



Saints Alive

ALL SAINTS CHURCH PASADENA

APRIL 2019

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When the “Big One” Comes

from Rector Mike Kinman

After the sabbath, as the first day of the week was dawning, Mary Magdalene and the other Mary went to see the tomb. And suddenly there was a great earthquake; for an angel of the Lord, descending from heaven, came and rolled back the stone and sat on it. His appearance was like lightning, and his clothing white as snow. For fear of him the guards shook and became like dead men. But the angel said to the women, “Do not be afraid; I know that you are looking for Jesus who was crucified. He is not here; for he has been raised, as he said. Come, see the place where he lay. Then go quickly and tell his disciples.”

When I stepped to the table my first Sunday at All Saints Church, I flipped to the back of the service book to find a brightly colored page full of instructions headlined by these bold words:

IN CASE OF EARTHQUAKE

“Ok,” I thought with a smile and a slightly nervous chuckle. “Welcome to Southern California!”

In a very real way, we live with a different sense of stability than much of the rest of the world. We know that the very earth under our feet could move at any time. Anyone who has been here any time at all has earthquake stories.

As we dive into embracing our Four Foundational Goals, I am meeting with lots of different groups of people doing exciting work ... and there will be many more opportunities to come. The PACES group, which is looking at providing maximally welcome space, is looking at our facilities and one of the issues they are considering is making sure all our buildings are appropriately seismically stabilized.

That is important work. Part of preparing for the future is recognizing what is of core value to us that we want to do our best to preserve ... and to try to ensure our safety and sustainability.

I’m also meeting with people talking about the long-term future of All Saints Church. Asking what will an All Saints Church look like that is not only able to survive but thrive as a beacon of all that we value. That will be able to be an effective, deeply impactful force for justice and the common good in 10, 15, 20 years and beyond?

During one of those conversations someone brought up “The Big One” – the earthquake that seismologists say is in our future that will be unlike anything we have ever experienced. “The Big One” will quite possibly devastate much of what is ... and create catastrophes that turn into chronic humanitarian crises for years to come.

That was a different conversation – equally if not more important. When “The Big One” comes, how can we be

ready not just to take care of ourselves, but to be able to look beyond ourselves to powerfully minister in deep love to a world that will be hurting deeply?

Two things occurred to me in that conversation. The first is that while we are rightly planning for “The Big One” that will be over in a matter of minutes, we are in the middle of a whole bunch of “Big Ones” that are unfolding over years and even generations. So much is shaking and shifting and changing. Things we long depended on are collapsing – the very climate of our planet is screaming in protest – and there is increasing suffering all around us ... and in our lives.

The second thing is that our answer is in this Easter Gospel story of these two amazing women – Mary and Mary Magdalene. They went through two “Big Ones” – the devastation of witnessing the death of the Jesus they loved ... and then an actual earthquake that morning.

And what did they do? They didn’t fear the earthquake or the angel that brought it. They listened to God’s messenger tell

them that they were to be messengers of an extraordinary message

Do not be afraid.

In the midst of death, there is wonderful new life.

This is just the beginning.

We are in an incredibly reactive and fearful place as a nation and world right now. That’s because we are in the midst of a Big One that has been rumbling and shaking and

getting stronger for years. And ... like the women at that tomb, we have each other, we have the memories of all we have been through together, we have the presence of God, and we have a deep hope in the power of love to bring new life.

How do we follow the angel’s call to go, see, and tell?

How is God calling us, how is God calling YOU to be that deeply effective, impactful force for love, beauty and justice in decades to come ... and right here, right now, together?

PHOTO BY CAM SANDERS

We are in the middle of a whole bunch of “Big Ones” that are unfolding over years and even generations.

Our New Interim Associate Youth Minister: Nina Scherer

Of all the qualities that would help make a great youth minister, Nina Scherer's cup overflows with one of the most important: she is an adventurer. Nina and husband Tim won a chance to apply for a green card in the lottery, and came to the States from Germany with their two kids (now three) in 2010. They loved the place, got their green cards, found All Saints that same year, became members in 2012 and have been here ever since. Nina has a degree in Child Development from a college in Germany. She has more than 10 years of leadership experience in youth ministry, and has worked all over the world -- notably with at-risk youth in Germany, and in re-integrating and uniting HIV-infected children with their families in a Cape Town, South Africa, settlement. In her free time you'll probably find her hiking up a mountain or camping in the desert, soaking up the peace you find in nature. She loves justice, art and innovation. "I think kids have already-formed personalities and we need to make them shine," says our new Interim Associate Youth Minister. "I love to promote what's in kids' hearts and help them be heard." With Nina joining the Children, Youth & Families team, All Saints children and youth are in for an even greater adventure.



