

REGULAR MEETING OF THE VESTRY,
ALL SAINTS CHURCH, PASADENA
April 10, 2018 [corrected 5-8-18]

PRESENT MaryAnn Ahart, Jay Belloli, Hannah Berry, Liza Billington, Valerie Coachman-Moore, Shelley De Leon, Sharyn Delahousie, Christine Hartman, Tony Jackson, Dana Jones, Mike Kinman, Max Molina, Terry Moore, Gloria Pitzer, Frank Ramirez, Isabel Ramirez, Brian Robinson, Judy Van Vleet, Jeff Vanderpool, Jenny Watts, Bob Whitson, Trula Worthy-Clayton

EXCUSED Karen Alexander, Lorenzo Bacani, Scott England, Cathy Keig, Andy Malloy, 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 Sweetland Hall. The rector shared the prayer of the feast of the annunciation. It was followed with silence and reflection.

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

ITEMS FOR DECISION

Letter of Support for Tim Hartley for Postulancy

Russell explained the process. Hartley shared his personal story. It was moved, seconded and the vestry unanimously approved Tim Hartley to move forward for Postulancy.

Endorsement of Lauren Grubaugh for Ordination to the Diaconate

Russell explained the process and shared a letter from Lauren Grubough updating the vestry regarding her progress. It was moved, seconded and the vestry unanimously approved Lauren Grubaugh for Ordination to the Diaconate.

Endorsement of Antonio Gallardo for Ordination to the Diaconate

Russell presented Antonio Gallardo. It was moved, seconded and the vestry unanimously approved Antonio Gallardo for Ordination to the Diaconate.

Russell then announced that Antonio Gallardo will be ordained to the diaconate on June 2 at 10 am at St. John's Pro-Cathedral in Los Angeles. Lauren Grubaugh will be ordained in July at All Saints.

Approval of the Consent Agenda

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

Report of the Treasurer

Albarano reported that things are going well.

ITEMS FOR DISCUSSION

Vestry/Staff Conference Therefores

The vestry and staff were able to share their reflections following the Vestry/Staff Conference. They shared challenges, next steps, and the important voices of youth.

Climate Change Committee Update

Whitson shared that there may be a change in committee leadership.

Racial Justice Advocacy Committee Update

[Coachman-Moore reported on the progress of the RJAB and its continued efforts to identify how we can embrace being the Beloved Community through the lenses of Racial Justice. She also asked for comments and questions from the vestry members to inform the Board's process.] Thoughts on the outgrowth of the Epiphany series were shared. Also, there is a new group forming called AWARE.

Protocols for Executive Sessions

Kinman shared some background on having the executive sessions for personnel and other sensitive issues. The vestry then had a discussion on protocols and use of executive sessions.

WARDENS' REPORT

Worthy-Clayton reported that following this meeting the vestry will go into executive session to discuss Mike Kinman's annual evaluation.

RECTOR'S REPORT

Kinman shared that the process continues in the search for the Director of Music. They are working on narrowing the list to the finalists and will meet again in May.

Kinman proposed the establishment of the Personnel Committee, a vestry-level standing committee with defined responsibilities. It was moved, seconded and following discussion on the duties and scope of the work, the vestry unanimously approved the establishment of the Personnel Committee. Kinman then shared that the initial committee membership would include Trula Worthy-Clayton, Tony Jackson, Isabel Ramirez, Albert Jones, Jason Lyon, Gerti Garner, wardens and rector.

Kinman introduced a proposed policy "Declaring All Saints a Gun-Free Zone". It was moved and seconded and then discussion followed. It was decided that this was the first reading of the policy and that more discussion was necessary. This will return for a second reading in June.

Kinman shared that there had been some discussion regarding the diocesan assessment. Bishop Taylor has agreed to come to the June meeting to discuss the assessment with the vestry.

