

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
February 5, 2019

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

EXCUSED Shelley De Leon, Tony Jackson, Cathy Keig, Edna Trigg

ALSO PRESENT Jim Albarano, Melissa Hayes, Keith Holeman, Christina Honchell, Sally Howard, Jeremy Langill, Kelly O'Phelan, Susan Russell, Marianne Ryan, 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 Genesis 1:26-28 and the Rector reflected on the love of God and the incredible abundance. He then offered an opening prayer.

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

BUSINESS ITEMS

Providing a Safe, Welcoming Space for Ministry

Phil Naecker reported that there are five working groups that have started work. Each week the Steering Committee meets. There is a need for consulting with an infrastructure expert.

Pitzer then reported that the capital building and finance committees recommended that \$100,000 be allotted to the PACES (Planning And Campus Enrichment Strategies) for space planning and contingencies. It seconded and unanimously approved by the vestry.

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.

Report of the Treasurer

Albarano had nothing to add from the previous report.

Approval of Diocesan Convention Delegates

Russell explained the process and presented the following slate of delegates:

- MaryAnn Ahart
- Christine Hartman
- Grey Ingrassia
- Jim White
- Risë Worthy-Deamer

Alternates:

- Thomas Diaz
- Dana Jones
- Rory Lowdermilk
- Eddie King

The vestry moved, seconded and unanimously approved the above slate of delegates and alternates.

Presentation of 2019 Budget for Approval

Pitzer presented the pledge income formula. As of January 31 the pledge budget is \$3,913,103. Presentation Sunday resulted in \$14,602 increase in pledges. The 2019 Budget draft and status quo additions were then presented. The vestry reviewed the budget notes line by line. Questions were asked for clarification. The Finance Committee recommended some cuts and use of cash surplus from 2018. This left \$35,687 that still needed to be cut. Kinman then presented his additional cuts. This also included \$30,000 added to the 4 Goals Work. It was moved and seconded to approve the budget. An amendment was made to move \$20,000 from capital restricted to the 4 Foundational Goals. That would put \$50,000 into the work of the Foundational Goals. Following additional questions and discussion the vestry voted on the amendment with 20 approving, 1 opposing and 1 abstaining. It was then moved and seconded that the 2019 budget be approved. It passed with 21 approving and 1 abstaining. Thanks were given to Pitzer, the Wardens, Finance Committee and all involved in the budget planning.

Vestry /Staff Conference

England reminded the vestry that the Vestry/Staff Conference will be on March 8-9 at the Altadena Town & Country Club. Dinner on Friday will be at Mijares Restaurant. The focus of the conference will be values and shared understanding. Ahart asked the vestry to do the exercises assigned prior to the conference. She also asked the vestry to respond to Maren with your meal choices as soon as you receive the emails.

FOUNDTIONAL GOALS

Determine our Values, Mission, and Vision

Ahart shared that more work will be done at the Vestry/Staff Conference.

Address Serious Staffing Capacity Issues

Worthy-Clayton distributed the Vestry Personnel Committee Update. The major focus has been on developing job descriptions, salary in-line and consistently applied. The Rector has the final say in hiring. They are also focusing on establishing employee review and performance process/procedures.

Inspire Congregational Leadership & Development

Kinman reported that Nancy Naecker has been volunteering as director of congregational development. Steve Williams and Max Molina and their groups are working on this goal.

WARDENS' REPORT

Ahart asked Howard to share a story of transforming love from the congregation.

RECTOR'S REPORT

Kinman distributed his written report with a focus on how personnel policy and staffing decisions will be made. Moreno did not have a diocesan report.

LOOSE ENDS

- › Russell shared the February Saints Alive and shared that Lauren Grubaugh will be ordained at Christ Church Cathedral, Indianapolis on February 28 and Susan Russell will preach.

VISITOR COMMENTS & REFLECTIONS

- › Lots of work on staffing needed
- › Glad there is discussion on racial diversity in staffing.

COMMUNICATION BACK TO THE PARISH

- › Approved a slate of delegates for Diocesan Convention to be presented to the parish at the February 24 Annual Meeting (Part One)
- › Adopted a Budget for 2019
- › Received a report on the work of the Personnel Committee from Trula Worthy Clayton

APPRECIATIONS & REGRETS

- › Van Vleet thanked the vestry who came to support the 1 pm Service. The congregation is in a good place with the transition.
- › Worthy-Clayton commended Presentation Sunday and presenting oneself at the altar. It was spectacular. Kudos go to Terry Knowles, Marianne Ryan and Melissa Hayes.
- › Molina appreciated the comments and difficult discussion over the budget.
- › Belloli thanked all who worked to create the budget and all the work that was put into it.
- › Kinman appreciated those who voted no and abstained for being courageous and voting their conscience.
- › Williams asked to please keep those who will be affected by the budget cuts in our prayers.

The meeting was adjourned at 9:10 pm with a closing prayer by Max Molina.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

February Meeting 2019

Addendum to February 5, 2019 Vestry Minutes

NO REPORT

Buildings & Grounds

Giving

Pastoral Care Healing & Health

FINANCE

Reporting separately as an agenda item.

PERSONNEL

Reporting separately as an agenda item.

