

**REGULAR MEETING OF THE VESTRY**  
**ALL SAINTS CHURCH, PASADENA**  
September 10, 2019

**PRESENT** MaryAnn Ahart, Sharyn Delahousie, Thomas Diaz, Will Gatlin, Kelsey Hekman, Kimberli Hudson, Cathy Keig, Mike Kinman, Rory Lowdermilk, Juan Mejia, Max Molina, Sarah Phillips, Isabel Ramirez, Brian Robinson, Monique Thomas, Edna Trigg, Judy Van Vleet, Steve Williams, Trula Worthy-Clayton

**EXCUSED** Shelley De Leon, Christine Hartman, Grey Ingrassia, Tony Jackson, Eddie King, Dave Moreno, Jim White, Christina Honchell, Juliana Serrano

**ALSO PRESENT** Jim Albarano, Melissa Hayes, Keith Holeman, Sally Howard, Terry Knowles, Jeremy Langill, Nancy Naecker, Kelly-Erin O’Phelan, Susan Russell, Kathy Onoye

The meeting was called to order at 7:00 p.m. in Sweetland Hall by the Rector. Following a period of silence, Kinman asked the vestry to focus on positive good news about ASC and then the negative news or lost joy. The vestry shared and then read the values together as part of the opening prayer.

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

**BUSINESS ITEMS**

Approval of new vestry member Thomas Diaz

Kinman shared that Derek Wan has resigned from the vestry due to work commitments. He introduced Thomas Diaz and Diaz shared his journey at ASC. It was then moved, seconded and the vestry unanimously approved Thomas Diaz to 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 reported that the financials are in the black. Two major film shoots have been very helpful as has the savings from open positions. We have received 49% of budgeted pledges.

Vestry Nominating Committee

Ahart thanked the vestry for their response to her request for nominees. The nomination form will go to the parish for nominations. The nominating committee is outgoing vestry members Shelley De Leon, Grey Ingrassia, Tony Jackson, Cathy Keig, Judy Van Vleet and Trula Worthy-Clayton; wardens MaryAnn Ahart and Steve Williams; at-large parish members Gloria Pitzer, Chris Folz, Carlos Carrillo, Rhonda Johnson; and staff Mike Kinman, Christina Honchell and Terry Knowles. The nominees will be announced in January in Saints Alive.

Racial Justice Advisory Board (RJAB) Report

Williams introduced Bonnie Rice, co-chair of RJAB. The comprehensive report was distributed to the vestry. Rice shared the history of RJAB and the goals were reviewed. She reviewed the status

of the recommendations and the work not yet begun. She encouraged the vestry and parish to read *No Ashes in the Fire: Coming of Age Black & Free in America* by Darnell L. Moore. A parish discussion on the book will be held on September 29. Kinman thanked the committee and Bonnie Rice for her report. He encouraged the vestry to read and join in the discussion.

#### Personal Data Sharing Policy

Kinman shared the draft of the Personal Data Sharing Policy. It was moved, and seconded, and then there was extensive discussion on ethics, types of data, safeguards and security. Following the discussion it was moved to table the policy until the next meeting. The vestry approved tabling the policy until October.

#### Fall Giving Campaign

Knowles distributed the giving report. As of this report, the YTD variance from the budget is a \$35 K improvement. The Legacy Wall celebration was held September 5. The Giving campaign will launch in October. All vestry will receive their ask letters and are asked to pledge by the October 1 vestry meeting. Kinman asked the vestry to consider what a leadership gift looks like.

### **FOUR FOUNDATIONAL GOALS**

#### Determining our Values, Mission and Vision

Robinson shared the draft mission statement. It was read and reviewed, then it was moved, seconded and following deep, extensive discussion, the vestry unanimously approved the mission statement. Kinman shared that our interfaith friends reviewed and also endorsed the mission statement. Kinman thanked the drafting committee and co-chair Tony Jackson for their work.

#### Address Serious Staffing Capacity Issues

Mejia reported that we have hired a new associate rector: Alfredo Feregrino. He will begin November 1. There will be interviews for the second position in mid October. A transition team is working to make this a welcoming move for our new associate rectors.

#### Provide Safe, Welcoming Space for Ministry

Albarano reported that PACES is refining the options for campus improvement and will bring it to the vestry in Spring 2020. Albarano and Kinman encouraged the vestry and parishioners to attend the PACES campus tours. Kinman shared that he has been meeting with Mayor Terry Tornek to build relations and better working relations with the city.