Kinman shared that his first 18 months at All Saints have been a time of transitions. These challenges will help us move to our full selves with prayer and joy. He thanked Trula Worthy-Clayton and Dana Jones for their leadership and support.

ITEMS TO ENRICH VESTRY & ALL SAINTS CHURCH

- Kinman thanked and said good-bye to Hannah Berry, Liza Billington, Frank Ramirez and Jeff Vanderpool. He also said good-bye in their absence to Karen Alexander, Lorenzo Bacani, and Andy Malloy.

- Moore shared that Allan Rohlf's will present a three hour workshop on non-violent communication to the Leadership Committee as a test. On May 6 there will be a festive recognition of leaders with Dr. Arcuno.
- Pitzer announced that there will be two meetings for Vestry members on April 16 and 18 at 6 pm on everything you want to know about finances, endowments and finance policies. Email Honchell if you plan to attend.
- Belloli announced that on May 6 there will be the 10th Annual Foster Care Art Show from 10-2 in Sweetland Hall. Proceeds from the sale will go to the artists.
- Russell distributed the April Saints Alive, which features our youth and the budget. She also shared that on May 30-31 there will be a workshop through the diocese on Conflict in the Church at St. Marks in Altadena. Kinman will be there and encouraged the vestry to attend.
- Serrano shared that the Mayor will have a prayer breakfast on Thursday, May 3 in the Pasadena Convention Center.
- Coachman-Moore shared appreciation to Chris Caldwell and Charlie Rahilly. We should have a way to appreciate them.
- Isabel Ramirez invited the vestry to join them at the 1 pm service. The first Sunday of the month is bilingual.
- Langill shared that Not So Board Game night will be this Friday from 6-9.
- Hartman shared that the bilingual service on Maundy Thursday was amazing. The sermon was with Kinman and Gallardo working together. It was like a poem and very enriching. Kinman was very positive about the work together and Van Vleet shared that the sermon transcript is in English.

VISITOR COMMENTS & REFLECTIONS

- Thanked – the meeting was informative and it is amazing the hard work that is done.
- It is insight into “how the sausage is made.”
- Thank you – the discussion on banning guns from campus brings in the relations with law enforcement prayerfully.
- Thanked for pulling the curtain back.

COMMUNICATION BACK TO THE PARISH

- Endorsement of Gallardo, Hartley and Grubaugh.
- Approval of standing Personnel Committee
- First reading of the Gun-Free Zone policy
- Farewell to retiring Vestry members.
- Bishop Taylor's visit to the Vestry in June.
- Appreciation for Caldwell and Rahilly
- Pitzer now Vestry member heading finance committee.

APPRECIATIONS & REGRETS

- Worthy-Clayton thanked the vestry for an exciting year. This is her best year ever as warden.
- Watts is thankful for Tim Hartley's call to the ministry and his spiritual journey.
- Howard thanked Jones and Worthy-Clayton for their leadership
- Belloli thanked Jim Loduha for his leadership in giving.
- Langill is thankful for Malloy's leadership.
- Kinman shared his thanks to Karen Alexander for her gentleness and caring. She will be missed on vestry.
- Van Vleet thanked Hannah Berry and Lorenzo Bacani for coming and being the voice for the youth. Howard added prayers and appreciation as they move forward.
- De Leon was thankful for Jeff Vanderpool for his work on Buildings & Grounds and his following up.

The meeting was adjourned at 8:55 pm.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

