REGULAR MEETING OF THE VESTRY,

ALL SAINTS CHURCH, PASADENA

June 5, 2018

PRESENT MaryAnn Ahart, Jay Belloli, Sharyn Delahousie, Scott England, Samantha Harris, Christine Hartman, Will Gatlin, Grey Ingrassia, Tony Jackson, Dana Jones, Cathy Keig, Mike Kinman, Terry Knowles, Max Molina, Dave Moreno, Gloria Pitzer, Brian Robinson, Monique Thomas, Judy Van Vleet, Derek Wan, Jenny Watts, Bob Whitson, Steve Williams, Trula Worthy-Clayton

EXCUSED Valerie Coachman-Moore, Shelley De Leon, Isabel Ramirez

ALSO PRESENT Jim Albarano, Antonio Gallardo, Keith Holeman, Christina Honchell, Sally Howard, Jeremy Langill, Jim Loduha, Kelly O’Phelan, Susan Russell, Juliana Serrano, Bishop Diocesan John H. Taylor, Kathy Onoye

The meeting was called to order at 7:05 pm in Sweetland Hall. Bishop John Taylor opened with a reflection from I Samuel 3:1-10 (11-20). He reminded us to teach the word of God, there is power in the sacrament and stay Christ centered. Live fully in Christ self. The reflection was followed with a period of silence.

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

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

Report of the Treasurer

Albarano reported that support received was at 39% of total budget collected through April 2018, which is the highest in 8 years. There has been some savings due to an open position in Buildings & Grounds. There has also been savings in administration and buildings and grounds.

THE BISHOP’S REPORT

Bishop John Taylor shared why the diocese exists and that the diocese needs to be ecclesiastically mobile and serve the entire diocese. He shared some areas of concern, the challenges of meeting the needs of such a diverse diocese, the importance of our diocesan pledge, and how we can work together to work more effectively. He opened the forum to questions and sharing thoughts. He ended with the need for reconciliation, collaboration and moving away from some traditional models. He thanked All Saints for their leadership and support.

ITEMS FOR DISCUSSION

Racial Justice Advisory Committee Update

Norweeta Milburn and Burt Vorhees presented the Racial Justice Board Recommendations. They shared the history, timeline and resolution. Milburn carefully reviewed each recommendation. The vestry then had time to comment and share some revisions. The committee was present and was introduced, and was thanked for their work. The revised recommendations will come back on June 26 for vote by the vestry.

Climate Change Committee Update

Whitson reported that the Bike to All Saints Day went well on May 20. They are currently working following up on the April 29th Rector’s Forum with David Korten.

Budget Process Update

Kinman shared the proposed budget timeline. It includes initial draft budget by the end September and all pledges submitted by December 31. Kudos were given to Jim Albarano and Gloria Pitzer for their work on this. The staff is meeting quarterly to work together and break down silos.

WARDENS’ REPORT

Ahart reported that an anonymous gift has been offered to pay for an executive coach. The plan is for the consultant to work with Kinman, the leadership staff, and the system as a whole. This is a blessing and the vestry offered its enthusiastic support. The anonymous donor is to be thanked.

RECTOR’S REPORT

Kinman asked Knowles to give an update on the Director of Music Search. Knowles reported that there is one candidate and the committee is enthusiastic. She shared that the Trouvéres will be making their Civil Rights *We are One* Tour. Kinman shared that he will be joining the youth on the tour, and thus will not be at the next vestry meeting.

Kinman shared that he will be working with staff to plan the Rector’s Forums for this coming year. There will be overarching themes and it will be intentional. We look forward to having the Reverend Yolanda Norton in the pulpit and the Forum on August 19.

Kinman also reported that as part of our radical welcome to all people they are working on a plan for our restrooms. Kudos to Lonnie Shield for his work. Some options may be too expensive, but work continues to find the best alternatives. They will have staff development on Beloved Community topics throughout the next program year. We will be working on implicit bias.

