REGULAR MEETING OF THE VESTRY

ALL SAINTS CHURCH, PASADENA

January 8, 2019

PRESENT MaryAnn Ahart, Scott England, Christine Hartman, Dana Jones, Cathy Keig, Mike Kinman, Terry Knowles, Max Molina, Gloria Pitzer, Brian Robinson, Monique Thomas, Edna Trigg, Judy Van Vleet, Derek Wan, Jenny Watts, Bob Whitson, Steve Williams, Trula Worthy-Clayton

EXCUSED Jay Belloli, Shelley De Leon, Sharyn Delahousie, Samantha Harris, Will Gatlin, Grey Ingrassia, Tony Jackson, Dave Moreno, Isabel Ramirez, Keith Holeman, Kelly O’Phelan

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

The meeting was called to order at 7:00 pm in Sweetland Hall by the Rector. He opened with a period of silence. The vestry read two scriptures. Kinman reminded the vestry that Jesus taught us to love God, love each other, love yourself, don’t keep it to yourself and God is always with you. Vestry had time to share in small groups.

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

Kinman announced that Monique Thomas is now the new chair of the Peace & Justice / OCC Vestry Committee. He thanked Erica Tamblyn for her leadership during the transition.

ITEMS FOR DECISION

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 and committee reports as received.

Endorsement of Postulancy of Jonathan Stoner

Russell briefly described the process and Stoner shared what brought him to this point and what comes next. It was then moved and seconded and the vestry unanimously endorsed Jonathan Stoner to postulancy.

Report of the Treasurer

Albarano reported that they are finalizing the 2018 financials and they will end in the black. They will have concrete numbers at the next meeting.

Giving Campaign

Knowles reported that they currently have 774 pledges totaling $3.125 million. There are 275 pledges that are outstanding and the team will be following up. Kinman thanked Terry Knowles, Marianne Ryan, Christina Honchell, Roxie Bates and Zach De Johnette for their work.

Vestry Nominating Committee

Ahart shared that there is an overwhelming number of talented possible nominees. The committee worked and narrowed the list to the following: Kelsey Hekman, Kimberli Hudson, Eddie King, Juan Mejia, Sarah Phillips, Edna Trigg, and Rory Lowdermilk. The nominees will be publicized, and the election will be February 24 at the Annual Meeting.

FOUR FOUNDTIONAL GOALS

Kinman, Ahart and Jones described the process thus far. Ahart, Kinman, and Lonnie Schield reviewed the four goals and the phases including short and long-term needs. The goals are:

1. Determine our Values, Mission, and Vision
2. Address Serious Staffing Capacity Issues
3. Provide Safe, Welcoming Space for Ministry
4. Inspire Congregational Leadership & Development

Schield reported on foundational goal Provide Safe, Welcoming Space for Ministry. He shared that Naecker and Schield chair the taskforce. The group identified Space & Planning, Communication, Deferred Maintenance and Giving & Finance as four groups under their foundational goal. All four foundational goals were shared. The vestry then worked in small groups on “what have I learned about me and All Saints.” The session concluded with a sharing of the discussion.

The Vestry /Staff Conference will focus on values and mission.

WARDENS’ REPORT – no further report

RECTOR’S REPORT

His written report was distributed. He then spoke of his love and appreciation for Antonio Gallardo. Gallardo shared his journey and feelings about All Saints and his feeling that God has challenged him to move on to St. Luke’s of the Mountain in La Crescenta. Gallardo’s ordination to the priesthood will be on Saturday.

LOOSE ENDS

* Kinman distributed a flyer and reminded the vestry about the MLK Weekend at All Saints.

VISITOR COMMENTS & REFLECTIONS

* Soriano spoke for the choirs regarding the cut in breakfast and appeal to restore breakfast in the 2019 budget.
* Thanks to the vestry for the work that you do.
* Appeal as a member and staff member that the staff is overworked and concerned. This is real every day. We are hopeful that the congregation will understand.
* Tell others what is happening. See the work of the parish and work together.

COMMUNICATION BACK TO THE PARISH

* Thomas is the new chairperson of the Peace & Justice / OCC Vestry Committee.
* Jonathan Stoner endorsed by vestry unanimously.
* Financials in the black
* Deep dive into the Four Foundational Goals
* Slate of vestry nominees announced; election will be February 24 at the first annual meeting.
* Antonio Gallardo was appreciated and shared his next step

APPRECIATIONS & REGRETS

* Hartman thanked Russell and the committee for the work with Jonathan Stoner. Committee acknowledged and prayers continue.
* Williams thanked the visitors for attending. He spoke of a transforming story of washing feet with Antonio and Judy Van Vleet.
* Molina appreciated the music ministry and the effects of the Spanish Latino services. He appreciated the power of the foundational goals.
* Keig thanked the choir and staff for a glorious Christmas. It was all beautiful.
* Belloli liked the table arrangement for the meeting.

The meeting was adjourned at 9:20 pm with a closing hymn from the choir.

Respectfully submitted,

Kathy Onoye

**Vestry Committee Reports**

*First January Meeting 2019*

*Addendum to January 8, 2019 Vestry Minutes*

**NO REPORT**

Giving

Pastoral Care Healing & Health

Peace & Justice / OCC

Personnel

**FINANCE**

The Finance Committee met on November 29, 2018.

A Giving report and campaign update was provided to the committee.

October 2018 financials were reviewed.  Pledge actuals were $25,000 below budget with special gifts and building usage over budget.  Expenses are under budget, mainly in personnel, due to unfilled staff positions, savings on insurance and savings on staff search and relocation expenses.  This puts us in a positive position year-to-date in income over expenses.

