

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

PRESENT MaryAnn Ahart, Shelley De Leon, Thomas Diaz, Hannah Earnshaw, Will Gatlin, Christine Hartman, Kimberli Hudson, Tony Jackson, Cathy Keig, Eddie King, Mike Kinman, Rory Lowdermilk, Juan Mejia, Max Molina, Dave Moreno, Sarah Phillips, Brian Robinson, Monique Thomas, Edna Trigg, Judy Van Vleet, Jim White, Steve Williams, Trula Worthy-Clayton

EXCUSED Sharyn Delahousie, Kelsey Hekman, Grey Ingrassia, Isabel Ramirez, Susan Russell

ALSO PRESENT Jim Albarano, Alfredo Feregrino, Melissa Hayes, Keith Holeman, Christina Honchell, Sally Howard, Terry Knowles, Jeremy Langill, Nancy Naecker, Kelly Erin O’Phelan, Juliana Serrano, Kathy Onoye

The meeting was called to order at 7:00 pm in Sweetland Hall by the rector. He introduced the Rev. Wil Gafney and she described her current work on a Women’s Lectionary. She shared a reading. She will be here this month and will have a visible presence in our worship and education.

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

**WELCOME ALFREDO FEREGRINO**

Kinman welcomed Rev. Alfredo Feregrino to All Saints as the Associate Rector. We are reminded to keep his family in our prayers as they will stay in Seattle this year in order for his twins to complete their senior high school year. Howard presented a prayer shawl to him made by Alma Stokes. Stokes spoke briefly about the prayer shawl ministry. The vestry joined in a blessing and prayer.

**BUSINESS ITEMS**

Approval of new vestry member Hannah Earnshaw

Kinman recommended Hannah Earnshaw to fill the unexpired term of Scott England who resigned to move to Santa Fe. Earnshaw introduced herself to the vestry. It was moved, seconded and the vestry unanimously approved Hannah Earnshaw as a new vestry member filling England’s term.

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 we had a savings in staff due to open positions. September was lowest in terms of collection but Honchell shared that October is good. We are at 67% of budget collected. Albarano reminded vestry to keep up with pledges. The budget will be presented in early February.

### Approval of Audit

Hudson presented the audit report. It was a clean audit. Attention is called to the fact that it's done in accrual basis, and our financial statements are in cash basis. The auditor appreciated that much of our record keeping is now digital. It was moved, seconded and the vestry unanimously approved the received audit.

### Approval of Amended Bylaws

Kinman presented an amendment to the bylaws regarding the dates for a vestry term to begin and end. It was moved, seconded and following discussion the vestry unanimously approved the amended bylaws. Vestry terms will now be from April 1 to March 31.

### Giving

Knowles gave an update on the giving campaign, including details on the ongoing events, work on the website and kudos to Keith Holeman for his videos. The Legacy Wall story will be on the website. We still have work to reach our goal. As vestry members we should be talking up the work being done and the plans for our future.

### Vestry Nominating Committee Update

Ahart reported that the committee had 50 candidates for consideration. There are 6 people that have been selected for the vestry slate, along with a youth candidate. The slate will be announced in the January Saints Alive and voted on at the Annual Meeting, Part I.

### Racial Justice Advisory Board Update

Williams distributed the report and Bonnie Rice shared the update. She shared the updates from their meetings, reviewed the outcomes and identified the committees and leadership. One point is that cross-cultural events have not been well attended by All Saints members. All parishioners need to consider active participation to practice radical inclusion. Many groups are siloed. RJAB encouraged the vestry and parish take the Harvard Implicit Bias Test and asked that the vestry take the lead in further implementation of the recommendation. Discussion followed the report.

### Clergy Search Committee Update

Mejia reported that the committee recently interviewed two candidates, and determined that neither was the right fit. The committee will reconvene in January. Kinman shared that they are going to work again on the job description with more specifics. Kinman thanked the Search Committee and Juan Mejia for their work. He hopes to re-post the job in January with the goal of having the new Associate Rector in place by June.