#### Inspire Congregational Leadership & Development

Naecker reported that they are re-imagining the new member class and renaming it "Getting Connected". The goal is to understand core values, build relationships, connect with groups and build active participation. Everyone is invited to get connected. Next class begins October 6. They have had training with the Greeters and Ushers on building a welcoming environment. They are working on a leaders' guide. Kinman shared that they had a Welcome Café this past Sunday.

### **WARDENS' REPORT**

No report this month and no executive session this evening. Christine Hartman hosted the Youth Dinner and contributions from vestry members to defray the cost are welcome. She asked for a volunteer to lead the next Youth Dinner on April 20. Phillips has designed the vestry nametags. Please wear them each Sunday and be a presence on the lawn.

## **RECTOR'S REPORT**

Kinman shared that he encouraged the vestry to read *No Ashes in the Fire: Coming of Age Black & Free in America*. He is going to the Episcopal Divinity School at Union Seminary with Juliana Serrano to meet with students. He will meet with Dean Kelly Brown Douglas and author Darnell Moore to build a partnership with the seminary and ASC. He encouraged the vestry to join the book study at the end of the month.

Kinman shared that research on fundraising in non-white communities is being conducted. Erin Weber-Johnson will be here October 1-2 to meet with faith leaders in non-white communities regarding fundraising.

Kinman shared that we will have a theologian, The Rev. Wil Gafney, in residence for a month in November. She is on her sabbatical and is working on a new lectionary centering on women in scripture. We are looking for someone to provide housing.

Kinman shared that they are looking at revisioning the Rector's Forum. It will relaunch in January.

## **LOOSE ENDS**

- › Scott England has resigned from the vestry due to his family relocating to Santa Fe. Kimberli Hudson has agreed to chair the Finance Committee.

## **VISITOR COMMENTS & REFLECTIONS**

- › Liked the mission statement
- › Loved the discussion

## **COMMUNICATION BACK TO THE PARISH**

- › New vestry member Thomas Diaz was unanimously approved.
- › Kimberly Hudson will serve as new chair of Finance Committee
- › Bonnie Rice, co-chair of Racial Justice Advisory Board presented comprehensive update
- › Read *No Ashes in the Fire: Coming of Age Black & Free in America* by Darnell L. Moore
- › Giving begins in October
- › Mission Statement was unanimously approved.
- › Alfredo Feregrino was hired and will begin in November
- › PACES will present a plan in Spring 2020. Everyone needs to take a PACES tour.
- › New member class has been reimagined and will begin on October 6.

## **APPRECIATIONS AND REGRETS**

- › Williams appreciates the amazing playground. He thanked those involved and hoped everyone sees it.
- › Worthy-Clayton appreciated Children, Youth and Families Sunday. It was amazing and moving.
- › Molina thanked everyone for the mission statement. He welcomed Thomas Diaz to the vestry.

The meeting was adjourned at 9:38 with a closing prayer by Rory Lowdermilk.

Respectfully submitted,  
Kathy Onoye

# Vestry Committee Reports

September Meeting 2019

*Addendum to September 10, 2019 Vestry Minutes*

## **NO REPORT**

Buildings & Grounds

Finance

Giving

Pastoral Care Healing & Health Spiritual Growth

Personnel

## **CONGREGATIONAL DEVELOPMENT**

Last Meeting: August 20, 2019

Next meeting: September 17, 2019

### **Welcome Ministry**

- Welcome Cards received for July/August: 34
  - › Interests checked
    - ✓ P&J: 20
    - ✓ Spiritual Formation: 16
    - ✓ Music: 8
    - ✓ CYF: 6
    - ✓ LGBTQ+: 4
    - ✓ 20's/30's: 8
    - ✓ Volunteering: 8
    - ✓ Small Groups: 10
- Welcome Café August 11
  - › Staff rep – Nancy Naecker
  - › 4 attended
  - › Next Welcome Café is September 8. Staff rep is Mike Kinman

### **Parish Celebrations**

- Summer Fun!
  - › Episcopal Dodger Night – Sept 6
- Homecoming – Sept 15
  - › Theme: Singing a New Song
  - › Food: CPK
  - › Live Music on the lawn: Dan Cole and his band

### **Celebration of Ministries**

- Sept 22 – please make sure your groups have contacted Amanda if they wish to have a table on the lawn and to process with their banner

### **Leadership Support and Development Committee**

- The Practice of Listening: July 14, 21, and 28 – 27 people participated
- Training on Leading a Ministry or Committee: August 25, 2:30 – 4:30pm – 11 new ministry leaders were trained
- Training manual for Leading a Committee or Ministry has been updated to include the new values and improved My All Saints resources
- Training manual for Facilitating a Small Group has been updated with the new values and improved My All Saints resources