PHOTO BY KEITH HOLEMAN

Author Judith Viorst in the Rector's Forum on April 28



Judith Viorst's newest book is so new that it's scheduled to ship from Simon and Schuster on the day *AFTER* this Saints Alive reaches your inbox! *Nearing 90 [and other comedies of late life]* is the latest in Viorst's "decade" series of illustrated poetry collections that she began in the 70's with *It's Hard to Be Hip Over Thirty*. She will join us in the Rector's Forum on Sunday, April 28, at 10:15 a.m., to talk about her life, her book, and the complexities of both the joys and tribulations of advanced age. It will be a great opportunity to tap into the wisdom of this bestselling author for both soon-to-be — and those who aspire to become — nonagenarians. Books, still warm from the presses, will be available for purchase!

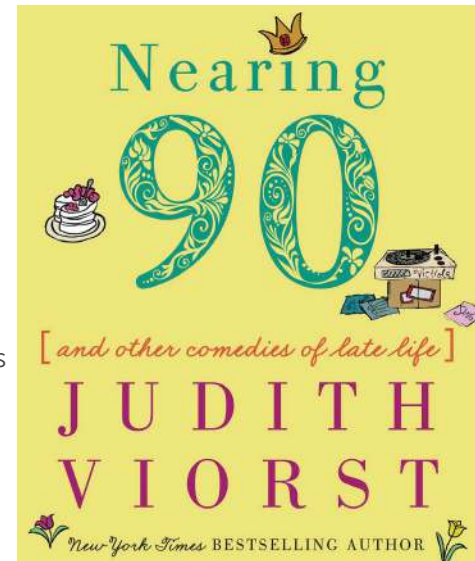


PHOTO BY KEITH HOLEMAN

Evening Service, April 28

At 5:00 p.m. in the Church. Enjoy a special evening service on this Second Sunday of Easter, led and designed by two of our youth choirs, Vox Cambiata and the Youth Chamber Choir. It will feature two pieces performed by the Youth Chamber Choir, a treble ensemble, and one piece sung by Vox Cambiata, a six-member tenor/bass ensemble - as well as readings and writings chosen by these youth choristers. Join us for this night of reflection, song and beauty, designed entirely by our youth. For information contact Debbie Daniels at 626.583.2750 or ddaniels@allsaints-pas.org.



Youth Chamber Choir

2019: A Punctual Budget

By Jim Albarano

As was reported at our Annual Meeting, Vestry approved the 2019 All Saints Budget on February 5. This date is notable as it is the earliest All Saints has approved a budget in recent memory. In prior years the budget had not been approved until March and sometimes even April, so early February was a fantasy. What accounts for the shift? A remarkable team setting clear goals. In June of 2018, the Finance Committee and Vestry agreed to a new and ambitious timeline, one that sought to have the budget approved by the January 22 Vestry meeting. We missed that target by 2 weeks, but still accomplished an impressive task considering the challenges presented.

The timeline succeeded in large part because the congregation came together and submitted their pledges promptly. As many already know, All Saints does not do a budget until we know how much money to anticipate

and responsibilities.

The Finance Committee and Vestry wanted to ensure that our staff gets the additional support they need, so cutting costs in personnel was not an option. A few areas they did identify savings included pausing Outreach Grants and pulling website redesign funds to be handled by deferred maintenance planning. The first round of cuts saved over \$100k. The finance committee decided to trim any more major programming or staff would restrict the mission and growth of the church. The committee voted to bring \$540k of the 2018 Surplus forward into this year's budget, a significantly higher carryover then in recent memory. It solved the lion share of the shortfall in 2019 but this move will leave us with more challenges in 2020.