April Meeting 2018

Addendum to April 10, 2018 Vestry Minutes

NO REPORT

Buildings & Grounds

Finance

Pastoral Care / Health & Healing

CONGREGATIONAL DEVELOPMENT

Last Meeting: March 20, 2018

Next meeting: April 17 at 7pm

Staff Changes

- The 5th priest position will not be filled this budget year - this would have been the Senior Associate for Congregational Development
- The Vestry approved an extra 20 hours of administrative help dedicated to Congregational Develop - Amanda Perez has added 20 hours/week of CD responsibilities
- Here is the work breakdown between Amanda and Jamie:
 - › Jamie: Welcome Ministry (Greeters, Welcome Table, Welcome bags, Welcome Coffee, Welcome Coffee 2), Sign Up Center, New Member Class, 20/30s, BWAG, Fiction Fun!, Senior Saints, Leader Committee, Leadership Training, Parish Celebrations (Homecoming, Shrove Tuesday), Celebration of Ministries Sunday
 - › Amanda: Women's Community, Men's Community, LGBTQ, Dolores Huerta Event, Arena Enhancements/Training, My All Saints log in help, Spiritual Formation, Small Group Ministry and Volunteer Ministry, Parish Celebrations - FUN!

Welcome Ministry

- Welcome Coffee 2
 - › Our first Welcome Coffee 2 on April 8 at 10:15am in the Guild Room was a success! About 20 people in attendance (12 people were newcomers, 2 staff - Jim Loduha and Charleen Crean, 4 CD Committee members and 2 Vestry - Max Molino and Judy Van Vleet)
 - › Jim did an introduction, Dan gave a short tour and Charleen handled the theological questions
 - › People stayed to talk and had good conversations
 - › Next Welcome Coffee is on May 13th
- Welcome Bags - English
 - › Updates and additions are in process thanks to Jan Ruiz, Susan Brown and Jamie Hebert. There is a wider range of materials including updated FAQs developed by Susan Russell
 - › We're working on a new campus map that includes handicapped accessible information, CYF and children's choir materials
- Welcome Bags - Spanish
 - › Updates and translations are in process for the Spanish language Welcome Bags pending volunteer and professional translation services
 - › The 12:30pm 1st coffee of the month will be a bilingual welcome coffee

Leadership Committee

- The Leadership Committee is planning a Leadership Appreciate event on May 6, which happens to be the same date as the Convivio, therefore the two events will be joined together
- Under Terry Moore's direction, the Leadership Committee has been working with the Racial Justice Advisory Board to rethink the Cooperative Communications Training. The consensus among the two groups is that the Cooperative Communications basic framework is good and that the training has served us well. And they think this is a good time to refresh and update the curriculum towards a multicultural philosophy
- Pastoral Care Ministries have asked if the Leadership Team could train ministry leaders on My All Saints
- "Leading a Ministry or Committee Training" is scheduled for Monday, April 9 at 6:30pm

Small Group Ministry

- Steven Williams has been organizing the work around a revised Small Group Ministry at All Saints.
- Steve Williams, Mike Kinman, Jeremy Langill, Brian Robinson and Nancy Naecker met to define small groups and assess if any small groups already exist at All Saints
- The Leadership Committee has a comprehensive training for Small Group Leaders already in place

Spiritual Formation

- The “Back to Basics” team tasked to coordinate the overall spiritual formation curriculum is planning to regroup in April
- The team is Mike Kinman, Antonio Gallardo, Rhonda Johnson, Terry Moore, Kelly Phelan, Daniel Baker, Jeremy Langill and Brian Robinson
- Rollout of “Back to Basics” is scheduled for Fall of 2018

New Member Class/Clase para Nuevos Miembros

- Spring Class Dates: May 13 - June 24 (7 Sunday evenings)
- Carlos Carrillo, Edna Trigg, Jamie Hebert and Antonio Gallardo are the planning team
- Online registration is now active

Senior Saints

- Grace Galton and the Senior Saints Steering Committee are in the fourth month of an Older Adult Ministry Project focusing on spiritual formation in the senior years
- A Listening Session for Senior Saints is planned for May 4 from 12:30 - 2pm. The facilitators of the Listening Session will be members of the Congregational Development Team

20/30s

- The 20/30s Listening Session is scheduled for Sunday, April 8 from 12:30-1:30pm. The facilitators of the Session will be members of the Congregational Development Team - Jason Lyon and Max Molino
- With organizational help from Lynsey Baker, the first “20/30s Theological Discussions” is planned for Tuesday, April 24 at 6pm at the Rectory

Parish Celebrations - FUN!