### **Small Group Ministry**

- The Artist Group is in formation and hopes to start up in October
- Next Training for Facilitating a Small Group is Oct 20 from 2:30-4pm

### **Senior Saints**

- September 5 is the program year kick-off, Mike Kinman is the presenter

### **New Member Class**

- New Name is **Getting Connected: An Introduction to All Saints Church**
- Starts Sunday, Oct 6 – Nov 10 (skipping All Saints Sunday on Nov 3)
- Thomas Diaz, Jenny Berman, Vera Drew and Nancy Naecker have written a new course curriculum focusing on the four values: Radical Inclusion, Courageous Justice, Joyful Spirituality and Ethical Stewardship
- Major changes in the class are more emphasis on active participation and connecting and less emphasis on becoming a member. We also are aiming for using an engaging, narrative story-telling format.

### **20's/30's**

- We tried Games on the Lawn on the 1<sup>st</sup> Sunday of the summer months with very modest interest by the 20's/30's (the little kids loved it though!)
- Pool Parties on Aug 18 and July 28 were a hit!
- Sept 24, 6:30pm – Theological Reflections at the Rectory

### **LGBTQ+**

- LGBTQ+ will share their results of the church-wide survey on Oct 13
- LGBTQ+ Small Group meets weekly and is requesting more publicity

### **Women's Community**

- Women's Community Spiritual Retreat on Sept 28, 9:30 – 12:45pm featuring a gentle healing yoga session followed by a soothing sound bath meditation

### **Arena/My All Saints**

- Goal: The ultimate goal of Arena/My All Saints is to help the parish better connect and engage
- Nader Eldahaby is on paternity leave

### **Lawn Redesign**

- The Connection Center
  - › Feedback so far is mostly positive. A few ministry groups have expressed concern that they are not connecting with their people as much as they were when they had a dedicated table on the lawn.
  - › Need to work next on uniform signage and a better way to identify the Connection Center
  - › New role: Connection Center Hosts. Currently we are writing job description and developing training module
- The Lawn Experience
  - › The addition of socializing areas and games on the lawn have been generally positively received by parishioners.
  - › Melinda Taylor has joined the Lawn Team to help with table and set-up

### **Feast & Friendship**

- Upcoming dates:
  - › October 20, October 27, Nov 3 and Nov 10
  - › Trying to find a "kid-friendly" home for the fall series

### **The Table**

- Needs a refresh and reorg – stay tuned...

### **PEACE & JUSTICE / OCC**

- The Peace & Justice/OCC Vestry Committee met on Thursday, June 20, 2019.
- During the summer, Transformational Journeys Ministry began discussion about a possible civil right tour for the parish and started a collaboration with the Immigration Taskforce for a fall program about Immigration Justice.
- After three and a half years, Monique Thomas and Edna Trigg have transitioned out of leadership of the Racial Justice Ministry. The new co-chairs are Carol Lundberg and Clara Williams. Their first official meeting as co-chairs will be Sunday, September 8.

## **CHILDREN, YOUTH & FAMILIES**

**Minutes from 6/18/19** Present: Emily Dossett, Aleta Hancock, Christine Hartman, Jann Lacoss, Rory Lowdermilk, Janet Carol Norton, Kelly O'Phelan

### **Playground**

- Christine updated the committee on the newest playground proposal. It was approved to move forward by Buildings and Grounds, and also was unanimously recommended to move to the Capital Campaign Committee, which meets on 6/24 (in advance of the 6/25 vestry meeting). If Capital Campaign approves it, the proposal will ideally be voted on at the 6/25 vestry meeting. Everyone on the committee is welcome to attend the meeting, which starts at 7:00 p.m.

### **Year-End Review**

- Calendar for the 2019-20 year should be coming out end of July/early August.
- We will see how CYF Celebration Sunday goes so we can adjust for next year.
- Celebration of Ministries – make sure we have choir schedules out, perhaps try to have a CYF flier available for that day?
- First day of Parent Culture/Sunday School will be October 6 [note from CH – not 9/29?]
- Advent wreath making – we will only be doing the wreath making in the evening. Not much traction at 10:15 a.m. session.
- Jann Lacoss volunteered to be on the Christmas Eve pageant, the children-centered focus of the pageant will continue.
- No changes/feedback for Lent/Easter season.
- Possibly no first communion due to lack of current interest
- Parish camp is still under review
- We'd like to change the name of CYF BBQ to CYF Summer Kick-Off.
  - This year's was well-attended and enjoyed. Thanks to everyone on the committee who helped out as well as our master grillers.
  - The food is a lot of manual labor and the group wondered if we should consider a taco cart or something similar as the costs seem to break down to be similar. Would need to coordinate with other celebrations taking place around that time so we don't duplicate.
  - If it starts at 6, allow people to start eating at 6? Hard to keep younger kids at bay as they were hungry. Then it would keep the lines down once choir gets out?
- Summer Adventure – theme is "Who Is My Neighbor". Enrollment is low, please encourage people to sign up. Kelly asked for additional possibilities for volunteer opportunities during the week.

