

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
February 13, 2018

PRESENT MaryAnn Ahart, Lorenzo Bacani, Jay Belloli, Hannah Berry, Liza Billington, Chris Caldwell, Valerie Coachman-Moore, Scott England, Christine Hartman, Tony Jackson, Dana Jones, Mike Kinman, Andy Malloy, Max Molina, Terry Moore, Frank Ramirez, Isabel Ramirez, Brian Robinson, Judy Van Vleet, Jeff Vanderpool, Jenny Watts, Trula Worthy-Clayton

EXCUSED Karen Alexander, Shelley De Leon, Sharyn Delahousie, Charlie Rahilly, Bob Whitson, 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 Forum. The Rector asked for silence for the Vestry to reflect and remember a time when you were beloved. We are beloved by God. He focused on the first letter of John.

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

The Rector asked for continued prayers for Karen Alexander

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 are more prepaid pledges this year. There is a concern about the pledges for 2018.

Approval of Diocesan Convention Delegates

Russell presented the following slate for 2018: MaryAnn Ahart, Scott England, Dana Jones, Flor Quintanilla, Edna Trigg, Jim White and alternates: Dave Moreno, Christine Hartman, Grey Ingrassia, Jonathan Stoner, Rise Worthy Deamer. It was moved, seconded and the Vestry unanimously approved the slate to be submitted at the Annual Meeting for congregational approval. There is still an opening for a youth delegate.

ITEMS FOR DISCUSSION

2017 Year-End Giving Update / 2018 Giving Campaign Update

Caldwell explained that they had a meeting prior to this meeting to examine where they were on the budget. He explained the “Pitzer Calculations”. They were currently \$200,000 short of last year’s pledge budget. They project a decrease in new pledges and an increase in non-renewals. There is also a 10% decrease on church attendance. The projected support income total is \$4.782 million. With the projected mission expenses of \$5.344 million there is a shortfall of \$562,458. Discussion followed. There has been an increase for the national church insurance and

workman's comp cost. There is also an increase in pension expenses. There is a need to look at a 5-year horizon. Caldwell and Honchell were thanked for their work.

Reconciliation Committee Update

Jackson shared that the committee had reviewed the Episcopal Church Foundation and 2 additional proposals for the work of reconciliation. The committee felt that the best proposal was from the Episcopal Church Foundation.

Caldwell reported that it went to the Finance Committee and following deep discussion no action was taken on the request. The committee had questions and concerns. There was extensive discussion at the Vestry meeting. It was unanimously tabled.

Jackson and the committee were thanked for moving this significantly forward.

Climate Change Committee Update

Tabled

Racial Justice Advisory Committee Update

Coachman-Moore reported that they had two meetings and described the discussion per written report.

Vestry/Staff Conference Design Team Update

Worthy-Clayton reviewed the structure and vision of the conference on March 2-3. The focus will be structures and vision, building for the future and CYF. They reminded the Vestry to make it back for Weicheng Zhao final doctoral concert on Saturday at 4 pm.

Annual Meetings I & II (February 18 & March 11)

Honchell reminded the Vestry to attend and sit in the section to the right of the podium. They will elect the new Vestry members, thank the retiring Vestry, and a Finance Report at Meeting I. At Annual Meeting II Mike's sermon will be part of the Rector's Report, Senior Warden's report, the visual annual report will be presented and Giving.

WARDENS' REPORT

Worthy-Clayton asked Jeremy Langill share that CYF received a \$15,000 grant developed by Jeremy Langill & Anna Mohr, with assistance from Jim Loduha, to fund a summer "Education & Formation Internship Program." We are looking for potential housing for two interns beginning May 14. Contact Langill if you have thoughts or leads on housing possibilities.

RECTOR'S REPORT

Kinman reported that the searches continues. The search committee for the clergy will be conducting video interviews. The search committee for the Music Director will narrow to 3-4 candidates. Epiphany has finished and the Lent series begins. Kinman will have a parish listening session February 18.

ITEMS TO ENRICH VESTRY & ALL SAINTS CHURCH

- Radical Hospitality will be meeting on Saturday and Kinman will be leading the discussion.
- Serrano shared that Congresswoman Judy Chu will be speaking on the GOP Tax at 7pm on February 22.

VISITOR COMMENTS & REFLECTIONS

- Thank you and thanks for the information on finance and budget.
- Thanks and be sure to budget for deferred maintenance.
- Thank you and gained a new appreciated – learned a lot.

