

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
May 28, 2019

PRESENT MaryAnn Ahart, Sharyn Delahousie, Scott England, Will Gatlin, Kimberli Hudson, Grey Ingrassia, Tony Jackson, Cathy Keig, Eddie King, Mike Kinman, Juan Mejia, Max Molina, Sarah Phillips, Isabel Ramirez, Brian Robinson, Edna Trigg, Judy Van Vleet, Derek Wan, Jim White, Steve Williams, Trula Worthy-Clayton

EXCUSED Shelley De Leon, Christine Hartman, Kelsey Hekman, Rory Lowdermilk, Dave Moreno, Monique Thomas, Jeremy Langill, Juliana Serrano

ALSO PRESENT Jim Albarano, Melissa Hayes, Keith Holeman, Christina Honchell, Sally Howard, Terry Knowles, Nancy Naecker, Kelly O'Phelan, Susan Russell, Kathy Onoye

The meeting was called to order at 7:00 p.m. in the Forum by the Rector. He opened with a song that Kinman and the vestry sang as an opening prayer.

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

BUSINESS ITEMS

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 reported that there is nothing new from the last report. The Finance Committee will meet on Thursday. The playground renovation will be a topic at that meeting.

RJAB Status Report

Williams has agreed to serve as vestry liaison to the RJAB. He reviewed the report including the update and upcoming events.

Union of Black Episcopalians Conference

Honchell shared that All Saints will be hosting the Youth worship service of the Union of Black Episcopalians on Wednesday, July 24 at 7:00 p.m. The Presiding Bishop Michael Curry will be preaching and The Rt. Rev. Jennifer Baskerville-Burrows will be the celebrant along with the Rt. Rev. John Taylor and The Rt. Rev. Diane Bruce. There will be a reception that follows and many ASC parishioners will be involved in hosting and welcoming. Kinman reminded the vestry that this is mainly a youth service but there will be plenty of overflow seating for all. He highly recommended attending the conference and joining the UBE. Most of the weeklong conference will be held mainly in downtown LA.

FOUR FOUNDATIONAL GOALS

Determining our Values, Mission and Vision

Jackson reported that they have had two sessions with the congregation on Sundays to receive parish feedback on the proposed core values. There has been enthusiastic engagement and there have been good conversations. Many notes and good feedback have been received. Knowles shared some of the initial comments. Kinman commended Terry Knowles and Edna Trigg for their leadership in organizing these conversations to get input on the core values.

Address Serious Staffing Capacity Issues

Kinman shared that there have been 22 applications for the two open Associate Rector positions. Mejia shared that they are reviewing the applications and preparing for the next steps of narrowing the list and interviewing the candidates.

Provide Safe, Welcoming Space for Ministry

Albarano distributed a PACES informational flyer and suggestion sheet that will be widely distributed in church and on the web. They will have campus tours on Saturdays at 9:30 a.m. and Sundays at 1:00 p.m. during June. Vestry members are strongly encouraged to attend one. It is a 90 minutes tour. Vestry members are asked to inform their ministries about the tours and share the informational flyer, which will also be translated into Spanish. The report will be delayed until the fall as they are a little behind schedule.

Inspire Congregational Leadership & Development

Williams commended the Volunteer Appreciation Event on Saturday, May 18. Many thanks expressed to Nancy Naecker. There is also Leadership Training started. Russell has worked on communication to amplify the narrative. Williams sees the work incorporated in how leaders run their meetings and how they engage conversation. Naecker is working on developing the Connection Center for the lawn on Sunday. There is new furniture on the lawn. Kinman thanked Nancy Naecker for a wonderful volunteer celebration.

WARDENS' REPORT

Ahart encouraged the vestry to go on the tour of the campus. She asked the vestry to talk up the PACES tours at the tables. Accessibility is an important concern. She also asked the vestry to sign up for the Feast & Friendship dinners at the Connection Center. Williams asked the vestry to remind parishioners that vestry meetings are open and everyone is welcome.

RECTOR'S REPORT

Kinman asked Howard to report on the work being done to update the mandated reporting protocol for child abuse. Staff has worked with a consultant, Dr. Lori Barker, to ensure cultural bias is part of the conversation. There will be an annual staff training each fall. They are working to clarify the policies and procedures, and it is being vetted by legal counsel and our insurance carrier. Thanks to Sally Howard, Christina Honchell and Kelly O'Phelan for this important work.

LOOSE ENDS

- › Russell announced that on June 2 the LGBTQ+ Vision Team will be the featured ministry on the lawn. There will be a LGBTQ+ and Ally survey online that everyone is encouraged to take.
- › Phillips asked for Vestry name badges to identify vestry members to the parish.

- › Kinman reminded the vestry that Jamie Barnett's ordination will be at St. John's Cathedral in Los Angeles on Saturday, June 8, at 10:00 a.m.