### **CYF Celebration Sunday – September 8, 2019**

- Christine will be working closely with Kelly to figure out details.
- We will be in Sweetland Hall for the program portion of the morning, during the 10:15 education hour. We will feature choir, Godly Play, and Children's Chapel.
- We will have sign-ups and other tables/information on the lawn and/or in the covered hallway.
- The Sunday will coincide with blessings of the backpacks.
- Christine will activate the committee once details and needs become more clear.

### **Loose Ends**

- Christine reminded everyone to take a PACES tour if they are able.
- A reminder that for the 2019-20 year, the committee will take a break from providing dinner. Meetings will continue to start promptly at 7:00 p.m.
- Christine announced that Derek Wan has resigned from the committee due to work and family commitments. Christine will be taking the lead on CYF Sunday.
- The group said a fond farewell to Aleta and Jann who are rotating off the committee but not rotating out of the CYF orbit!
- Discussed success of the OWL forum on 6/2, everyone excited about the program and we are addressing concerns from parishioners as they arise.

*Next meeting is on Tuesday, August 20 at 7:00 p.m.*

## Minutes from 8/20/19

Attendees: Christine, Nina, Jessica, Kelly, Jonathan, Katie, Emily

Absent: Rory, Grey, Janet

- I. Our Whole Lives
  - a. Training last weekend: excellent
  - b. 30 participants overall, including several from other places
  - c. Older kids launching in the fall
  - d. Younger kids launching in January
- II. Playground
  - a. Starting to be installed next week – hope to have it up by CYF celebration Sunday
  - b. Contract signed
  - c. Planning a “blessing of the playground” as well as making sure community understands this is for the community also
  - d. Have strong liability insurance so community access is not an issue
- III. Updates from summer
  - a. Day long events: Broomball, Magic Mountain
  - b. Two longer retreats:
    - i. Yosemite –
      1. Almost a week
      2. 10 kids
    - ii. Transformational Journey to Mexico – 32 people
      1. Helped fix up elementary school for school year
      2. Intense, exposure to poverty, the wall
  - c. Summer Adventure cancelled
    - i. Low attendance
    - ii. Cost per child was too high with such a small number
    - iii. Next year: can start to spend those funds on other, larger family events
- IV. CYF Celebration Sunday, 9/8/19:
  - a. Used to be “Registration Sunday”
  - b. Attendance has declined as families register more online
  - c. Focusing on birth-five
  - d. Educate whole community about this age group
  - e. Incorporating into 9 AM service:
    - i. Processing with activity banners
    - ii. Children readers
    - iii. Children to call and response prayers
    - iv. Have child stand with priest at end of service for blessing
    - v. Feature art on bulletin and on altar
    - vi. Have congregation follow banner into Sweetland Hall
  - f. Education hour:
    - i. CYF will be whole focus of education hour
    - ii. Welcome by youth
    - iii. Godly play demo / skit
    - iv. Choir showcase
    - v. Children’s Chapel demo

- g. On lawn:
  - i. Registration tables for different activities
  - ii. Big games
  - iii. Café tables
  - iv. New playground!
  - v. Fun food vendor
  - vi. Making buttons: 9:30-11
- h. Food:
  - i. Options:
    - 1. Sign up genius – everyone contributes
    - 2. Snow cone machine or popcorn machine
    - 3. Supplement food ministry
  - ii. Decision: rent two snow cone machines
  - iii. Let food ministry know there are more people coming
  - iv. Christine to bring more food for food ministry
  - v. Lemonade, water, and coffee
- i. Staffing:
  - i. Christine to send out Sign Up Genius
  - ii. Two youth to staff snow cone machines
  - iii. Need to find youth for service: Kelly and Nina to communicate about how many are needed
- j. Other questions:
  - i. Is this for youth also? Yes, youth are positioned as the leaders of the program that day
  - ii. Have Mike emphasize family activities in the announcements
- k. Calendar:
  - i. Kelly and Nina to finalize
  - ii. Ready by September 8th