianich**, 7:00 p.m., Forum
- 20** – Friday, **Drag Queen Bingo**, 7:30 p.m., Sweetland Hall
- 22** – Sunday, **Earth Day**, 10 a.m.-noon, Quad Lawn
- 27** – Friday, **Fiction Fun!**, 7:30 p.m., Guild Room

## A Season of Wisdom and Revelation 2.0

Join us **April 8, 2:30-4:00 p.m. in the Forum** for a community conversation on what we heard from our Epiphany preachers and where we are called to action as individuals and as a community of faith, asking ourselves: "What transformation is God calling me and this community into through the wisdom that is being revealed?" Just show up and take part! Info = 626.796.1172 or [info@allsaints-pas.org](mailto:info@allsaints-pas.org).

## Adult Ed in April 10:15 a.m. Sundays

- 1** • Easter Sunday  
Adult Education will resume on April 8
- 8** • **Rector's Forum**, with Sheri Bonner, Forum
- **Transformational Journey to Vietnam & Cambodia**, Sweetland Hall
- **The Nicene Creed**, with Jeremy Langill, Guild Room
- **Parent Culture**, Scott Hall 2
- 15** • **On the Table**, Rector's Forum with Mike Kinman, Forum
- **Transformational Journey to El Salvador**, Sweetland Hall
- **The New Tax Law**, Guild Room
- **Parent Culture**, Scott Hall 2
- 22** • **TBD**, Rector's Forum, Forum
- **The Future of the Church and the Prophetic Tradition**, Guild Room
- **Parent Culture**, Scott Hall 2
- 29** • **David Korten**, Rector's Forum, Forum
- **Discover Local Transformational Journeys**, Sweetland Hall
- **Parent Culture**, Scott Hall 2



## Stations of the Cross

This year's Stations of the Cross were created by children from the 9am, 11:15am and 1pm children's chapel. Kelly Phelan, our Children's Minister, drew simple outlines of each station in gold permanent marker on a black canvas. One Sunday during Lent children in every children's chapel were split into groups of three to work on each station. They were given a color palette of oil pastels (warm or cool colors) and very few guidelines to allow the children's creativity to take off. After all the stations were done they were sealed to keep the color on the canvas. On Easter Sunday during Children's Chapel all children will be able to create their own station depicting the resurrection on small canvasses using oil pastels to take home as a reminder of God's love for all people.