ITEMS TO ENRICH VESTRY & ALL SAINTS CHURCH

* Ingrassia shared that he is working on a documentary on gun violence. The premiere is scheduled to be in July at All Saints. This is creative spirituality which grew from the trip to Washington following the Parkland shooting and the March For Our Lives.
* Molina announced that this weekend will be the We Rise LA Festival. The festival will have art, music and community building in Los Angeles centered around mental health for youth. It begins on Sunday, June 10.
* Congratulations to Max Molina on his marriage this weekend.
* Russell shared Saints Alive. She also announced that Jason Lyon and Mike Kinman will speak on the Supreme Court wedding cake case in the Rector’s Forum on June 10.
* Moreno shared that EFM students will be graduating on Saturday at Cathedral Center.
* Keig shared that there were over 100,000 voters that were not on the roles in LA County for today’s election. The provisional ballots will be counted.

VISITOR COMMENTS & REFLECTIONS

* It was a pleasure. The Union of Black Episcopalians are working on racial justice ministry at area churches.
* Thank you for the comments and concerns.
* Glad that the 1:00p.m. leadership is included. This was her first vestry meeting. Thank you.

COMMUNICATION BACK TO THE PARISH

* Consultant contract for coaching and organization.
* Bishop visit and his discussion of money helped
* Racial Justice recommendations will be presented at the next meeting
* Budget timeline presented

APPRECIATIONS & REGRETS

* Thomas appreciated Grey and Samantha and their voices.
* Moreno appreciated the conversation with Bishop Taylor
* Delahousie appreciated the anonymous donor

The meeting was adjourned at 9:50 pm with a closing prayer by Antonio Gallardo.

Respectfully submitted,

 Kathy Onoye

**Vestry Committee Reports**

*First June Meeting 2018*

*Addendum to June 5, 2018 Vestry Minutes*

**NO REPORT**

Buildings & Grounds

Congregational Development

**CHILDREN, YOUTH & FAMILIES**

Committee Members: Andy Malloy, Derek Wan, Christine Hartman, Aleta Hancock, Jeremy Langill

Guests: Anna Mohr, MaryAnn Ahart

**Guests were welcomed, opening prayer.**

**Group check-in:**

* Parent Culture for older kids – issue came up of policy regarding electronic devices for youth. *Jeremy* – kids are asked to place anything that distracts them on the altar before group starts. On certain retreats all devices are left at home. Wednesday nights use at dinner is OK and usually put up after.
* Maybe more specific information pointing out that there are now two Parent Culture groups meeting on Sundays.
* There have been comments that Sunday School curriculum for Pre-3rd grade leans female (activities, arts & crafts). Conversations are taking place with more kids and parents, interested in learning more about this. Will find out more from families who have mentioned it.

**Items for Discussion**

Upcoming Events:

* Children/Youth Choir Concert 5:00 p.m. on May 19, 2018
* CYF committee does not have any responsibilities
* The concert will be streamed
* CYF BBQ, Wednesday, June 6, 6:00 p.m. – 8:30 p.m.
* Jeremy will do schedule for breakdown of tasks, ask will go to all parents to broaden the volunteer scope.
* Volunteers arrive at 5:00 p.m.
* Youth segment of the program begins at around 7:45 p.m.
* Thank committee at beginning of program like last year
* Playground improvements
* Committee of Kelly, Darrell and Christine
* Met on May 11, getting quotes, permit information, and floor plans
* Sand replacement as part of $20,000 budget allocated by Vestry.
* Derek looking into grants through companies that do makeover, will pass on info
* Archived documents are scanned

**Items for Reporting**

* Youth Minister Search
* Jeremy putting together job description. Approved for 30 hours/week. Goal is to have someone in place by beginning of program year fall of 2018.
* Jeremy will be first round of filtering and then meeting with different groups.
* FYI, celebrating Mai on June 10 at Youth Sunday.
* Summer Adventure
* Theme is the environment, Week of July 23rd

**Loose Ends**

Anna: Clarification on how committee relates to vestry

Jeremy: Parish camp committee chaired by Laura Thornton is in the works

Christmas Pageant is being reworked to incorporate children more effectively

Jeremy is working on bringing OWL training to ASC. Jeremy to speak at June 26 meeting.

