REGULAR MEETING OF THE VESTRY

ALL SAINTS CHURCH, PASADENA

May 8, 2018

PRESENT MaryAnn Ahart, Jay Belloli, Valerie Coachman-Moore, Shelley De Leon, Scott England, Samantha Harris, Christine Hartman, Will Gatlin, Grey Ingrassia, Dana Jones, Cathy Keig, Mike Kinman, Terry Knowles, Max Molina, Dave Moreno, Gloria Pitzer, Isabel Ramirez, Brian Robinson, Monique Thomas, Judy Van Vleet, Derek Wan, Steve Williams, Trula Worthy-Clayton

EXCUSED Sharyn Delahousie, Tony Jackson, Jenny Watts, Bob Whitson, Jim Albarano, Jim Loduha

ALSO PRESENT Antonio Gallardo, Keith Holeman, Christina Honchell, Sally Howard, Jeremy Langill, Kelly Phelan, Susan Russell, Juliana Serrano, Kathy Onoye

The meeting was called to order at 7:00p.m. in Sweetland Hall. The Rector shared Philippians 2:6-8 and a quote from Greg Boyle’s Tattoos on the Heart. The vestry focused on “Come Together, Speak the Truth, Repair the Breach, Practice the Way of Love, and Proclaim the Dream”. It was followed with silence and reflection on where each of us met God on the margin.

VISITOR WELCOME Kinman welcomed the visitors and asked them to introduce themselves.

ITEMS FOR DECISION

Approval of the Consent Agenda

* Report of the Clerk and Committee Reports

Coachman-Moore made the following revision to the 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.”

 It was moved, seconded and the vestry unanimously approved the consent agenda including the revised minutes for April and committee reports as received.

Giving Committee Report

Knowles distributed and walked the vestry through the new format of the Giving Report. There is a 5.55% increase in pledges but there are still 184 pledge units outstanding. Special giving is slightly down from Easter by about $2,000.

Report of the Treasurer

Pitzer reported that we are at 31% of pledges collected this year, which is the highest collection over the past 8 years due to a large number of pre-paid pledges. There has been some savings in personnel due to open positions. There has been an increase in building usage due to filming. Thus far the financials are looking good.

**ITEMS FOR DISCUSSION**

Racial Justice Advisory Committee Update

Coachman-Moore reported that the committee continues to think and work on how we can embrace the beloved community. The first reading will be presented at the June meeting, and sent electronically prior to that meeting. It is to Come Together, Speak the Truth, Repair the Breach, Practice the Way of Love, and Proclaim the Dream.

Climate Change Task Force Update

Kinman asked for prayers from the vestry for Gwen Whitson upon the passing of her father and for both Bob and Gwen and their family. Whitson’s report was distributed and Kinman discussed the items. There are plans for Bike to All Saints Day. There was a minor correction that the $10,000 earned from energy savings is in a restricted account and not a line item in this year’s budget.

Director of Music Search

Knowles shared the process and current status. They had 82 applicants at closing on November 1. They have narrowed it to 3 finalists. There will be on-site interviews, auditions and opportunities to meet and greet. She gave several dates to the vestry to hold for these meetings. The choirs will be given the information shortly.

Budget Process Update

Kinman reported that the Finance and Giving Committees have looked at the process and are making some revisions. The timeline for development is progressing. Pitzer shared that the timeline should be ready by the end of the month. Knowles felt that the earlier draft of the budget should help the Giving Campaign.

Vestry/Staff Conference Follow-Up

Ahart shared the Notes from Vestry/Staff Conference 2018. After a review, the vestry looked at “What Structures Do We Need in Place to Support This Vision”. There were names attached to some of the work. This work will need to be shared with committee chairs and other church committee representatives as a whole.

WARDENS’ REPORT

No Wardens Report

RECTOR’S REPORT

Kinman presented the revised “Declaring All Saints a Gun-Free Zone”. Kinman has had a conversation with Interim Police Chief John Perez and shared the draft policy. Following good discussion about the policy it was moved, seconded and the vestry unanimously approved Declaring All Saints a Gun-Free Zone.