CHILDREN, YOUTH & FAMILIES

Notes from January 15 CYF Committee Meeting (taken by Emily Dossett)

Committee Members Present: Emily Dossett, Aleta Hancock, Christine Hartman, Jeremy Langill, Jann Lacoss, Janet Carol Norton, Derek Wan

Christmas Review

- Advent 1 with wreathmaking: Costs are increasing and numbers are going down in both the morning and evening events. Considering doing wreathmaking only in the evening for 2019 (higher attendance at this event due to children's choir singing in evening service).
- Other Advent services went well, good feedback on families lighting wreath candles to start service. The Trouveres and Canterbury combo was amazing.
- Christmas Eve 3:00 family service: Special thanks to the committee that spent the better part of a year re-tooling the family service – Tina Langill, Laura Thornton, Helen Angove. Overall very good feedback about the changes, especially how great it was that young people were featured as actors in the story. There was some feedback that the program was geared toward older kids, but the younger ones still seemed engaged, especially since the overall skit was shorter by about 7 minutes. Other feedback was that the teens in the skit could be seen as stereotypes and that the transition to the sing-along felt a little awkward. Also, great feedback on Jeremy and his amazing handbell choir to start off the service. Overall, the changes to this service seem positive and in line with our goals of engaging children in a more direct way.
- Sunday carols on December 30: great feedback on the fun, the joy and the fellowship of this service. Would like it to continue.

CYF Celebration Sunday

- We will continue this discussion at our February 19 meeting, which Jenny Tisi and Kelly O'Phelan are attending so that we incorporate their feedback into the planning process.

O.W.L. (Our Whole Lives)

- There was a facilitator training scheduled for the last weekend in January; however, Neighborhood UUC wasn't able to accommodate. Jeremy is looking into working with O.W.L. directly to get a facilitator.
- Jeremy shared a book of essays about the connection between sex education and faith that directly relates to the O.W.L. curriculum.

Playground

- The playground structure will need to be removed as it's a residential piece and no longer viable. Jeremy and Kelly are working with Buildings & Grounds to come up with next steps to create a welcoming playground space for all ages.

Assistant Youth Minister Update

- There have been some applications for the position and there will be an update at our next meeting.

Other Discussion Items

- The group talked about the possibility of incorporating CYF content into more of the Rector's Forums. At the next meeting, the group will bring speaker ideas to present to Mike for consideration.
- Jann LaCoss would be willing to facilitate a college application session at All Saints, with May being the best time. We'll continue talking about this.
- Parish camp is on hold due to revamping the committee.
- We will keep talking about our concern about how to keep young people engaged with All Saints after they age out of senior high youth. This will be on the next agenda.
- Kelly has been working on a monthly activity for families on the first Saturday of the month. The first event is on Saturday, February 2 and will coincide with the youth's 30 hour fast.

Next meeting – Tuesday, February 19, 2019 at 6:30 p.m.

CONGREGATIONAL DEVELOPMENT

Last Meeting: January 15, 2019; Next meeting: February 27, 2019 at 7pm

Welcome Ministry

- Welcome Cards received for January:
 - Interests checked
 - ✓ P&J:
 - ✓ Spiritual Formation:
 - ✓ Music:
 - ✓ CYF:
 - ✓ LGBTQ+:
 - ✓ 20/30's:
 - ✓ Volunteering:
 - ✓ Fiction Fun:
 - Welcome Bags for January
 - ✓ English: 30
 - ✓ Spanish: 9
 - Welcome Café
 - ✓ Two people attended the January Welcome Café
 - ✓ Next Welcome Café is February 10 at 10:15am in the Guild Room
 - ✓ The Welcome Café is now scheduled every month on the 2nd Sunday at 10:15-11am.

Parish Celebrations

- Shrove Tuesday Pancake Supper is Tuesday, March 5 from 5:00 – 7:00pm, Adults: \$5, Child \$3 and under 5 is free

Leadership Committee

- Upcoming Leadership Trainings/Events:
 - Training for Facilitation of Small Groups: February 25, 6-8:30pm
- Ministry Leader Newsletter is being redesigned by Christine Glawe – should be out by mid-February

Small Group Ministry

- New to ASC (grads of the NMC) was not successful. We will do an evaluation to determine why.
- 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

New Member Class/Clase para Nuevos Miembros

- Winter NMC dates: March 15 – April 17
- Registrations live now and recruitment started

Senior Saints

- Valentine's Social at the Rectory on February 16, 2-4pm

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 asked to meet every week instead of every other week. 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

Lawn Redesign

- The Lawn Redesign has begun as of January 24
- The first area of improvement is the Hospitality Area which includes the Sunday Morning Food Ministry, coffee and the addition of high top table for places to socialize
- Please keep tuned as we enter the next chapter of the lawn reconfiguration

PEACE & JUSTICE / OCC

- The Peace & Justice/OCC Vestry Committee met on Thursday, January 17, 2019.
- A member of the Vestry and the Director of Peace & Justice/OCC gave a report highlighting the recent discussion of the four foundational Vestry goals for 2019, and reminded members to submit their pledges for 2019 if they have not already done so.
- Monique Thomas was officially welcomed as the new committee chair.
- Erica Tamblyn was honored as the outgoing chair and discussed her transition to concentrating on Buildings and Grounds work, specifically deferred maintenance.
- Ministries continue to be busy and discussed some upcoming events.
- The committee is enthusiastic and actively planning to host the March 13 youth dinner.
- The next meeting will be on Thursday, February 21, 2019.