**Next Committee Meeting:** Friday, June 22 5:00 p.m., end at 6:30 p.m.

**PASTORAL CARE / HEALTH & HEALING**

Cluster Meetings

PCHH covers such a wide range of ministries that we would like to try meeting with subsets, or "clusters". We have identified 4:

* **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

* PCHH Steering Committee meeting scheduled for June 5
* Spiritual Growth Cluster scheduled for Tuesday June 12
* PCHH all leaders meeting for July 24

Ongoing meetings

* Healing Partners has offered 11 sessions in May (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 and 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 Monthly meeting starting on May 14 (2nd Monday of every month and last class scheduled Monday December 10, This class is just for ‘graduates’ New class coming up during the summer ( class outlines nine interconnected personality types)
* Divorce Recovery Support Group – summer session will be staring in the fall (Rosemary Hyde and Ann Horton)
* The Pilates class will be on hiatus for the summer. Last class was Wednesday, May 30 and will resume Wednesday, September 5, 2018

New Ministry

* Centering Prayer started on Tuesday May 8 in the Chapel (Leaders Dr. Carol Hekman/Richard Redman and Gerti Garner) Average attendance 11-14

New Vestry Liaison for PCHH
Will Gatling new member of PCHH Steering Committee as a new Vestry Liaison for PCHH

**GIVING**

In 2014, Phil Naecker conducted a deep analysis of All Saints’ giving, utilizing the church’s database. Recently, Phil updated this information and on May 14 presented his revised findings to the Giving Committee. There is a tremendous amount of statistical information available through Phil’s committed work. Here are some of the highlights:

* The amount of annual pledges to All Saints has remained virtually flat over the last 20 years.
* The greatest variability in the size of annual gifts is among those who give at the highest levels, and these gift amounts have been dropping over the last 10 years.
* Half of annual gifts are from individuals over age 63, and half of all giving is from people aged 50-70.
* About 50% of All Saints donors leave the church after 5.8 years of membership.
* Giving spikes around the culmination of New Member classes.

Phil offered these recommendations, with which the Giving Committee agrees:

1. The quality of All Saints’ membership database needs to be improved through an effort to have members update their family profiles.
2. We need to collect “participation data” showing where members devote their time and interest, in what ministries they are involved, and where they say they belong.
3. It would be very helpful to understand why people leave All Saints, especially at the five-year mark of their membership.

The Giving Committee’s future work will benefit greatly from having these data at hand, and we are greatly appreciative of Phil’s effort and commitment.

**PEACE & JUSTICE / OCC**

The Peace & Justice/OCC Vestry Committee met on May 17.

The continued 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 has been meeting and drafting the amendment which will be presented to the P&J Committee at its next meeting

The Interfaith Ramadan Iftar (Potluck) on Monday May 21 at 7:30 pm was discussed, along with All Saints’ planned response regarding Franklin Graham’s event on the Rose Bowl Lawn, including a press conference to be held by interfaith leaders.

Ministries’ Reports were distributed as the electronic advance versions were not distributed due to a technical system glitch.

Many of the individual ministries continue to be quite active.

**FINANCE**

The Finance Committee met on May 24, 2018.

Finance information was presented for year-to-date ending April 30, 2018.  We continue to be substantially ahead of prior years in support (pledges, special gifts and plate offerings), having collected 39% of our budget for the year. This continues to be primarily as a result of the substantial pre-paid pledges.

A 2019 Proposed Budget Timeline (attached) was presented to the finance committee and substantial discussion ensued. Staff will be meeting within the next week to discuss budget priorities in their program areas and the process. The finance executive committee will work on a proposed worksheet for committee discussions surrounding the budgeting process and establishing goals and priorities within program areas.