This is where the Four Foundational Goals come to shine. With a full budget and hopefully full staff, we can spend the next year starting our work as a parish to reclaim our foundation. The Four Foundational Goals are: 1) determine our mission, vision and values, 2) address our staffing capacity issues, 3) inspire congregational development and leadership and 4) provide safe, welcome space for ministry. In focusing our energy in these areas, we hope together as a parish we can plan for an All Saints that will thrive in the next 5, 10, 20 years. We are not pausing our current work, but we are taking time to recommit and refocus. This will allow us to make a 2020 budget that will serve our current needs and build the church of the future.

Finance Committee ultimately recommended a fully staffed budget using \$540k of the \$581k 2018 Surplus. But even at this point in the budgeting process, the committee still needed to find about \$30-35k worth of cuts to balance the budget. Mike Kinman offered to find that money by reviewing gradual details of our 5.2M budget.

When Vestry met on February 5, Mike explained to the group that the church would need money in order to carry out the work of the Four Foundational Goals. He was tasked to find \$30-35k worth of cuts and he found nearly \$60k. Mike suggested Vestry set aside the extra money to put toward the Goals. After a very robust conversation, Vestry decided it would be best to have \$50k toward the Four Foundational Goals, and to do so, they would reduce the amount put aside for capital expenses. Finally, the Vestry voted to carryover \$540k from the Surplus to the 2019 operational budget, put \$50k toward living out the Four Foundational Goals, \$32k toward Capital Restricted Funds and \$10k to climate action.

Now the hard work continues. Not only is All Saints forging on as a beacon of love and justice, continuing all its ministries full steam ahead, we also have taken on the immense task of reclaiming our identity for the next generation. As the Finance Committee and Vestry are already dissecting the 2020 budget and plan, we ask for everyone's input to help All Saints move into the future!



PHOTO BY SUSAN RUSSELL

– we are fiscally responsible and insist on a balanced budget. That is why it is key for everyone to fill out their pledge cards – and it's never too late! If you still need to pledge for 2019, All Saints will put it to good use!

Balancing this year's budget was not without significant challenges. All Saints is committed to living within its means and the expenses must always be covered by expected income. This year, after tallying up the pledges the executive committee (made up of the Senior and Junior Wardens, Chairs of Finance and Giving Committees, Director of Giving, Gloria Pitzer, Treasurer, Administrator and Rector) met to use the "Pitzer formula" (developed many years ago by Gloria Pitzer). This formula has proven itself to be very accurate; every year our actual income is a mere few percentage points away from the "Pitzer Formula" projected income.

Each year our projected income falls short of our ideal budgetary goals and 2019 was no different. Our formulas calculated that we would end up \$650,000 short of where we needed to be. Although we project more than \$4 million in donations (thanks to an amazingly generous parish) every year we have rising costs. Insurance, healthcare, cost-of-living wage increases – all are expenses that grow year over year. The good news? We finished 2018 with a \$581,000 surplus. A good portion of this was due to open staff positions; so, as it is nice to have such a large surplus, it was a result of our beloved staff taking on increased workloads, hours and covering multiple jobs

The final budget for 2019

			Variance 2018 Budget against 2019 Budget
	2018 Budget	2019 Budget	
SUPPORT			
Pledged	3,913,103	3,654,768	(258,335)
Special Gifts	249,070	230,000	(19,070)
Open Plate Offering	170,000	150,000	(20,000)
Special Offerings	124,000	112,000	(12,000)
Interest/Dividend Income	-	-	-
Grant Income	12,500	-	(12,500)
Endowment Income	114,832	123,624	8,792
Parking	240,000	240,000	-
Building Usage	45,000	80,000	35,000
Transfer from Restricted	255,000	545,000	290,000
Offsets to Expenses	71,700	74,000	2,300
Columbarium Income	-	-	-
TOTAL SUPPORT	5,195,205	5,209,392	14,187
MISSION			
Personnel	3,303,638	3,403,122	(99,484)
Worship	146,000	141,200	4,800
Music	90,294	92,447	(2,153)
Children and Youth Music	32,350	30,750	1,600
Pastoral Care	30,650	30,650	-
Children, Youth and Families	39,800	39,800	-
Parish Life	12,650	12,650	-
Education/Formation	27,650	20,650	7,000
Congregational Development	23,400	25,400	(2,000)
Communications	78,050	54,050	24,000
Administration	308,033	333,733	(25,700)
Information Technology	85,260	85,260	-
Giving	46,100	46,100	-
Buildings and Grounds	326,450	318,450	8,000
Program Support	41,100	41,100	-
Diocesan Pledge	480,000	480,000	-
P&J/Outreach	123,780	54,030	69,750
Transfers to Restricted	-	-	-
Reserves	-	-	-
TOTAL MISSION	5,195,205	5,209,392	(14,187)
Increase (Decrease) in Net Assets	-	-	28,374

