

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
January 7, 2020

PRESENT MaryAnn Ahart, Sharyn Delahousie, Thomas Diaz, Christine Hartman, Grey Ingrassia, Tony Jackson, Cathy Keig, Eddie King, Mike Kinman, Rory Lowdermilk, Juan Mejia, Max Molina, Dave Moreno, Sarah Phillips, Isabel Ramirez, Brian Robinson, Monique Thomas, Judy Van Vleet, Jim White, Steve Williams, Trula Worthy-Clayton

EXCUSED Shelley De Leon, Hannah Earnshaw, Will Gatlin, Kelsey Hekman, Kimberli Hudson, Edna Trigg

ALSO PRESENT Jim Albarano, Alfredo Feregrino, Melissa Hayes, Keith Holeman, Christina Honchell, Sally Howard, Terry Knowles, Jeremy Langill, Nancy Naecker, Kelly Erin O’Phelan, Susan Russell, 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. He asked the vestry to share any feelings following today’s escalating violence in the Middle East in reaction to our country’s killing of Iranian General Soleimani. The vestry shared and expressed the importance of a community of love and hope and courageous justice. The rector offered an opening prayer.

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

The vestry read the mission statement aloud.

BUSINESS ITEMS

Approval of Recommendation of Mel Soriano for Diocesan Discernment Year

Russell introduced the changes in process. Bishop Taylor has added a year of diocesan discernment. White added information about the process. Soriano shared his story and hopes. It was moved, seconded and following discussion the vestry unanimously approved the recommendation for Soriano to begin a year of diocesan discernment.

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 December was a very good month and pledges and special gifts were strong. He shared the 2019 Support Budget – the Nut. At this time we are \$6,793 ahead in support budget.

Giving

Knowles asked all vestry members to be sure they are up to date on their pledge. She distributed the current pledge report. There are 308 pledges outstanding. This year we did not have a team of callers. January 26 is Presentation Sunday.

Approval of next Junior Warden

Williams presented Monique Thomas as the candidate. It was moved, seconded and the vestry unanimously approved Monique Thomas as the Junior Warden for 2020-2021.

Vestry Nominating Committee Update

Ahart introduced the nominees for vestry, including Art McDermott, Norweeta Milburn, Rosemary Muñiz, Risë Worthy Deamer, and Julianne Hines. The sixth candidate is Hannah Earnshaw who is currently serving an unexpired term and is up for re-election. The slate will be voted on by the congregation at the annual meeting on February 16 and will begin their term in April.

Racial Justice Advisory Board Update

Norweeta Milburn, current co-chair, distributed the board report to the vestry. It included updates including a joint meeting on December 3 with the RJAB and RJM. The committee is reviewing the operational guidelines. She expressed appreciation to the Racial Justice Ministry and the rector, vestry and staff. She highlighted upcoming events and recommendations including work on the Associate Rector job description, meeting on January 7 for a series of podcasts and dialogue, and the January 18 Diocesan MLK Celebration. She encouraged the vestry to take the Harvard Implicit Bias Test as the RJAB will take it at the January meeting. She commended the current RJAB steering committee and RJAB members.

Clergy Search Committee Update

Kinman shared that they are adding new members. Juan Mejia is stepping down as co-chair but will continue to serve on the committee. Flor Quintanilla and Claudia Shields are leading.

Vestry / Staff Conference Design Team Report

Ahart reported that they have met and are working on visioning.

FOUR FOUNDATIONAL GOALS

Values, Mission and Vision

Jackson reported that the Future Vision Task Force is planning opportunities to move forward in the visioning process.

Staffing Capacity

Kinman reported they are moving forward.

Welcoming Space

Albarano reported that PACES is working on the concept board presentations. The plan is to share with the congregation in February at the Rector's Forum. It is important to get feedback to the proposed projects.

Leadership & Development

Naecker reported that leadership training is being planned for small group facilitators and leaders. A newsletter will be going to ministry leaders. She hopes to also send the newsletter to the vestry. She thanked the vestry for being a presence on the lawn. She asked them to sign up for the next five months. They are making an effort to announce it each Sunday. Kinman commended Naecker for her work.

CHECKING OUR ASSUMPTIONS: Part 1

Ahart took the vestry through a series of exercises to understand “why assumptions” and “what are assumptions”. She asked the vestry members to think about their assumptions, and identify a decision that they make that baffles them and why.

WARDENS' REPORTS

No report

RECTOR'S REPORT

Kinman announced that Elaine Pagels will be at the Rector's Forum on Sunday. Racial Justice will have Patricia Coulter, president of the Pasadena chapter of the League of Women Voters on Sunday. On MLK weekend Andre Henry will be preaching and at the Rector's Forum with Blair Imani and Jasmine Richards. Monday will be a Daylong Community Reading of MLK Speeches and sermons. On January 26 Bishop Jennifer Baskerville-Burrows will be preaching and at the Rector's Forum. Kenneth Turan will be the Rector's Forum speaker on February 9. He asked the vestry to share these events on social media and encouraged them to bring friends who may be interested in any of our programs.