COMMUNICATION BACK TO THE PARISH

- Tabled Reconciliation Task Force proposal until later.
- Racial Justice Advisory Committee update.
- Update on open positions.
- Work on balanced budget
- Grant for CYF interns.
- Budget meeting may be called in March

APPRECIATIONS & REGRETS

- Malloy appreciated Kinman and thanked him for the guest preachers for Epiphany. He also appreciated the space for family in the chapel.
- Russell thanked the Reconciliation Task Force for their work. The work is real and needs to be done.
- Howard appreciated the space in the chapel and feels it is drawing people in.
- Molina appreciated the vulnerability and passion that was shared tonight. He invited people to come to the committee meeting and go through the process
- Belloli thanked Chris Caldwell for his presentation and work on the budget.

The meeting was adjourned at 9:32 pm. with a closing prayer from Antonio Gallardo.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

February Meeting 2018

Addendum to February 13, 2018 Vestry Minutes

NO REPORT

Children, Youth & Families
Congregational Development
Finance
Giving

BUILDINGS & GROUNDS

The committee met on 01/11/18 to review the status of the following current and upcoming projects:

Roof Repairs – Veronica reported she is awaiting responses to schedule a meeting between Roofing & Waterproofing Forensics and Martin Roofing to discuss repairs to the Sanctuary and Regas House roofs, and replacement of the Scott Hall and Print Shop roofs. During the recent rains, damage was generally limited to Sally's office. The rest of the areas did not experience leaks to the same extent as in 2016.

Cooling Tower Pump Rebuild – Veronica advised this project is 50% complete, with 1 of 2 pumps having been rebuilt. Work was started on the 2nd pump on 1/11/18 and will take one week to complete.

Door & Door Hardware Replacement – Veronica reported the project is delayed due to the Vendor's slowness. There was also continued discussion of the hardware being different in appearance than what is in place. Jeff suggested Veronica may need a committee member to help push the Vendor to get this project moving, and Don volunteered to do so.

Mens' Restroom Urinal Removal – There was much discussion on the removal of urinals to create gender neutral restrooms, as this was not brought before the Committee prior to their removal. Several members advised that, without the urinals, the church may now be below the fixture count required by Code based on campus capacity/occupancy. The need to reach out to other organizations that have done gender neutral restrooms conversions was discussed, as gender neutral restrooms have historically been single occupancy versus multiple occupancy rooms, or had common sinks and full height doors/stall enclosures. Veronica reported that Susan Russell has been reaching out to these organizations. Jeff offered to bring the Committee's concerns to Christina so that the Committee can continue to be a resource, and provide support and guidance from its broad and deep knowledge base.

Floor Replacement Regas House – As Veronica mentioned, the carpet in the Guild Room is worn out, and replacing it with more carpet may not be the best solution since food is served in that room. There was discussion of removing the carpet in the Guild Room and refinishing the concrete subfloors in there as a test prior to doing the floors in Sweetland Hall which is a larger space. Erica will again ask her colleagues at Gensler and her General Contractor and flooring Subs for recommendations/quotes.

Elevator Modernization Project – Don and Lonnie have met with 4 contractors and received 3 bids ranging from \$55,000 to \$114,000 to complete the modernization work. Lonnie will work with Schindler Elevator Co to discuss what is really needed and develop an RFP that will also include terms of payment. This will then be sent to interested contractors so the Committee can better align the quotes in terms of scope. The Committee also discussed having the RFP include an upgrade to interior cab finishes.

Seismic Retrofit – Per Lonnie, there is no update on this project. Contractors and structural engineers have been on campus multiple times and need to return to get more information to finalize pricing. When asked for estimates, Lonnie suggested a worst case guesstimate could be \$1,000,000, but it is dependent on scope (seismic upgrade only or renovation and reconfiguring + seismic upgrade).

Holy Rakers – Kirstin relayed the Holy Raker's request for an update on plans for the north lawn. She also discussed the results of her research on artificial turf installed at similar institutions that have made the switch, all of which had very positive feedback. The only concern is that it can radiate more heat. Jeff reminded the Committee that the cost of replacing the quad lawn with new grass is \$8,000, and that there were concerns about alternate materials such as decomposed granite being tracked inside the buildings. Kirstin also relayed that one of the trees on Euclid is not doing well and Holy Rakers recommends removing it. As there is no urgency, the Committee discussed addressing it during annual tree maintenance in June or July. Kirstin will also contact the church's contact at the City regarding trimming of the magnolia trees which Veronica has reported to the City.

Deferred Maintenance Budget – Jeff advised the finalized prioritization of items on the Deferred Maintenance Budget based on the scoring done should be ready for review at our next meeting, which should still enable reporting to Finance and Vestry prior to March's budget work.