Spotlight

Elizabeth & Kyle Champion

by Wendy Edwards

At All Saints, you're apt to spot Kyle Champion ushering or up in front playing the cello. His wife, Elizabeth, sings soprano in Coventry Choir. They first met when Kyle was playing in the Oklahoma Symphony and Elizabeth was their newly hired Education Coordinator and Operations Assistant. She had just graduated from Northern Arizona University with a major in Arts Administration. At the beginning of the season, Kyle was with the rest of the orchestra filling out paperwork. "A really cute redhead was handing out the papers," so he introduced himself. Soon after, they got better acquainted at a party at Kyle's house. Elizabeth claims to have "talked his ear off" and she stayed late to help him clean up. That was early in October, and by Halloween they were dating steadily. On July 4, 1982, at the Breckenridge Music Festival in Colorado, Kyle proposed against a backdrop of fireworks! The following March, they were married at Church of Our Saviour in San Gabriel, where Elizabeth grew up.

Kyle had a music-filled childhood in Albuquerque. At six he started singing in the choir at the Methodist church, began playing the cello in third grade, and later played with the excellent New Mexico All State Orchestra and Albuquerque Youth Symphony. Kyle's talent earned him a full scholarship to study cello at Southern Methodist University in Dallas.

While in college Kyle would play an occasional "church gig," but by that time he wasn't attending church, despite his paternal grandmother's assurance that he'd "meet someone nice there." When Kyle was 14, his parents divorced and took different spiritual paths. But when he and Elizabeth began dating, he went with her to St. Paul's Episcopal Cathedral in Oklahoma City. There he says he heard more about love than the danger of ending up in hell, and experienced the church as a more inclusive place than he'd known before.

Kyle and Elizabeth continued to live in Oklahoma after they married, adding baby David to their family. An economic recession hit in the 1980s and it affected every sector, including the arts. The Oklahoma Symphony was in crisis: the musicians went on strike, and it ultimately disbanded in 1988. Meanwhile, Elizabeth was hired to head up marketing and public relations in the College of



PHOTO BY CAM SANDERS

the Arts at Cal State Fullerton. As soon as he wrapped up his obligations in Oklahoma, Kyle joined Elizabeth and David in California where he auditioned widely and sent resumes to every music contractor. Within three months he was working in Redlands, San Bernardino and Riverside. Subsequently he was invited into the studio of the LA Philharmonic's principal cellist, completed a Master's degree at USC, and has directed the Loma Linda Academy Youth Orchestra. Elizabeth's job today is Concert Production Manager at Pomona College in Claremont.

When Elizabeth's cousin, Cynthia Nickell, suggested that she audition and join her in Coventry Choir, director Ray Egan asked her if she could learn a lot of music in a week and a half. Elizabeth met the challenge and joined the choir on its tour in San Francisco! Meanwhile, Cynthia's husband, Jeff, invited Kyle to become an usher, and nearly 30 years later, they're still filling those roles. That's especially impressive since they have driven 25 miles from their home in LaVerne the entire time. Elizabeth vividly remembers one Easter when Kyle was playing at the Crystal Cathedral and she alone had to drag two very sleepy boys (baby Brian joined the family in 1993) out of bed at 4:30 so she'd make it in time for Coventry's 6 a.m. call. By way of bribery, she let them eat the ears off their chocolate bunnies in the car!

Now those boys, who served as acolytes and participated in Seekers, are grown up. David and his wife Justine have three adorable redheaded sons, ages 5 and under. Brian and Cosette married last November. He will soon finish law school, and she, medical school. It is gratifying to hear Kyle and Elizabeth say they can see how All Saints has influenced the choices both of their sons are making as adults. We consider it part of our mission to support families raising children in our midst, and we are so glad the Champions found a home here!

Holy Week and Easter

Commit yourself to walk with Jesus this week. The services of Holy Week commemorate Jesus' descent into death before the great miracle of Easter. The crowds' cheers at Jesus' triumphal parade into Jerusalem on Palm Sunday turn to jeers and the demand for his blood on Good Friday. If you allow yourself to descend to the depths of despair in what seem to be Jesus' final hours, you will experience in new ways the incomparable power of the resurrection of Easter. Services marked with an asterisk (*) will be streamed live at allsaints-pas.org/live-stream/.