ITEMS TO ENRICH VESTRY & ALL SAINTS CHURCH

* De Leon shared that May 20 is Museums of the Arroyo Day where admission will be free. She also shared that Diana Ross will be at the Hollywood Bowl for opening night on June 16.
* Molina shared that Newcomer Coffee II will be this Sunday. The vestry is invited to come and welcome our newcomers.
* Kinman shared that Bishop John Taylor will be at our confirmation this Saturday, May 12. There will be 15 Seekers confirmed along with the adult confirmands.
* Kinman distributed and shared the fun activities organized by Nancy Naecker for the summer. Congregational Development will revive congregational dinners.
* Van Vleet shared that on May 19 there will be the Screening and Discussion of “Dolores” with Dolores Huerta at 6 p.m. in the church. There will be a reception on the lawn following.
* Ahart commended this month’s *Saints Alive* as beautiful. Thanks to the communication committee and lovely picture of Lydia Lopez on the cover. Kudos to Keith Holeman.
* Hartman shared that the 24th Street Theatre is now showing ICE. It is an incredible 65-minute play, and it is very appropriate for children and adults.
* Russell shared that Antonio Gallardo will be ordained into the sacred order of deacons on June 2 at St. John’s Cathedral at 10 am. There will be a reception at All Saints following. Antonio will be preaching on Sunday at all three services.
* Ahart announced that the Theater Ministry will be going to the Pasadena Playhouse on June 8 to see *Bordertown Now*. Kinman will lead the after show discussion. John Garner will be honored at a reception prior to the performance.
* Kinman reminded the vestry that Bishop John Taylor will be at the next vestry meeting. He will discuss our giving and the impact. He will also share his vision for the diocese. He will be here for dinner and plans to stay. It will be a good time to share the work from the Racial Justice Advisory Committee.
* Russell shared that General Convention will be tackling racial justice nationally.

VISITOR COMMENTS & REFLECTIONS

* Happy for the opportunity. The Gun-free discussion was good.
* The gun-free discussion was very thoughtful. You might put an executive summary on the financials and pledge report to explain what it means.

COMMUNICATION BACK TO THE PARISH

* The approval of the Gun-Free Resolution
* Update on the Music Director search.

APPRECIATIONS & REGRETS

* Hartman appreciated Langill for his work with the Seekers and Faith Partners. It was great to participate.
* Belloli appreciated the support for the Foster Care Art project show. He thanked those who attended and those who purchased the art.
* Ramirez said ‘Convivio” was wonderful. It was an opportunity to share and she thanked the Vestry for their support.
* Molina appreciated the collaboration and work between ministries. It needs to continue and be expanded.
* Kinman announced a celebration that Brian Robinson is now Dr. Brian Robinson.

The meeting was adjourned at 8:40 pm with a closing prayer by Christine Hartman.

Respectfully submitted,

 Kathy Onoye

**Vestry Committee Reports**

*May Meeting 2018*

*Addendum to May 8, 2018 Vestry Minutes*

**NO REPORT**

Buildings & Grounds

Children, Youth & Families

Giving (to be reported separately)

**PEACE & JUSTICE / OCC**

The Peace & Justice/OCC Vestry Committee met on April 19.

The main topic of discussion was regarding the Rent Control Ballot Initiative and the continued effort to collect sufficient signatures to get the measure on the ballot. Signatures continue to be collected at the Action Table.

The Task Force to Amend the Economic Justice Resolution will be meeting in the next few weeks to get started drafting the amendment.

It was reported that the Vestry passed the budget which necessitated some belt tightening which was explained by Juliana

A robust plan for Earth Day was discussed.

Verbal report was given for the Adult Education session on the Vietnam/Cambodia/Cambodia Transformational Journey which was attended by 40+ people. As a result of the journey one traveler has told us she is changing her focus to fitting prosthetic devices for those who need them. Numerous individuals expressed a desire to repeat this Transformational Journey. Watch for upcoming edult ed sessions.

Monday May 21 at 7:30 pm there will be an Interfaith Ramadan Iftar (Potluck)

**FINANCE**

The Finance Committee met on April 26, 2018.

Financial information was presented for year-to-date ending March 31, 2018.  Because of substantial pre-paid pledges cash flow has been substantially ahead of prior years.

Giving report was presented by Jim Loduha.  Income and pledges appear to be on track with budget.

With respect to Budget 2019 there was substantial discussion regarding establishing an earlier timeline for budget development and increasing involvement of program staff and committees in the creation of budget goals.  An updated timeline is to be presented to the finance committee for discussion and comment at its next meeting.

On Building and Grounds issues, a quote was obtained in the amount of $170,000 for roof replacement for Regas House.  No further action was taken.