### Upcoming Vestry Meeting Date Changes

Ahart shared the change of meeting dates. Upcoming meetings are: January 7, February 4, February 18, and the Vestry/Staff Conference February 28 & 29. The meeting originally schedule for January 21 has been cancelled.

## **FOUR FOUNDATIONAL GOALS**

### Values, Mission and Vision

Jackson shared that we have clarified the Values and have confirmation on the Mission. The next step is to look at the Vision and future aspirations. He suggested that we consider what are we

going forward and how are we viewed by others. This will be a year long conversation and collaborative construction of knowledge. Learning and sharing will be part of our work.

#### Staffing Capacity

Kinman shared that they are working on job descriptions, which will go to the Personnel Committee. The evaluation process will be formed from the job expectations. There needs to be some thinking time and space for visioning for both staff and ministry.

#### Welcoming Space

Phil Naecker shared that they are looking at 10 moving-forward projects. They are doable and achievable. Naecker and Ahart showed what one project would look like for the parishioners to review. There are alternatives to each project and sequencing. Appreciation was given to Gary DePew for his work on this project.

#### Leadership & Development

Nancy Naecker shared the description and purpose of Vestry Greeting on the Lawn. Kinman thanked Naecker and the vestry for their work and suggested all services including the 7:30 am service and the 1 pm service be included. Naecker reminded the vestry to listen and take note of comments and concerns. Thanks go to Sarah Phillips, Marilyn Coffman and Maren Tompkins for their work on this.

### **WARDENS' REPORT**

Ahart asked that the vestry be visible in the parish as there is a lot of work to be done this year. She shared that Shelley De Leon was mentioned in the *New York Times* regarding her work on cancer research.

Ahart shared there will be an executive session following this meeting.

### **RECTOR'S REPORT**

Kinman reported that the Rev. Wil Gafney will be preaching and teaching during her time here. Becca Stevens will be here this Sunday to share her work on women's cooperative. Austen Hartke will be preaching on November 17. Transgender Day of Remembrance is on November 20. There are great plans for January.

Kinman expressed gratitude for the leadership of MaryAnn Ahart. He then announced that Juan Mejia has agreed to serve as the next Senior Warden. Mejia spoke briefly about his commitment to serve.

### **LOOSE ENDS**

- › Gatlin reminded the vestry to take the PACES tour in November. Sign up on the website.
- › Hartman shared that the Grand Opening of the playground will be on Saturday at 11:30am. It will be announced in *Pasadena Now* and flyers will be distributed around the community. This is part of our value of radical inclusion.
- › Diaz shared that many attended the forum on October 20. They are ready to move the visioning team to an official LGBTQ+ Ministry.
- › Naecker shared that 28 people are attending Getting Connected, the new iteration of the New Member Class. They are a younger and more inclusive group.

### **VISITOR COMMENTS & REFLECTIONS**

- › Thanks for PACES and the time and attention they are taking. Gatlin shared that the tour on November 24 will be a bilingual tour.

### **COMMUNICATION BACK TO THE PARISH**

- › Alfredo Feregrino was welcomed and given a prayer shawl.
- › Hannah Earnshaw was unanimously approved to the vestry to fill Scott England's unexpired term.
- › The audit was approved.
- › The change of term dates for vestry in the bylaws was approved.
- › Vestry members will be present on the lawn on Sundays.

### **APPRECIATIONS AND REGRETS**

- › Keig appreciated the incredible experience on All Saints Sunday.
- › Mejia appreciated the Dia de los Muertos service and Feregrino's preaching. Commendations also to Carlos Carrilo for the beautiful altar.
- › Molina expressed thanks to the Search Committee. Their decision that neither candidate was right is to be commended.
- › Thomas shared that in her speech when All Saint's was recognized at the YWCA Racial Justice Breakfast, she shared the Vision and Mission of All Saints and the audience applauded approval and appreciation. Kinman commended Monique Thomas for a wonderful speech.
- › Gatlin thanked Juan Mejia for stepping up to the challenge as Senior Warden and thanked MaryAnn Ahart for her leadership.
- › Van Vleet appreciated and commended Juliana Serrano for her work and leadership. She was at the City Council Meeting and she thanked Mike Kinman for speaking.