- Fun is coming soon! Stay tuned

Arena/My All Saints

- Goal: The ultimate goal of Arena/My All Saints is to help the parish better connect and engage through improved data management.
- To that end, Nader Elderhaby has scheduled an all staff Arena refresh training for June 13-14

Volunteer Ministry Reboot

- Amanda Perez has entered a set of new volunteer tags in Arena: Welcome, Hospitality, General Office help, Graphic Design, Photography, Writing, Translation/Interpretation, Campus Maintenance). We will ask parishioners to self-identify into the different volunteer categories
- Jamie Hebert and Jim Loduha are working to redesign the newcomer card to include volunteer opportunities
- Nancy is scheduled to meet with Susan Russell to discuss a volunteer link on the church website

CHILDREN, YOUTH & FAMILIES

Last meeting: March 20, 2018

The meeting began with reflections and discussion of the March for Our Lives in terms of preparation, participation and reflection. At the Wednesday night activities following the march, students reported that 80% of them had also participated in the school walkouts.

In items for discussion we spoke of possible service projects for the youth which might also provide qualifying opportunities for them to earn their service credits. These efforts could also be linked with other ASC ministries. There had been inquiries brought to committee members about separate funding of playground equipment. This discussion included review and reminders of previous discussions regarding Scott Hall as well as consequences of discontinued building campaign and aspects of the reconciliation process. In light of budget announcements there was discussion of funds allocated to CYF and how we

can/should be better advocates for CYF – be visible and strategic. Can we help raise revenue? What is the budget process? Jeremy gave a brief report on the Seekers retreat and reported on planning for Palm Sunday worship services with no separate family Eucharist. Planning has begun for Parish Camp with a committee formed and already at work.

Our next meeting is scheduled for April 17 at 6:30PM.

PEACE & JUSTICE / OCC

At the February meeting, the main topic of discussion was the Pasadena Tenants Union ballot initiative for rent control and just cause eviction. The vestry committee voted to approve our church's support of the measure and help gather signatures. Their vote brought the matter before the vestry at its March meeting.

In March, the committee was updated on the vestry decision regarding the P&J/OCC vestry committee's support of the Pasadena Rent Control Ballot Initiative. The Vestry approved gathering signatures for the measure at our various events/meetings and Action Table.

The upcoming March for Our Lives was discussed including the Rector's Forum, sign/poster making, the youth trip to Washington DC, lobby visits and the marches (both in LA and DC). In addition, we discussed an intergenerational phone bank night on gun control.

It was reported that the Vestry passed the budget which necessitated some belt tightening.

We discussed the resignation of Pasadena Police Chief Sanchez and the interim plans for that department.

Verbal reports were given on recent Transformational Journeys to Learning Works/Rosebud Coffee and Vietnam/Cambodia. There will be a series of upcoming adult education offerings on these journeys.

Racial Justice Ministry:

Members of the Racial Justice Ministry are still feeling inspired and empowered by the recent Epiphany series and the ensuing community conversations. As a result, we have submitted a proposal to begin small gatherings, specifically, anti-racism education groups for white folks. This effort not only has precedence in COLORS/ASC History, but is a direct outgrowth of the Racial Justice Resolution's action items number one and eight: "Educate (church) members to be articulate public advocates for the elimination of racism;" and "create brave spaces for courageous conversations where all voices are heard and all are encouraged to commit to sit with discomfort, be authentic, and challenge themselves to be transformed." We are working with experts in their fields, and who will assist in the crafting of curricula and facilitation.

We expect to begin these groups shortly after the last large group session on 20 March.

Interfaith Study Group:

The Interfaith Study Group met at the Islamic Center on March 11 with over 50 Muslims, Christians and Jews in attendance who enjoyed Salam Al-Marayati's presentation, "Understanding the Quran in Contemporary Times." Salam's presentation clearly resonated with our membership who participated in a lively question and answer session following our pot luck dinner. A write up of this event will be published later in the week for those who were not able to attend that evening.