VISITOR COMMENTS & REFLECTIONS

- › Encouraged the vestry to use that talent of the Racial Justice Advisory Board.
- › Spoke of the workload of support staff as people take time off.

COMMUNICATION BACK TO THE PARISH

- › UBE Conference will be in Los Angeles in July, with the youth service being held here at All Saints Church.
- › Foundational Goals deep dive.
- › Report on work being done on mandated reporting of child abuse.
- › PACES will be giving tours in June.
- › There were 22 applicants for the 2 clergy positions. Interviews will begin.
- › Visitors are welcome to attend the vestry meetings.

APPRECIATIONS & REGRETS

- › Robinson appreciated the concerns about work impact on staff.
- › Delahousie appreciated Sally Howard and all involved in the work on the mandated reporting policy.
- › Ingrassia shared that policy is a step in the right direction. He appreciated the work to keep young children safe.
- › Hudson appreciated PACES and its importance to this organization.

The meeting was adjourned to executive session at 8:30 p.m. with a closing song prayer from Mike Kinman.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

June Meeting 2019

Addendum to May 28, 2019 Vestry Minutes

NO REPORT

Buildings & Grounds

Children, Youth & Families

Finance

Pastoral Care Healing & Health

Personnel

PEACE & JUSTICE/OCC

- The Peace & Justice/OCC Vestry Committee met on Thursday, May 16, 2019.
- Phil Naecker of PACES (Planning and Campus Enrichment Strategies) attended to provide an update. He also provided the PACES address and encouraged committee members to provide their input.
- Juliana Serrano discussed her upcoming sabbatical and reviewed important summer dates for communication/publication deadlines. Both Monique Thomas and Ada Ramirez will be available during the summer to support committee needs during Juliana's time away.
- Monique provided an update from the Mission/Vision/Values team relaying that May 19, May 26 and June 2 were designated as days for parishioners to engage with values on the lawn. She talked about the four values:
 - › Radical Inclusion
 - › Courageous Justice
 - › Joyful Spirituality
 - › Ethical Stewardship
- The Transformational Journey ministry led a successful journey to Manzanar providing a powerful opportunity for the 23 participants across the diocese to share stories and education about interment, including thoughts on being a tourist vs. being a pilgrim and questions for processing this TJ experience. Another article on this event was published in the Episcopal Peace Fellowship blog <https://epfnational.org/blog/>
- The 2nd Annual Interfaith Ramadan Iftar brought together over 150 participants, including members of the Los Angeles Islamic Center and Islamic Congregation of La Canada/Flintridge. An especially poignant part of the program that received positive feedback was when Muslim participants conducted evening prayers surrounded by a circle of non-Muslim participants.
- The 10th Annual Art Show for Foster Care Project took place on May 5 with art from 15 foster care youth. The youth enjoyed the opportunity to interact with the All Saints community and sold all but two pieces of art – the youth artists keep these proceeds directly. May is Foster Care Awareness month, and All Saints will honor this by lighting the campus with blue lights on the evenings on 5/19 and 5/20.
- Sally, Mike and Juliana joined a group from CLUE (Clergy & Laity United for Economic Justice) to protest the GEO Group Corporation - a private prison management firm – in their treatment of immigrant families at Adelanto ICE Detention Center near Victorville. Learn more here: <https://www.facebook.com/CLUEJustice/>
- A petition was delivered to the Israeli Consulate in Los Angeles on Nakba Day, marking the ethnic cleansing and expulsion of Palestinians by the State of Israel. This was one of nine Israeli Consulates in the US to receive a petition; in LA the police were called but no arrests were made.
- The June meeting is scheduled for Thursday, June 20 and we will go dark for the summer.

GIVING

| | 2018 Campaign | 2019 Campaign |
|---------------------------------------------|---------------|---------------|
| Renewals | 5/23/2019 | 5/13/2009 |
| Total Renewals | 914 | 814 |
| Renewal Amount | \$3,660,501 | \$3,316,235 |
| Average Renewed Pledge | \$4,005 | \$4,074 |
| <i>Same Pledges Compared to Prior Year:</i> | | |
| Prior Amount | \$3,469,015 | \$3,390,833 |
| Total Increase Amount | \$191,486 | -\$74,598 |
| Percent Change | 5.52% | -2.20% |
| New Pledges | | |
| Total New Pledges | 108 | 141 |
| New Pledge Total | \$135,689 | \$180,029 |
| Average New Pledge | \$1,256 | \$1,277 |
| Amount Change | | \$44,340 |
| Non-Renewals | | |
| Total Non-Renewals | 57 | 40 |
| Non-Renewal Amount | \$145,282 | \$112,029 |
| Average Non-Renewal | \$2,549 | \$2,801 |
| Amount Change | | -\$33,253 |
| Total | | |
| Total Pledges | 1022 | 955 |
| Total Pledged | \$3,796,190 | \$3,496,264 |
| Average Pledge | \$3,714 | \$3,661 |
| <i>Compared to Prior Year:</i> | | |
| Amount Change | | -299,926 |
| Percent Change | | -7.9007% |
| Outstanding | | |
| Pledging Units | 129 | 182 |
| Amount | \$203,669 | \$334,053 |