The meeting was adjourned to Executive Session at 9:41 pm with a closing prayer by Alfredo Feregrino.

Respectfully submitted,  
Kathy Onoye

# Vestry Committee Reports

November Meeting 2019

Addendum to November 5, 2019 Vestry Minutes

## **NO REPORT**

Buildings & Grounds

Finance

Giving

Pastoral Care Healing & Health Spiritual Growth

## **PEACE & JUSTICE / OCC**

- The Peace & Justice/OCC Vestry Committee met on Thursday, October 17, 2019.
  - We welcomed Vestry member Juan Mejia and new Racial Justice Ministry co-chair, Carol Lundberg.
  - Kim Douglas provided a presentation about the upcoming census and a discussion of hard to reach communities. The next census will first ask for information electronically and then by mail. Kim provided information about upcoming census dates for both. There is potential for an action item and additional ways for ASC to get involved in getting the word out and possibly volunteering.
  - Peace and Justice will host the CYF dinner on Wed., Nov, 13th
  - OCC/P&J - 2020 and Beyond
    - Rector Mike Kinman, Juliana Serrano, Monique Thomas, and Juan Mejia lead a discussion about how the Peace & Justice committee can have deeper impact and broader collaborations within the All Saints, and Pasadena and San Gabriel communities. Questions for consideration included:
      - › How do we collaborate more effectively internally (within P&J), ASC-wide, and larger community?
      - › What do ministries need to feel more empowered to do their work?
      - › How can lay leaders be empowered to take on more?
  - The November meeting is scheduled for Thursday, November 21, 2019
- Ministry Updates
  - *Interfaith Study Group*
    - On October 13, The Interfaith Study Group and Islamic Center of Southern California, hosted "The Protestant Reformation: The history and impact of the Reformation on Christianity" featuring the Rev. Susan Russell in an interview with Salam Al Marayati, President, Muslim Public Affairs Council.
    - Their next event will be at the Pasadena Temple and Center in Altadena on Nov. 10th. Dr. James Adams, PhD., will present "Chumash Religion" which will provide an understanding of the native peoples of Southern California and their history.
  - *Middle East Ministry*
    - In partnership with Conscientious Projector, the ministry hosted a film screening of "This is Home" on Thursday, October 24, 7pm at the Armory. The film featured the story of five Syrian refugee families that settle in Baltimore. Randy Heyn-Lamb moderated the after film discussion.
    - The ministry is planning an event featuring Dr. Nadera Shalhoub Kevorkian on Thursday, November 14 here at All Saints. She is a professor at Hebrew University in the Schools of Law and Social Work; she is also professor at Queen Mary University of London. She is a prolific author and researcher, specializing on the effects of the Occupation on women and children. Her topic is "Incarcerated Childhood in Occupied East Jerusalem".
  - *Racial Justice Ministry*
    - In an effort to support the book discussion of No Ashes in the Fire: Coming of Age Black & Free in America by Darnell Moore, RJM sponsored a book discussion of first 93 pages on Thursday, September 12. Ten people attended. They encouraged RJM and people who participated in the "Seeing White" podcast discussion to read the book. Many showed up for the Sep. 29 discussion with Juliana, Mike, and Thomas. This fits with the Racial Justice Resolution item.