*Palm Sunday Eucharist, April 14

Our festive procession this Palm Sunday will lead us where Jesus went ... to the center of power. We will march out of the church, cross Euclid and march down Thurgood Marshall, turn left, enter City Hall from the West, process through the center of City Hall and gather on the steps and in the street on the East side of City Hall. For those who are unable to march or wish to stay in the church, we will be streaming it live on the video screens in the transepts. There will be seating on the plaza side of the church for those who do not wish to march but want to view the first part of the dramatic telling of the Gospel, which will take place on the steps. At 7:30 a.m. a Eucharist is held in the Chapel; at 9 & 11:15 a.m. Coventry Choir offers music of Poulenc and Bach; Dan Cole & the 1 p.m. Ensemble offer music of Hernández and Moré; Mike Kinman preaches. At 9 a.m. Minisingers, Mastersingers and Trouvères Baritones offer music; at 11:15 Trouvères Trebles offer music. The 11:15 a.m. service will be a Bilingual English/Spanish service. (The 1 p.m. service will resume Easter Sunday)

Holy Week Daily Eucharists

Monday-Wednesday, April 15-17:
Daily Eucharists at 12:10 p.m.

Maundy Thursday, April 18

Maundy Thursday Evening Service:
Washing of the Feet: At 7:30 p.m. in the Church a beautiful evening service recalls the last supper Jesus shared with his disciples. The congregation is invited to participate in the washing of the feet, symbolic of the servant ministry Jesus instituted with the disciples. The Trouvères offer music;

Mike Kinman offers a meditation. This is a Spanish/English liturgy. All are welcome. Parking is available at Plaza Las Fuentes.

Prayer, Meditation and Reflection

Vigil: (Church), Follows Maundy Thursday service until 7 a.m., labyrinth available.

Good Friday, April 19

***The Great Three-Hour Service:**
Noon to 3 p.m. (Church) This service commemorating the passion and death of Jesus is a major moment in Holy Week. Mike Kinman and members of the staff offer five meditations on the meaning of the crucifixion in our own time. Each meditation is part of a fabric of worship and reflection that includes hymns, scripture, prayers and silence. Canterbury and Coventry choirs offer spirituals and music of Fauré, Parker, Bruckner, Dawson, Gjielo, Poulenc, Dvorak, Chilcott and Hogan. Parking is available at Plaza Las Fuentes. Signs and parking attendants will direct you.

Stations of the Cross: 6 p.m. (Quad Lawn) We journey through Pasadena and recreate events that encompassed Jesus' journey carrying his cross from the Hall of Pilate where he was condemned to death to the site of his execution on Golgotha, reflecting, and praying at each station. Bilingual Spanish/English service.

***Tenebrae: God in the Darkness:** 7:30 p.m. (Church) This ancient candlelight service commemorates the somber in-between-time of waiting, offering an opportunity to grieve Jesus' death and sense a glimmer of hope of the resurrection. Coventry Choir Renaissance Singers offer music.

Parking is available at Plaza Las Fuentes.

Holy Saturday, April 20

***Children's Easter Vigil:** 4 p.m. (Church) Celebrate the conclusion of Holy Week and beginning of Easter with children leading this service through reading and music with infant and child baptisms. Troubadours offer music. Bring a bell to ring at the Easter proclamation!

***The Great Vigil of Easter:** The service begins at 7:30 p.m. on the lawn with the kindling of the fire and lighting of the Paschal candle, then proceeds into the Church to experience the stories of our faith, welcome new members into All Saints, baptize youth and adults by candlelight and celebrate the first Eucharist of Easter. You're invited to bring bells to ring during the Gloria. Canterbury Chamber Singers offer music of Billings. **Note: Incense will be used at this service.** Parking is available in the Plaza Las Fuentes.

Easter Sunday, April 21

Festive Eucharist: 7, 9 & *11:15 a.m.; 1 p.m. Bilingual Spanish/English service (Church)
The rector preaches in the midst of a blaze of candles, lilies and trumpets. At 7, 9 & 11:15 a.m. Coventry and Canterbury choirs and Trouvères, brass and percussion ensemble, and soloists offering music of Cunliffe, Beethoven, and Handl; At 1 p.m. Dan Cole leads music. Normal Sunday parking is available in Kaiser and Plaza Las Fuentes—remember, the Plaza is free only until 1 p.m.