Next month we will be hearing from Dana Bean, the Director of Development and Communications for Union Station Homeless Services. She will be presenting "Housing as a Key Solution to End Homelessness" at the Pasadena Jewish Temple and Center from 5 to 7:30.

Climate Change Task Force:

At its meeting on Tuesday February 20th, 2018, the Task Force discussed the following:

1. Plans for Bike to ASC Day Sunday, May 20th
2. Possible Actions for Pasadena City Council:
 - a. Pasadena Climate Action Plan is going to City Council for approval on March 5—should ASC show up? The Climate Action Plan is not really responsive to the state mandate for a plan as it is simply adding up what all the city departments plan to do anyway, comes up short in a massive way, which they plug by assuming that 90% of existing homes and businesses will magically do massive energy efficiency upgrades (60% reduction in energy use for several tens of thousands of dollars each).
 - b. Pasadena Water and Power is required by the state to do a Power Integrated Resource Plan, which is to define how they get their power over the next 20 years. This is the most critical exercise in decades, as in 2019 PWP has to decide if they are opting out of participating in the gas power plant

that is being built to replace the massive coal power plant in Utah. Now is the time to lobby city council members for representation on the stake-holders advisory group.

3. *Drawdown* for Lenten Book Group.

Middle East Ministry:

In February, MEM tabled on the lawn all 4 Sundays with 5 volunteers.

We advertised a number of local events in our weekly MEM events list. On February 7, a number of people on our email list attended a talk at Culver Palms United Methodist Church by Richard Falk entitled "Israel and the Question of Apartheid". Falk is a college professor, was the UN Special Rapporteur for Palestine for some years, and produced a report for the UN of the same title. Randy and Doni Heyn-Lamb were also able to sell Palestinian fair trade, organic olive oil and za'atar at the event.

February 18, Randy was able to attend a talk by our interfaith colleague, Estee Chandler, entitled "Israel and Palestine: The Current Situation" at Sholem Jewish Community School in Marina del Rey.

On February 21, four from All Saints attended a panel presentation at Temple Isaiah in Los Angeles sponsored by Churches for Middle East Peace. The panelists were Dr. Mae Elise Cannon (Churches for Middle East Peace), Rabbi Daniel Roth of Jerusalem and Palestinian Muslim Aziz Abu Sarah.

We also submitted a suggestion to the Rapid Response Team for the Action Table: a letter to our Senators and Representatives protesting the cuts to UNRWA (United Nations Relief Works Agency) for Palestinian Refugees. We believe it was the action on February 4.

Transformational Journey:

18 travelers recently went on a transformational journey to Vietnam and 13 continued on to Cambodia. They visited Hanoi, Halong, Hue, Dong Ha, Da Nang, Hoi An, Ho Chi Minh and then Siem Reap, Cambodia. The focus was on post war reconciliation and restorative entities visiting various museums, religious centers, a center for people mental disabilities which educates and creates a livable environment; met with people who discussed mindfulness and Gross National Happiness; met with people who are running programs for youth focused on building programs focused on having a positive future; visited Viet Cong Tunnels; visited landmine and ordnance removal projects in both Vietnam and Cambodia which are also focused on support for those injured and affected by land mines and unexploded ordnance; screened a movie "Daughter from Danang"; visited the Unification Palace and War Museums in Ho Chi Minh; shopped at markets which sold products made by those disabled by land mines and with other disabilities; met with a group which is working to sustain a Rain Forest for the 200+ families which live in the area to learn of their challenges and work; visited Mondoul Meta Karona, a Jesuit Center which works with the vulnerable community to promote peace, compassion and tolerance. Many great meals were consumed including the product of a cooking class and a dinner at Marum Restaurant which trains Cambodian street kids on restaurant trades. We saw many great sites, most notably Angkor Wat. A wonderful, meaningful time was had by all

We had our Feb TJ meeting on Feb 28th with 7 present.