The 2019 draft budget was reviewed.  Once the giving information has been determined as of the end of the year, estimates will be made as to anticipated income line items and updated draft budget will be prepared and presented to the finance committee at its January 17 meeting in anticipation of presenting to the Vestry at its second January meeting.

Investment results were provided for the 3rd quarter for our endowment investments through CIG (Church Investment Group).  As of Sep. 30, 2018 $1,912,000 was under management with them.

**BUILDINGS & GROUNDS**

Elevator Modernization, Upgrade Fire Alarm System + Security, Monitoring System $270,000

*Status*

*Elevator contract has been let and work is to begin in June of this year.*

*Design and Bidding of the upgraded Fire & Alarm system is currently in process.*

Waterproofing North Steps & Shed @ Regas $44,000

Issue with leaks into campus switchgear & Sound booth in Forum

*Status*

*Work is complete.*

Floor Replacement Regas House: Sweetland Hall, Guild Room, Small Lounge, Seminar Room

& Main Entry $52,500

*Status*

*Contract is let and waiting scheduling by staff.*

TOTAL **$366,500**

**CHILDREN, YOUTH & FAMILIES**

*Committee Members Present: Aleta Hancock, Samantha Harris, Christine Hartman, Jeremy Langill, Jann Lacoss, Janet Carol Norton, Derek Wan*

**O.W.L. (Our Whole Lives)**

* Jeremy presented to the committee what he had shared with the Vestry on November 13.
* The group discussed various funding models (scholarships, offsets etc.)
* Initial facilitator training is scheduled for February.
* K/1 module is set to begin in March 2019, we have commitments for facilitators.
* Jeremy will bring a curriculum sample to the January meeting.
* The committee is excited about the program and will send to Jeremy any questions that may arise.

**Youth Minister Update**

* The position has been changed to full-time and re-posted.
* In the meantime, there are a few people consistently helping with youth on Wednesday nights.
* Jeremy would like to have a right hand person to help him with Seekers.

**CYF Celebration Sunday**

* We continued the discussion to revamp “Registration” Sunday into a day to celebrate CYF.
* Derek led a brainstorming discussion and will have a more concrete proposal to share with the group during the January meeting.
* We are going to request that Jenny Tisi and Kelly O’Phelan attend the January 15 meeting if possible to loop them in on the discussion.

**Christmas Schedule**

* Reviewed schedule through end of year.
* Jeremy announced auditions for the Christmas Eve program, taking place at youth group on 11/28. New script has been developed for 2018.

**Other Updates**

* Need a coordinator for acolyte Team 3, as well as more acolytes.
* Samantha suggested adding a more social component into the acolyte program to increase participation.
* Discussed our concern about the low numbers of 2/3, 4/5 grades in Sunday School and how this feeds into future programs, like acolytes. Need to continue our discussion on how to increase engagement after K/1.

**Next meeting – Tuesday, January 15, 2019 at 6:30 p.m.**

**CONGREGATIONAL DEVELOPMENT**

Last Meeting: October 30, 2018

Next meeting: January 15, 2019 at 7pm

**Welcome Ministry**

* Welcome Cards received for December: 17
  + Interests checked
    - P&J: 9
    - Spiritual Formation: 6
    - Music: 6
    - CYF: 5
    - LGBTQ+: 9
    - 20/30’s: 5
    - Volunteering: 5
    - Fiction Fun: 1
* Welcome Bag for December
  + English: 83
  + Spanish: 19
* Welcome Coffee
  + We ended the Welcome Coffee in the Rector’s Office after the 9am and 11:15am service and instead are inviting newcomers to “meet a Welcome Host at the Welcome Center” to get be welcomed and get more information on All Saints
* Welcome Café
  + Six people attended the December Welcome Café
  + Next Welcome Café is January 13 at 10:15am in the Guild Room: Susan Russell is staff this January
  + The Welcome Café is now scheduled every month on the 2nd Sunday at 10:15-11am.

**Parish Celebrations**

* Advent Wreath Making on Sunday, December 2 was a huge success
* The church decorations were beautiful this year – thank you to PC

**Leadership Committee**

* Four people attended the Facilitating Small Groups training on Nov 11, 2018
* Upcoming Leadership Trainings/Events:
  + Training for Facilitation of Small Groups: February 25, 6-8:30pm

**Small Group Ministry**

* New Small Groups: 20/30s Bible Study, LGBTQ+, New to ASC (grads of the NMC), Reclaiming the Bible (small group following The Table).
* Steve Williams, Robb Grimm, Nancy Reynolds, Jeremy L are putting together a curriculum resource database for small group facilitators

**Spiritual Formation: The Table: Gather | Engage | Grow**

* Spring Class: Spiritual Practices
  + March 14 through April 11 – 5 consecutive Thursdays
  + Next planning meeting is Jan 13
  + The Survey results from the Fall Table are available from Amanda Perez

**New Member Class/Clase para Nuevos Miembros**

* New Member Class Reception was Sunday, Nov 18 at the Rectory. LGBTQ+, P&J, PCHH, CYF, Hispanic/Latino Ministry, Racial Justice and Women’s Community (Parish Life) were have representatives at the reception
* Winter NMC dates: March 8 – April 5

**Senior Saints**

* Movie Night on Nov 16 had low attendance
* Senior Saints Christmas Tea on Dec 11 at Monte Cedro was super! 45 people attended

**20/30s**

* 20/30s Social Hour every first Thursday of the month at 7pm at Bodega Wine Bar
* 20/30s Bible Study on 3rd Thursday of the month from 7-9pm at Mary Lee Dula’s home
* 20/30s Retreat at Camp Stevens on March 1-3. Registration is up on website

**LGBTQ+**

* LGBTQ Small Group has started and meets every two weeks on Monday evening. Group is facilitated by Hannah Earnshaw and Terry Moore
* LGBTQ+ Visioning Group is meeting monthly

**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.