Endowment investment update was provided by Michael Puls.  Since inception (9/9/16) our holdings at Church Investment Group (CIG) have achieved a net gain of $260,000.00.  Current holdings at CIG total $1,901,504.91 as of March 31, 2018.

By motion and unanimous vote, Chris Caldwell was praised and thanked for his stellar leadership as chair of the Finance Committee during his tenure on the Vestry.

**PASTORAL CARE / HEALTH & HEALING**

Clusters Meetings

PCHH covers such a wide range of ministries that we would like to try meeting with subsets, or "clusters". We have identified four:

* **Service cluster**: Accessibility, Lay Counseling, Lay Visitation, Prayer Requests/Notes/Rail/Shawl, Weddings, and Memorials
* **Spiritual Growth cluster**: Labyrinth, Meditation (all), Stillness, Spiritual Direction, Enneagram, and Centering Prayer
* **The Support cluster** consists of the following ministries: Chronic Illness, Divorce/Partnership Break-up, Grief, and all 12-step programs
* **Healing cluster**: Healing at the Rail, Healing Partners, Pilates, Journaling, and HOM

Meetings

* Pastoral Care steering committee meetings met Tuesday April 17, 2018
* Pastoral Care Healing and Health ALL leaders- met Tuesday April 24, 2018
* Service cluster Healing cluster1ST Meeting was held on Tuesday March 13
* Spiritual Growth cluster meeting has been scheduled for Tuesday June 12
* The Support cluster. TBD
* Healing Cluster. TBD

Ongoing meeting

* Healing Partners has offered 11 sessions in March and April (Leaders: Ann D’Angelo, Ann Noble, Rise Worthy Deamer, Beth Houskamp)
* Accompany Me Chronic Illness support group with average attendance min 10. The group meets bi-monthly and is serving diverse ages (22-75) and illness groups. (Leaders: Gloria Antall & Phillip Spradling)
* The Habit of Stillness. Weekly meeting on Fridays average attendance 8-10 people on a regular or semi regular basis. (Leader: Robert Cornell)
* Grief and Loss Group- Weekly meeting on Monday average attendance 6-10 (Leaders: Chris Folz, Anita Johnson and Richard Redman)
* Monday Night Meditation. Meets every Monday at 6:45 in the Chapel (Leaders: Betty Cole and Jan Rutiz)

Seasonal Meetings

* Enneagram class led by Carolyn Lyons and Patty King ended April 23. Now they will meet once a month ‘graduates’ (class outlines nine interconnected personality types). New class coming up during the summer.
* Divorce Recovery Support Group – winter session ended on April 9 (Rosemary Hyde and Ann Horton)

New Ministry

* Centering Prayer starts on Tuesday May 8 in the Chapel (Leaders Dr. Carol Hekman/Richard Redman and Gerti Garner)

New Vestry Liaison for PCHH

* Will Gatling has accepted to replace Terry Moore and be the new Vestry Liaison for PCHH

Memorials/Committal of Ashes:

* Memorial on Sat. March 10 at 1pm for Curtis Ray Joiner
* Memorial on Sat March 10 at 4pm for John Garner
* Memorial Sat April 7 at 10am for Don Weber
* Inurnment on Wed April 25 at 11:30 for Karl Sparks

Upcoming memorials

* Memorial on Sat 12-May at 2pm for Art Mattox
* Memorial on Mon 14-May at 12pm for Shirley Fisher

Weddings

* Sat. March 24 at 4pm Monika Silvia Rueda/Aurora Sosa
* Sat. April 07 at 4pm Elsa Rodriguez/Edward Rojas
* Sat April 21 at 4pm Diana Barney/Steve Dicker
* Sat. April 28 at 1pm Suzette Galvan/Marissa Garcia-Ortiz
* Sat. May 05 at 4pm Benjamin Ovando/Eric Davis

Lay Visitation

* Training for LEVs scheduled for June 10 with Charlene Crean
* 34 parishioners were visited During March

Lay Counseling Ministry

* + 8 Referrals and 4 intakes during March and April
	+ Dr. Charles Foster is the new member assisting with Intakes

Events

* Accessibility last meeting of the 2017-2018 will be on May 20 (Leader Edie Hovey)
* Sacred stillness retreat/Sagrada Quietud scheduled for Saturday June 23, 2018 with Ann D’Angelo. The retreat for March 24 was canceled due to the March for Our Lives in DTLA
* Small group “Book of Joy Continued” starting on Sunday May 6 (Leader Betty Cole)