We tabled on the lawn Feb. 4 when we were Featured Ministry and hosted the Convivio with the Latino Hispanic Ministry. We provided the main dish and table decorations while highlighting trip leaders from the Latino Hispanic Ministry, Rosemary Muniz and Carlos Carrillo, who did wonderful presentations.

Upcoming TJs: Habitat for Humanity builds in Pasadena, March 17 and April 28;
San Fernando Mission on April 7
Manzanar National Historic Monument on April 28.

EDEN Ministry

Meeting was held 3/4/18.

- > The EDEN field trip to the Abundant Table farm was rescheduled to May 5 due to the rain on 3/3.
- > The EDEN car camping trip to Anza Borrego Desert State Park from March 16-18 was discussed, as was the Palm Sunday Peace Parade on 3/25. The Parade includes the environment as one focus. Tom Brady will talk briefly at the Parade on the Pasadena 100 effort to increase the use of clean energy by Pasadena Water and Power.

- › The plans for the Earth Day celebration on Sunday, April 22, on the Church lawn were discussed. New groups will be Imperfect Produce and the Church's Holy Rakers. Both Kelly and EDEN will have tables with child-friendly eco-crafts.
- › There are two environmentally-themed Lenten book groups. Bud Williams leads "Divine Encounters in Nature" using "Nature Fix" and Bob Whitson is discussing "Drawdown: The Most Comprehensive Plan Ever Proposed to Reverse Global Warming."
- › Church staff are now discussing how to organize an e-waste recycling event at the Church with the vendor, EZPC Recycle, researched by Tom Brady.
- › Tom also discussed problems with the City of Pasadena's Climate Action Plan. He presented testimony at the 1/23/18 Municipal Services Committee and is being considered for a slot on the Stakeholder Technical Advisory Group for the Integrated Resource Plan of the Department of Water and Power.

Foster Care Project:

Community Outreach

January 25, Lunch meeting with Helen Hong, First Place for Youth

January 31, Meeting with Aubrey Blacker, Expression 58, non-denominational church in Glendale

February 5, Meeting with Richy Afsharian, Armenian Evangelical Brethren Church

Events

January 8, PUSD District Advisory Council

January 18, Foster Youth Council Meeting

January 26, California Foster Youth Education Task Force Meeting (via webinar)

February 5, PUSD Safety Committee Meeting

February 5, PUSD District Advisory Council

February 8, PUSD Board of Education

February 9, Senator Portantino Foster Youth Town Hall Planning Committee Meeting

February 15, Foster Youth Council

February 28, G.A.A.P. (joint meeting with Hillside Governmental Affairs Committee)

March 2, Senator Portantino Foster Youth Town Hall Planning Committee Meeting

March 5, PUSD Public Safety Committee

March 6, Outreach Recruitment Session with CASA

March 9, PUSD Board of Education

March 9, PUSD Superintendent Brian McDonald

Volunteers in 2017

Total number of volunteers with direct contact with children/youth 41

Total number of people new to data base in 2017 25

Total number of direct contact volunteers new to data base in 2018 5

Total number of Birthday Club volunteers 187

Estimated number of youth and children served to date 75

GIVING

The Giving Committee reports on two items:

1. Increased pledge appeal: A very successful appeal for people to increase their pledges concluded in time for a balanced 2018 budget to be passed by the Vestry. In total, 111 pledging members increased their pledges by a total of \$149,025. Additionally, 7 pledging members gave one-time special gifts totaling \$29,070 to help close the budget gap.
2. Chairperson change: After fulfilling his 2-year term as chair of the Giving Committee, Jay Belloli has been succeeded by Giving Committee member and incoming Vestry member Terry Knowles. Terry began her 2-year term as chair of the Giving Committee in April 2018.