Lighting in North Parking Lot – Jeff mentioned discussion at Vestry of safety issues posed by limited lighting in the north parking lot. Veronica will look for proposals that had been submitted to add additional lighting to the parking lot from RAB when the exterior lights around the buildings were upgraded to LED fixtures.

Security – Veronica mentioned an increase in the number of homeless people trying to get access to certain areas of campus, especially the east exterior walkway behind the Forum, and the south driveway's east end. Mike has asked for proposals for adding and/or enhancing the fencing in these areas, and Western Fence has toured the campus once, made suggestions, and provided proposals which Veronica will bring to the next meeting.

PASTORAL CARE / HEALTH & HEALING

Meetings

- Pastoral Care steering committee meetings will be on February 20, 2017
- Pastoral Care Healing and Health leaders- met on January 30, 2018

Healing and Health

- Divorce support group- Group started the winter session on Monday, January 8, 2018.
- *Enneagram class started on Monday January 8, 2018*
- Healing Partners has offered 4 sessions. Leaders met to recruit more healers. February 7, 2018
- Accompany Me Chronic Illness support group is entering its 10th month. The group meets bi-monthly and is serving diverse ages (22-75) and illness groups .

Memorials/Committal of Ashes:

- Theodora "Teddy" Stellar Hopper was on Saturday January 6, 2018
- *Zelda M. Kennedy Saturday, January 13, 2018*
- *Aljean Ivory Saturday, January 27, 2018*
- *Donald McAlpin Saturday, January 27, 2018*
- Committal of Ashes:1 in January for Zelda Kennedy Tuesday January 30, 2018
- Audrey Jean Young Saturday February 3, 2018
- Anna Hull Monday February 5, 2018

Upcoming memorials:

- David Cunningham February 10, 2018
- Lois Richards February 24, 2018
- Ray Joiner—March 10 24, 2018

Lay Visitation

- Training for LEVs with Charleen Crean and Kristen Tachiki, MSW Clinical Social Worker Specialist from Huntington Hospital presented on Sunday January 21 “*Accessing senior care services and dealing with people with dementia*” 55 in attendance
- January visits: 31

Lay Counseling Ministry

- 5 referrals and 4 intakes

Pastoral Care and Healing and Health Events January 2018:

- Sacred stillness retreat—2nd retreat Saturday January 20, 2018
- Sacred stillness retreat now is bilingual
- Divorce Recovery Group – started on January 8, 2018
- New dates: TBD for “Journaling Towards Self-Care, Healing, and Self-Discovery” with Rhonda Johnson

Spiritual Growth

- Enneagram class led by Carolyn Lyons and Patty King started (Monday January 22, 2018)
 - › 13-week class outlines nine interconnected personality types

Spiritual Direction:

- Rev. Dorothy (Dory) Torrey. Starts a Lenten educational group “Sacred Collage” under the supervision of Pastoral Care Healing and Health and Adult Education.

Labyrinth:

- Labyrinth was set during Feb 5 through February 10, 2018 in the south transept sponsored by the Labyrinth Ministry and Peace & Justice for “Locked in Solidarity” event
- Will be set during Lent in the sanctuary in the south transept Monday- Friday 8am-8pm starting a day after Ash Wednesday: Thursday February 15- through Friday March 30, 2017

PEACE & JUSTICE / OCC

EDEN MINISTRY REPORT FOR P&J/VESTRY 1/18

Meeting was held 1/7/18

Bob Berger announced that the EDEN car camp to Leo Carrillo State Beach will be held June 14-17.

It was decided to hold a field trip to the Abundant Table sustainable farm/Episcopal food ministry in Camarillo on Saturday, March 3, on the same day at their Open Farm event.

Donations were solicited for the All Saints Church youth dinner on January 10 that will be hosted by EDEN. Vicki Tomikawa and Tom Brady will purchase the food and the cost in excess of donations will be billed to the EDEN budget. Volunteers were sought to help serve the food.

Tom Brady announced that plans are being finalized for a Church e-waste recycling event on a Sunday using EZPC Recycle as the vendor.

Tom Brady discussed the Climate Task Force sale of carbon offsets at the Alternative Christmas Market. While generic TerraPass offsets were sold, he created his own custom offset gifts using pictures of Indian solar water heater offsets available from UN-sponsored Climate Neutral Now. Hopefully the Church-offered offsets will be more attractively-presented next year.

The City of Pasadena’s Climate Action Plan was discussed as part of a general discussion of the need to phase out fossil-fueled utility power and gasoline-powered vehicles by at least 2050.