LOOSE ENDS

- › Keig asked if we could revisit the set-up at vestry. It is currently hard to see others.
- › Mejia also felt the set-up at the Vestry/Staff Conference makes it hard to see and hear.
- › Lowdermilk asked if we might consider calling it the 2020 Vision.
- › Kinman reminded the vestry that the ordination of Jamie Barnett and Carlos Ruvalcaba will be at St. John's Cathedral on Saturday, January 11, at 10:00 am.
- › King shared that Planned Parenthood will have an event on January 22 celebrating the 47th anniversary of the Roe Vs. Wade decision.
- › Thomas reminded the vestry about the Racial Justice event with Pat Coulter on January 12 at 1:00 p.m.

VISITOR COMMENTS & REFLECTIONS

- › Impressed, lots of information and appreciated the reflection time.
- › Appreciated the open meeting. It was apparent that there is organized leadership and a congenial group.
- › Thanks that Rory is part of this group.

COMMUNICATION BACK TO THE PARISH

- › Soriano recommended to a year of diocesan discernment.
- › Monique Thomas is the new Junior Warden.
- › Flor Quintanilla and Claudia Shields lead the associate rector search committee.
- › Working on our assumptions of church as we build a budget.

APPRECIATIONS AND REGRETS

- › Hartman appreciates Brinell Anderson for hospitality for Rev. Wil Gafney during her stay.
- › Robinson appreciated the OWL Program. Kinman added his commendations and a personal thanks to all involved for the program, leaders and instructors.
- › Van Vleet appreciated having a space on Monday nights for the LGBTQ+ meeting. It has a very positive impact. People have also been touched by the sermons.
- › Kinman sincerely appreciated the work of Melissa Hayes with all of the Christmas programs and memorials during December and throughout the year.
- › Ahart appreciated the new vestry nominees for coming and attending their first vestry meeting.
- › Delahousie appreciated Blue Christmas Service for those who struggle with the season.
- › Ramirez appreciated MaryAnn Ahart and her leadership
- › White appreciated the amazing Christmas services and unbelievable, incredible orchestra and music.

The meeting was adjourned at 9:22 pm with a closing prayer by Sally Howard.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

January Meeting 2020

Addendum to January 7, 2020 Vestry Minutes

NO REPORT

Buildings & Grounds
Finance
Giving
Pastoral Care Healing & Health Spiritual Growth
Peace & Justice / OCC
Personnel

CHILDREN, YOUTH & FAMILIES

11/19/19

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

OWL: The OWL classes have been going very well for both age groups. The K-1 and 4-5 OWL classes will have the parent orientation meeting on January 5. We asked that everyone talk up the classes for younger kids that are starting in January. Facilitators are: Kimberly Berry and Christine Hartman for K-1 and Amanda Baughman and Crystal Joslin-Mikels for 4-5.

Playground Community Event: Thank you to everyone who helped out on the playground community event. Many members of the vestry were present to show their support. It was also perfect to have this event dovetail with the choir rehearsal, this gave us a ready-made audience. Christine connected with a family (non-ASC) who lives in the area and saw the event on Pasadena Now, and encouraged them to spread the word. Kelly reported a number of families walking by and taking advantage of the playground.

Other Playground Discussion: There is still concern around signage for the playground, making sure that it's clear that the playground is open to all from dawn to dusk. Right now the only signage states that the parking lot is for private church use only. Not very inviting. There is also concern around the ground cover and benches – many parents are understandably asking about this as it impacts their experience as their kids play on the playground. Kelly and Christine will continue to work with Lonnie Schield/B&G on this.

Diocesan Convention: Christine reported on the Los Angeles Diocesan Convention that she attended the weekend before. She mentioned that we might want to do something around the “1000 Days of Love” campaign, sponsored by Episcopal Relief and Development, that focuses on kids up to age 6. Christine will provide more information to the group so that we can determine if/how we want to participate.

Parent Culture: Attendance at Parent Culture is low for the teen group and almost non-existent for the younger group. We need to figure out how these groups continue in 2020, what needs they are fulfilling for our parents and how we might need them to change. We talked about other parent events, like a happy hour by the playground or somehow creating a parent meet up on the lawn. The discussion continues.

Holiday Schedule Review: We reviewed the holiday schedule addressing any volunteer needs around the wreath making and angel tree.

New Meeting Date: Due to new February Vestry meeting date, the meeting for CYF committee has changed to Tuesday, February 11th.

The group tabled the discussion around CYF Sunday for 2020.

Next meeting: Tuesday, January 14, 2020 at 7:00 p.m.