- Oct. 13 meeting focused on the work and life of Octavia Butler. Terry Moore told about his personal experience with Octavia Butler. He included ways that her work contributed to the English Department at Muir High School, and how she encountered racism despite her genius. This aligned with Racial Justice Resolution point 3, “Increase opportunities for members to build cross-racial awareness, sensitivity, empathy, and knowledge” as it will deepen our knowledge about the contributions of Butler and the ways racism shaped her experiences.
- On Sunday, October 27, the ministry hosted an info session about the Reform LA Jails Initiative featuring Jason David, a leader in this campaign. The initiative will pave the way for the County of Los Angeles to reduce recidivism, prevent crime, and permanently reduce the population of people cycling into and out of jail that are experiencing mental health, drug dependency, or chronic homelessness issues.
- Their November 10 meeting will focus on integrating the Racial Justice Resolution into the mission statement of RJM and considering elements of the resolution for the RJM banner.
- *Transformational Journeys*
  - Recent TJs and events:
    - › In partnership with the Immigration Task Force, they hosted two learning sessions History of US Immigration led by Hilda Cruz from Interfaith Movement for Human Integrity. Participants were able to both learn about immigration policy and legislation as well as the role of faith communities for both support and propel unjust systems.
    - › Committee lead Doni Heyn-Lamb partnered with parishioners Susie and Dan Campagna to host another well-received TJ to Homeboy Industries and Learning Works. They received positive comments, including admiration for the amazing love and commitment we see in these two organizations, and questions of "How can I help/be involved?"
    - › On Saturday 10/19, Carlos Carrillo lead a trip to Uncommon Good in Claremont where he serves as Educational Programs Director.
  - Upcoming TJs:
    - › On Saturday 11/16, Rosemary Muniz will lead trip to the Los Angeles Powwow in downtown Los Angeles at Grand Park.
    - › On Friday 2/7, Gail Gunther will lead a trip to Judson Studios in Los Angeles and is hoping to partner with the new Artists' Guild at All Saints.

## **CHILDREN, YOUTH & FAMILIES**

**10/15/19**

*Present: Jonathan Berry; Emily Dossett; Jessica Ewing; Katie Ford; Christine Hartman; Grey Ingrassia; Jeremy Langill; Rory Lowdermilk; Janet Carol Norton; Nina Scherer. Absent: Kenyon Harbison; Kelly O'Phelan*

**OWL:** The OWL classes have been going very well for both age groups. There are 16 students in the 10-12 grade class and 15 students in the 7-8 grade class. Jeremy, Jonathan and Nina reported that there are really good questions being asked, and that the group is having meaningful discussions. There are a few non-All Saints families represented in the groups as well. The K-1 and 4-5 OWL classes will have the parent orientation meeting on January 5.

**Other Family/Youth Events:** The pumpkin event in October was well-attended. Movie night was fun but could have been more lead time on notifying parents. There were 30 youth at the last Not So Bored Game Night! There have been upwards of 50 youth at the Wednesday nights as well – Jeremy and Nina ask that if there is anyone interested in volunteering to help on Wednesday nights, this is a big need. Please see one of them. Christine will make an announcement at the next Vestry meeting as well.

**Playground Community Event:** Holding a community event to open up our playground has always been part of the plan. The group discussed what this would look like based on initial thoughts from a meeting Kelly O'Phelan and Christine Hartman had with Jane Brust, the communications lead for PACES. After much discussion, the group agreed that a Saturday would be best and we wanted to do it sooner rather than later. Saturday, November 9 at 11:30 a.m. will be the playground grand opening for the community. There will be live music (thanks to Jonathan Berry), snacks (popsicles and bagels/cream cheese), and crafts. We will plan on having streamers out so kids can decorate the playground in advance of our “ribbon cutting” (i.e. “streamer

ripping”). We will have a place where folks can leave names if they want to be contacted but this will not be a huge push. FYI, the combined choir rehearsal gets out at 11:30 a.m. so there will definitely be kids around. Kelly will put together a flyer and Keith Holeman is working with the courthouse and the library to find out how we can get the word out not just about the event but the fact that the playground is available daily. Any publicity that goes out will also highlight this fact. The most important thing that committee members can do is mark calendars and plan to be there to represent All Saints.

**Loose ends:** Katie mentioned that perhaps the Sunday School kids could write a thank you note about the playground and offer it at the altar one Sunday before the end of the year (maybe around Thanksgiving time?) The group discussed Parent Culture: Janet will continue to get emails of new people who attend, and Kelly is working with Kristin to lead PC for birth-5<sup>th</sup> grade.

The group tabled the discussion around CYF Sunday for 2020.

Next meeting: Tuesday, November 19, 2019 at 7:00 p.m.

## **PERSONNEL**

### **Job Description Working Group:**

- Staff reporting directly to the Rector have completed initial job descriptions, the majority of which have completed additional editing through discussions with Mike. Additionally, music, worship, communications and technical support personnel have submitted job descriptions for review.
- Administrative Assistants are working with Christina Honchell to document the duties performed in each of their assigned areas.