Featured Ministries

* Spiritual Direction was featured on April 29.
* Lay Eucharist ministers will be featured on May 27

Labyrinth:

* The International Labyrinth day is Sat. May 6 ( Labyrinth was available in the Learning center)
* Labyrinth will be available on June 9 Pentecost Sunday (labyrinth will be available in Sweetland Hall)

Westminster Gardens (Duarte) /Windsor Manor (Glendale)

* Mel Soriano visits and takes communion on the 1st Thursday to the members of Westminster -Duarte
* Nicole Gatto visits and takes communion on the 4th Sunday to the members of Windsor -Glendale

**CONGREGATIONAL DEVELOPMENT**

Last Meeting: April 17, 2018 ▪ Next meeting: May 15 at 7pm

**Welcome Ministry**

* Welcome Coffee 2
	+ Next Welcome Coffee 2 is May 13 at 10:15am in the Seminar Room
	+ Juliana will make introductions, Deacon Charlene will do a short presentation
* Welcome Cards/Welcome Coffee
	+ April Welcome Cards: 19
	+ April Welcome Coffee participants: 6 (participation in the Welcome Coffee has been down for the last several months, from 4-6/week to 4-6/month)
* We are in the process of mapping out the new member incorporation process at ASC
* Newly redesigned welcome card should be in the pews by mid summer

**Leadership Committee**

* Leadership / Convivio Reception and celebration is on May 6, 2:30 - 4:30 pm in Sweetland Hall. Music, food, special speaker and a thank you to ministry leaders.
* The Leadership Committee attended an orientation presentation by Alan Rohlfs on Nonviolent Communication based on Marshal Roshenberg’s book. It was the consensus of the Leadership Committee that NVC would not be a replacement for Cooperative Communications. The Leadership Committee will continue to research other options for having courageous conversations
* The Leadership Committee met with the Small Group Ministry Steering Committee and will add to the “Facilitating a Small Group” training to align with the SGM training needs.

**Small Group Ministry**

* Steven Williams, Robb Grimm, Jeremy Langill, Amanda Perez and Nancy Naecker are continuing to meet to develop the Small Group Ministry

**Spiritual Formation: Back to Basics**

* The next meeting of the Back to Basics curriculum team in May 15
* Team is Daniel Baker, Brian Robinson, Terry Moore, Jeremy Langill, Antonio Gallardo, Mike Kinman and Kelly Phelan
* 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
* 39 have registered so far (all English as primary language)

**Senior Saints**

* Grace Galton and the Senior Saints Steering Committee are in the fifth month of an Older Adult Ministry Project focusing on spiritual formation in the senior years
* A Listening Session for Senior Saints is planned for June 7 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 took place on April 8 from 12:30-1:30pm. Team:Jason Lyon and Max Molina
	+ Takeaway: The ministry is doing well but could use more support from church administration and more collaboration with other ministries to really thrive
	+ The “20/30s Theological Discussion - Evangelicalism: Let's Talk it Out” took place on Tuesday, April 24 at the Rectory. A lively and enriching conversation ensued

**Parish Celebrations - FUN!**

* Summer Fun calendar will be released mid-May
	+ June - Not So Bored Family Game Night
	+ July - Jazz Vespers reception
	+ August - Harvest Celebration with Hope Ice Cream, and Episcopal Dodger Night
	+ September - Convivo and Homecoming

**Arena/My All Saints**

* Goal: The ultimate goal of Arena/My All Saints is to help the parish better connect and engaged through improved data management.
* To that end, Nader Elderhaby has scheduled an all staff Arena refresh training for June 14-15

*Addendum to May 8, 2018 committee reports*

**CLIMATE CHANGE TASK FORCE**

Climate Change Task Force: At its regularly-scheduled meeting on Tuesday April 17th, 2018, the Task Force discussed the following:

**Reports on Recent Climate Events:** Kathryn Hayhoe, who is a climate activist, and a conservative evangelical, appeared at an event at William Carey International University in Pasadena on April 6th and 7th. Several members of the ASC CCTF were able to attend. The overall feeling was that she had a positive message, and there might be a way to talk across the divide to conservative evangelicals and remove the “liberal stigma” from this topic. On our list of major goals is to facilitate a wider faith-based response to this crisis. A second event, Just Say Oui! Supporting the Paris climate change Accords at the Local level” was took place on April 14th at All Saints. This event was sponsored by Center for Land and Water Stewardship at Cal Poly Pomona, and was targeted to city planners. Mike Kinman gave a keynote address. Members of the Task Force who were able to attend felt that, although the discussions and presentations were good, the meeting did not result in any significant actions or resolutions.