| | 2019 Budget | 2019 Actual YTD |
|---------------------------------------|-------------|-----------------|
| | 1/18/2019 | 5/13/2019 |
| Gross Pledge (at Budget) | \$3,235,628 | \$3,235,628 |
| New Pledges (after Budget) | \$100,000 | \$75,015 |
| Late Renewals | \$256,000 | \$166,874 |
| <i>Increases Since Budget</i> | | |
| | \$14,602 | \$19,647 |
| <i>Decreases Since Budget</i> | | |
| | \$0 | -\$900 |
| Total Gross Pledge | \$3,606,230 | \$3,496,264 |
| <i>Minus 4.2% Delinquency</i> | \$151,462 | \$146,843 |
| Net Pledge Amount | \$3,454,768 | \$3,349,421 |
| Income Reporting as of 4-30-19 | | |
| Non-Pledge Support* | \$160,000 | \$54,246 |
| Late Payments* | \$40,000 | \$65,965 |
| Special Gifts | \$230,000 | \$36,889 |
| Open Plate | \$150,000 | \$38,809 |
| Foundations | \$0 | \$0 |
| Special Offerings Total | \$112,000 | \$41,297 |
| Easter | \$32,000 | \$30,385 |
| Christmas | \$50,000 | \$682 |
| Bequest | \$20,000 | \$10,000 |
| Memorial | \$5,000 | \$230 |
| Mail | \$5,000 | \$0 |

*Included in pledge line in budget.

Notes :

- Left columns are pre-budget, and right columns are post-budget
- 'New Pledge' numbers will not match, as some of pre-budget total is included in 'Gross Pledge'
- Easter total will increase by \$10K in next Giving Report
- As of this Report, the YTD variance from budget is [\$185,136]

CONGREGATIONAL DEVELOPMENT

Last Meeting: May 21, 2019; Next meeting: June 18, 2019

Welcome Ministry

- Welcome Cards received for May: 6
 - › Interests checked:
 - ✓ P&J: 1
 - ✓ Spiritual Formation: 3
 - ✓ Music: 1
 - ✓ CYF: 0
 - ✓ LGBTQ+: 1
 - ✓ 20's/30's: 0
 - ✓ Volunteering: 0
 - ✓ Small Groups: 3
- Welcome Café May 21
 - › Staff rep – Sally Howard
 - › 3 attended

Parish Celebrations

- Summer Fun!
 - › Harvest Festival – June 30
 - › Jazz Vespers Reception – July 16
 - › Episcopal Dodger Night – Sept 6
- Homecoming – Sept 15
 - › Theme: Singing a New Song
 - › Food: CPK

Volunteer Appreciation Event – May 18

- A huge hit thanks to all the staff for organizing and hosting the event
- Taco lunch was served to approximately 190 volunteers (invitations sent to 600 volunteers)
- We met our goal: to appreciate our volunteers!

Leadership Support and Development Committee

- The Practice of Listening: July 14, 21, and 28 from 10:15-11:00]
- Facilitating Small Group Training make-up: June 2 from 12:30-2:30

Small Group Ministry

- New Small Group: *Seeing White* has met twice with good attendance and deep conversations

New Member Class

- Summer NMC dates: June 9-30, 10:15am-12:15pm
- New Member Class reception is on Sunday, June 30 at the Kinman home

Senior Saints

- June 7 is a field trip to the Norton Simon Museum

20/30s

- June 2 - Trivia Game on the Lawn
- June 6 – Game Night at a fellow 20's/30's home

LGBTQ+

- LGBTQ+ Visioning Group is meeting monthly under the direction of Susan Russell
- LGBTQ+ is launching a church-wide survey on June 2 (they are the Featured Ministry that Sunday)

Women's Community

- Voices of the Heart Luncheon on June 22 featuring Margaret Sedenquist
- Holy Hikes Group – several requests for more information on this group

Arena/My All Saints

- Goal: The ultimate goal of Arena/My All Saints is to help the parish better connect and engage
- Nader Elderhaby and Amanda Perez are training all Priests and Directors of Ministries on note taking in Arena with the goal of helping staff to better know parishioners and for continuity of history

Lawn Redesign

- The Connection Center
 - › Sample tables (high tops, café tables) will be out on the lawn in the beginning of June
 - › We need more clarity of location, purpose and setup – it has been a bit confusing to parishioners
 - › New location on lawn will start on June 2 with better signage – we will be interested in feedback from parishioners with the new location
- The Lawn Experience
 - › The addition of socializing areas and games on the lawn have been generally positively received by parishioners.
 - › Sample tables (high tops, café tables) will be out on the lawn in the beginning of June