### **Performance Evaluation Working Group:**

- Drafts of templates for both an annual performance evaluation document and quarterly review forms are in progress.
- Evaluation of performance evaluation software underway, with key vendors and list of requirements identified; software demos are scheduled for mid November.

## **CONGREGATIONAL DEVELOPMENT**

Last Meeting: October 15, 2019; Next meeting: November 19, 2019 at 7pm

### **Welcome Ministry**

- Welcome Cards received for October: 19
  - Interests checked
    - › P&J: 9
    - › Spiritual Formation: 5
    - › Music: 6
    - › CYF: 4
    - › LGBTQ+: 6
    - › 20's/30's: 0
    - › Volunteering: 1
    - › Women's Community: 1
    - › Senior Saints: 1
- Welcome Bags for October
  - English: 24
  - Spanish: 5
  - Special Events: 0
- Welcome Café – October 13
  - Staff Rep: Jeremy Langill, Greeter: Peter Hult
  - 1 person attended – interested in CYF, great that Jeremy staffed!
  - Next Welcome Café is November 10 at 10:15am in the Guild Room
- Redesigning and simplifying the Welcome Card design and adding a QR code to fill out the card online
- In process of putting the Welcome Bag contents online and under a QR code
- Campus Map has been updated to include the accessibility entrances, family and all gender restrooms

### **Parish Celebrations**

- Starting to plan for Advent Candle Making Potluck

### **Women's Community**

- 80 people participated in their Annual Spiritual Retreat with gentle healing yoga and soundbath meditation

### **Feast & Friendship**

- Currently in the Fall Feast & Friendship cycle with 4 events planned in Oct/Nov
- Good responses to the events, waitlist for last dinner

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

- Upcoming Leadership Trainings/Events:
  - Training for Facilitating a Small Groups: February, 9, 2020, 2:30 – 4pm
  - The Act of Listening: November 19 for the Lay Counseling Ministry

### **Small Group Ministry**

- Artist's Group had their first gathering. Will meet monthly on Saturday mornings on campus
- Seeing White Group has folded – no reason except natural evolution

### **Getting Connected: An introduction to All Saints**

- Sundays, Oct 6 – Nov 10 from 10:15 – 12:15pm
- 28 participants
- Shift from emphasis on membership to emphasis on how to connect and be a part of All Saints. Trying also to decrease the “data dump” in the presentations to more digestible amount of information, knowing that we will have more opportunities to get information to this group.
- Themes from this class: more families with small kids, people are looking for community, a place to be with friends and talk about theology and spirituality. The timing of this class is well liked
- Class participants will be welcomed on Nov 17 at the 11:15am service with Rectory Reception at 2:30pm

### **Senior Saints**

- Nov 7: taking 25 Seniors on field trip via the Gold Line to Homeboy Industries for tour & lunch at Homegirl Café

### **20/30s**

- Mary Lee Dula and Kelsey Hekman are planning monthly social events
  - Halloween Party – 15 attended
  - Friendsgiving – Nov 16
  - Christmas Party – Dec 20
  - Monthly Brunch after the 9am service
- We've seen an increase in participation.

### **LGBTQ+**

- LGBTQ+ Visioning Group presented in the Rector's Forum on October 20 with a report of the LGBTQ+ survey results, a pronoun lesson and a personal story by Ella Baker
- Thomas Diaz has volunteered to lead the newly reconsidered LGBTQ+ Ministry

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

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

### **Lawn Redesign and Connection Center**

- Making Connections of the Lawn: An information and feedback session on November 19 at 7pm
  - Presented by the Congregational Development Vestry Committee to receive feedback on the Lawn Redesign and Connection Center
  - On Sunday morning the Quad Lawn at All Saints is an epicenter of hospitality, information and action. Each week we strive to offer warmth and hospitality for all parishioners while presenting engaging information about opportunities for action and involvement. A team of leaders from Congregational Development, Pastoral Care and Peace & Justice have worked to better meet our guiding principles and goals with a new lawn configuration. Please come to hear those goals, celebrate our lawn history and give us your feedback.