**Plans for All Saints Earth Day Celebration** 4/22/18. The TF discussed its plans for Earth Day, and made arrangements to staff the CCTF table, and supply informative literature on climate change to those who attended the Earth Day Celebration. We also made arrangements to provide opportunities for ASC parishioners to calculate their carbon footprints by using the signup center tablets and connecting to the TerraPass website. (As it developed, very few parishioners took advantage of this.)

**Lawn Banner.**  Juliana has been encouraging the CCTF to produce a lawn banner that calls attention to All Saints’ position on climate change (similar to the one for gun violence). There was a hope to get a banner in place for the Earth Day celebration. A number of slogans were suggested, but none generated any real enthusiasm. The TF decided to appeal to Susan Russell for help, and Susan came up with the slogan “All Saints – Turning Climate Science into Climate Action”. This received unanimous support from the members of the TF, and the banner was in place for Earth Day.

**Plans for Rector’s Forum Event with David Korten on April 29th, 2018.** Marty Coleman organized the Forum event, and noted that David Korten was interested in meeting with members of the CCTF to find out what we are doing. After the forum Juliana and two members of the TF were able to meet with David and with his hosts at Claremont School of Theology. There was a wide-ranging and enlightening discussion of the theology behind our approach to climate change. Also in attendance was author and climate activist **Peter Kalmus**, who expressed an interest in joining the All Saints CCTF.

**Plans for Bike to All Saints Day**. ASC memberand cyclist John Lloydis proposing to make May 20th “Bike or Walk to All Saints Day”. Although john was not able to attend the CCTF meeting, he has been in touch with Juliana and Bob Whitson by email to plan publicity and logistics for the event. A major concern is to insure the security of the bikes while riders attend services. To do this, we propose setting up a “bike corral” somewhere on the campus (hopefully near the lawn) where volunteers could key an eye on the bikes.

**Report to Finance on $10,000 set-aside from LED cost savings.** The switch to LED bulbs throughout the campus will save the Church $10,000 a year in energy costs. By prior arrangement, these savings are earmarked for further improvements in energy conservation on the campus. As a result there is a $10,000 line-item in this year’s budget for that purpose, but as yet, there are no plans on how to spend this money. The logical next step in improving energy efficiency on the campus is to address the inefficiencies on the HVAC system, via a computerized building management system and other improvements. Because this will require more than the single-year savings of $10,000, it was determined that the best approach is to carry-over the yearly savings until there is enough to address the HVAC problems all at once. **Donor Gift.** As a result of a vote of the Vestry in April, the CCTF is charged with making a recommendation to Vestry about the best use of a gift by an anonymous donor to fund a staff position to implement the Vestry Climate Change Action Plan. Because there is considerqble confusion about this on the part of the Chairman and other members of the CCTF, the chairman and the donor will meet with Mike Kinman on May 17th.

**Change in Leadership.** The Chairman discussed the fact that, he is dealing with serious illnesses in the elderly members of his family, and trying to wrap up his thirty-year career as a researcher at City of Hope. As a result, he is concerned that he will no longer be able to provide reliable and consistent leadership for the CCTF, and he called on other members to the TF to consider taking over as Chair. No volunteers so far…

**DECLARING ALL SAINTS A GUN-FREE ZONE**

*Adopted by the Vestry of All Saints Church, Pasadena, on May 8, 2018*

In accordance with our discipleship of Jesus Christ and the vision of the All Saints Church Gun Violence Prevention Task Force to “create communities that are peaceful, safe and secure — where people do not live in fear of the impact of gun violence and we protect the sacredness of every human being” -- we declare All Saints Church a Gun Free Zone.

Specifically, this means:

* At no time will guns be allowed in the Nave (primary worship space) of All Saints Church.
* A gun will be allowed on campus if it is part of the mandated uniform of an on-duty law-enforcement officer who has been asked by All Saints Church staff or wardens to be on campus in performance of their duty.

*This policy is in accordance with 2012 General Convention resolution D003*

*Resolved, That the 77th General Convention requests every parish and every diocesan place of work to declare their establishments as Gun Free Zones.*

*Any questions about this policy, its interpretation and application are to be referred to the rector, who has canonical authority over church buildings. The rector’s decisions in this matter are final.*