CONGREGATIONAL DEVELOPMENT

Last Meeting: November 19, 2019

Next meeting: January 21 at 7pm

Welcome Ministry

- Welcome Cards received for December: 12
 - Interests checked
 - › P&J: 7
 - › Spiritual Formation/Growth: 10
 - › Music: 3
 - › CYF: 3
 - › LGBTQ+: 2
 - › 20's/30's: 2
 - › Volunteering: 4
 - › Women's Community: 3
 - › Senior Saints: 2
 - › Music: 3
 - › PCHH: 2
- Welcome Bags for November + December will be included in the February Vestry report
- Welcome Café – December 8
 - Staff Rep: Sally Howard, Greeters: Peter Hult and Jenn McGaw
 - No one showed up for this Welcome Café
 - Next Welcome Café is January 12 at 10:15am in the Senior High Room
- We redesigned and simplified the Welcome Card design and added a QR code so one can fill out the Welcome Card online. The new cards will be available by Jan 12
- The Welcome Bag contents are now online and under a QR code that is available on the Welcome Card and at the Welcome Table
- Campus Map has been updated to include the accessibility entrances, family and all gender restrooms

Parish Celebrations

- Advent Candle Making and Potluck was a big hit as usual

Women's Community

- Towel drive for the Women's Room at Friends In Deed and Christmas Party to benefit the PCC Food Pantry – results will be in the February Vestry Report

Feast & Friendship

- The Fall saw 4 F&F dinners (Hosts: Marsha and Patric Dawe, Deb Ogden, Rosemary and John Hyde, and Chris and Jane Glaeser)
- As of November 2019, we have held 23 initial gatherings, including 193 hosts and guests
- Several of these groups have met more than once and two of these groups have met multiple times, continuing to build relationships
- The Spring Series of gatherings will be scheduled to occur between February 1 and March 30.

Leadership Support and Development Committee

- Upcoming Leadership Trainings/Events:
 - My All Saints Ministry Leader Workshop: January 26, 10:15-11:00am
 - Training for Facilitating a Small Groups: February, 9, 2020, 2:30 – 4pm
 - Training for Leading a Ministry or Committee:

Getting Connected: An introduction to All Saints – Winter 2020

- 5 Sundays, March 1 - 19 from 10:15 – 12:15pm
- Registration online will start on Jan 12. Registration in the Connection Center starts on Feb 2.
- Shift in the class 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.

Senior Saints

- 50 Seniors attended the Senior Saints Christmas Tea on Dec 22

20/30s

- Mary Lee Dula and Kelsey Hekman are planning monthly social events
- Next Monthly Brunch after the 9am service on Jan 12
- Monthly social on Jan 30 at Mama's Pizza in South Pasadena
- Arena database for 20's/30's has been updated by Congregational Development database volunteers
- Attempting to form a 20's/30's Steering Committee to spread the load of leadership work, event planning and communications beyond Mary Lee and Kelsey

LGBTQ+

- Thomas Diaz has volunteered to lead the newly reconsidered LGBTQ+ Ministry
- Thomas will form an LGBTQ+ Steering Committee to help lead and restart the ministry, write a mission statement and set goals.
- Emphasis on providing community for those who identify as LGBTQ+

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 was held on November 19 at 7pm
 - Presented by the Congregational Development Vestry Committee to receive feedback on the Lawn Redesign and Connection Center
 - Lawn presentation by Kimberly Farnham on the history of lawn redesign (why and how)
 - Feedback session led by Max Molino
 - Attendees: Kim Miles (FCP), Cathy Keig (V), George Brumder (GVPTF), Lorynne Young (Action Table, Sustainable World), Nancy Reynolds (Small Groups), Mary Bucci-Bush (Racial Justice), Jeanette Mann (FCP), MaryAnn Ahart (V), Monique Thomas (V), Tim Hartley (CYF), Congregational Development members: Thomas Diaz (V), Sarah Phillips (V), Max Molina (V), Kimberly Farnham, Peter Hulit, Cindy Bishop). Staff: Alfredo Feregrino, Nancy Naecker
 - Everyone had a chance to offer feedback
 - Notes take by Sarah Philips and are available upon request
 - Congregational Development will work to incorporate suggestions offered by attendees

Website Design Committee

- Sarah Phillips, Kimberly Farnham, Thomas Diaz, Keith Holeman, Nancy Naecker, Nader Eldahaby
- Had first meeting: goal set - To develop a beautiful user-friendly website that represents the mission and core values All Saints Church
- Draft Timeline – Start in January 2020
 - Phase 1 (2-3 months): Discovery Phase
 - Phase 2 (1-3 months): Design phase
 - Phase 3 (3 months): Build-it phase
- Next Meeting: January 14, 2020 at 6:30pm

Brochures Describing All Saints Church

- Jennifer Gealy has volunteered to form a series of single page brochures describing All Saints Church with the goal of making it easier for parishioners to navigate the wealth of ASC offerings
- Suggested brochures or “buckets”
 - Worship/Adult Education
 - CYF
 - Spiritual Healing
 - Finding Community: Parish Life/Small Groups
 - Sharing Gifts and Talents: Mission/Volunteer Opportunities