Child Care for children 4 yrs. and under is available for Maundy Thursday evening, Good Friday noon and evening, the Children's Vigil, the Great Vigil, and all services on Easter Sunday.

Calendar of events for the month. Please check our website at www.allsaints-pas.org and the weekly *This Week At All Saints* for details and contact information.

April

1-17 — Walk the Labyrinth

Open Hours, Church

2 — Tuesday, **Vestry Meeting**, 7:00 p.m., Sweetland Hall

4 — Thursday, **Senior Saints, Taize Service**, 5:00 p.m., Chapel

5-6 — Friday-Saturday, **FCP Coach Monitor Training**, 4:30 p.m., Scott Hall 5

11 — Thursday, **Senior Saints Spiritual Reading Group**, 12:30 p.m., OCC Conference Room

12 — Friday, **Not So Bored Game Night**, 6:00 p.m., Sweetland Hall

12-13 — Friday-Saturday, **FCP Coach Monitor Training**, 4:30 p.m., Scott Hall 5

13 — Saturday, Saturday, **Free Legal Clinic**, 9:00 a.m.-noon, Jackie Robinson Center, 1020 N. Fair Oaks Ave., Pasadena 91103

14 — Sunday, **Palm Sunday**, Eucharists at 7:30, 9, 11:15 a.m., and 1 p.m., Church

Interfaith Study Group, 5:00 p.m., Islamic Center of Southern California

15-17 — Monday-Wednesday, **Holy Week Eucharists**, 12:10 p.m.,

Church

18 — Maundy Thursday, **Senior Saints: Creating Personal Memoirs**, 12:30 p.m., Seminar Room
Maundy Thursday Eucharist, 7:30 p.m. (with foot washing), Church
Maundy Thursday Vigil, 9:30 p.m.-7:00 a.m., Church

19 — Good Friday, **The Great Three Hours**, 12-3 p.m., Church
Stations of the Cross, 6:00 p.m.,
Tenebrae, 7:30 p.m., Church

20 — Holy Saturday, **Children's Vigil & Baptisms**, 4 p.m., Church
Great Vigil of Easter, 7:30 p.m., Euclid Avenue & Church

21 — Easter Sunday, **Easter Festive Eucharists**, 7, 9, & 11:15 a.m. Church

Servicio de Pascua en Español y Inglés, 1:00 p.m., Church

22 — Monday, **Offices Closed for Easter Holiday**

26 — Friday, **Fiction Fun!**, 7:30 p.m., Guild Room

28 — Sunday, **Evening Service**, 5 p.m., Church

30 — Tuesday, **Vestry Meeting**, 7 p.m., Sweetland Hall

Adult Ed in March, 10:15 a.m. Sundays

7 • **Making All Saints a Welcoming Space**, with The PACES Team, Rector's Forum, Forum

• **The Prophetic Tradition and the Church's Future** with TBD, Sweetland Hall

• **The Act of Listening**, with Jennifer Windham, Guild Room

• **Parent Culture**, birth-5th grade in Scott Hall 2, 6th-12th grades in OCC Conference Room

14 • **Palm Sunday, Adult Education options will resume on May 5.**

21 • **Easter Sunday Adult Education options will resume on May 5.**

28 • **Nearing 90, and other comedies of late life**, with Judith Viorst, Rector's Forum, Forum
• **Earth Day (enjoy the lawn!)** **Adult Education options will resume on May 5.**

What Is PACES?

PACES stands for Planning and Campus Enrichment Strategies.

A task force charged by the vestry with building a plan for maintaining and improving our facilities, their focus is to create a welcoming campus in alignment with the "Welcome" in our Four Foundational Goals. In addition to developing a Facilities Plan with recommendations for physical improvements, they are also working to create a repeatable process for planning and executing campus improvements and maintenance that we can use moving forward.

To find out more about the work of PACES visit their page on our website and then mark your calendar for Sunday, April 7th at 10:15 a.m. and join us for a special Rector's Forum bringing the parish up to date on the goals, plans and strategies for continuing — step by step — to make All Saints Church a safer, more welcoming home.

