

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
February 18, 2020

PRESENT MaryAnn Ahart, Shelley De Leon, Sharyn Delahousie, Thomas Diaz, Hannah Earnshaw, Will Gatlin, Christine Hartman, Kimberli Hudson, Grey Ingrassia, Tony Jackson, Cathy Keig, Eddie King, Rory Lowdermilk, Juan Mejia, Max Molina, Dave Moreno, Sarah Phillips, Isabel Ramirez, Brian Robinson, Monique Thomas, Jim White, Steve Williams, Trula Worthy-Clayton

EXCUSED Kelsey Hekman, Edna Trigg, Judy Van Vleet, Alfredo Feregrino, Melissa Hayes, Keith Holeman, Sally Howard, Jeremy Langill, Nancy Naecker, Kelly Erin O’Phelan, Susan Russell, Juliana Serrano

ALSO PRESENT Jim Albarano, Christina Honchell, Mike Kinman, Terry Knowles, Kathy Onoye

The meeting was called to order at 6:30 pm in the Forum by the Rector. Kinman opened with a period of silence. He read a quote by Fredrick Douglass “True to Myself” and John 8:32. The focus was on truth is love and on the loving courageous decisions that we face. He offered an opening prayer.

Kinman thanked the new vestry members for their attendance.

The vestry read the mission statement aloud.

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

No report

Giving

Knowles reported that we are \$9,000 better than 2019.

Approval of Clergy Housing Allowance

Honchell reported the following housing allowances:

Alfredo Feregrino	\$60,000
Sally Howard	\$70,000
Mike Kinman	\$14,000
Susan Russell	\$15,840

It was moved, seconded and the vestry unanimously approved the above allowances.

Approval of Diocesan Convention Delegates

Kinman presented the following nominees as delegates for the Diocesan Convention: Delegates Juan Mejia, Monique Thomas, Kimberli Hudson, Thomas Diaz, Jim White and Charis Graham, and alternate Dave Moreno. The slate was moved, seconded, and the vestry unanimously approved presenting these names to the parish at the second annual meeting.

Vestry/Staff Conferences Design Team Report

Ahart reminded the vestry of the schedule for February 28-29 at the Altadena Town & Country Club. The focus will be economic trends – what it means to the church and the landscape that will guide our thinking. Williams asked the vestry to read all the pre-conference materials.

The meeting was adjourned at 7:00 pm and moved into Executive Session.

The meeting was called back to Open Session at 8:50 pm.

Approval of 2020 Budget

It was moved, seconded and the vestry unanimously approved the 2020 budget that will include many cost reductions, the hiring of a 4th clergy position, a 2% COLA for all staff and keeping the diocesan pledge at 10%.

It was then moved, seconded and the vestry unanimously approved designating the carryover to the Capital Reserve for Deferred Maintenance.

Thanks were expressed to Kimberli Hudson, Christina Honchell and the Wardens for their work on the budget.

Vestry Transition and Vote

Kinman announced the resignation of Sharyn Delahousie from the vestry. Delahousie shared her thoughts. Ahart then presented Gary DePew to fill the Delahousie's unexpired term. It was moved, seconded and the vestry unanimously approved Gary DePew.

Communication Back to the Parish

- › Kinman shared that Knowles will communicate through a letter to the parish about the budget decisions. Ahart will be meeting with the staff tomorrow morning to share the decisions.

Appreciations and Regrets

- › Mejia thanked MaryAnn Ahart and Steve Williams for their leadership as wardens and the vestry stood and applauded in appreciation.
- › Hudson thanked the entire vestry for their thoughts and hard work to reach consensus. Hudson was thanked for her work.
- › Diaz expressed his appreciation to the vestry and all of us working on the mission together. It is hearts and souls and it is inspiring.
- › Honchell was moved by the consensus to support all staff with a COLA. The staff is dedicated and loves working for All Saints.

- White appreciated the incredible work on the 4 pages. He appreciated the staff, finance committee and a special thanks to Honchell.
- Molina appreciated people listening and we all did our best. He is hopeful for the next steps for the future of All Saints.
- Williams was filled with the spirit. We may be challenged and it took courage that will benefit the church.
- Kinman thanked the new vestry for their “unexpressed thoughts” and participation.

The meeting was adjourned at 9:10 and returned to executive session to discuss the rector’s annual evaluation.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

Second February Meeting 2020

Addendum to February 18, 2020 Vestry Minutes

NO REPORT

Buildings & Grounds
Children, Youth & Families
Finance (Separate agenda item)
Pastoral Care Healing & Health Spiritual Growth
Peace & Justice / OCC
Personnel

CONGREGATIONAL DEVELOPMENT

Last Meeting: February 11, 2020

Next meeting: March 17 at 7pm

Welcome Ministry

- Welcome Cards received for January: 20
 - Interests checked
 - ✓ P&J: 8
 - ✓ Spiritual Formation: 6
 - ✓ Music: 2
 - ✓ CYF: 3
 - ✓ LGBTQ+: 5
 - ✓ 20's/30's: 2
 - ✓ Volunteering: 3
 - ✓ Women's Community: 5
- Welcome Bags distributed in January
 - English: 44
 - Spanish: 13
- Welcome Café – February 9
 - Staff Rep: Nina Scherer, Greeter: Dan McCarrel
 - 2 people attended
 - Next Welcome Café is March 8 at 10:15am in the Senior High Room
- Welcome Card has been simplified and redesigned to one page and a QR code was added so one could fill out the Welcome Card online
- Welcome Bag contents are now available online and under a QR code
- We currently have 60 Greeters covering the 9am, 11:15am and 1pm services

Parish Celebrations

- Shrove Tuesday Pancake Supper, Feb 28 at 6pm. Tickets on sale now.

Women's Community

- Lunch of Compassion scheduled for March 8 honoring a variety of nonprofits that started at ASC. Speaker is Lorna Miller
- Started a Women's Community Happy Hour once a month (3rd Wed) at Bodega Bar

Feast & Friendship

- Winter Season starting end of February with three hosts
- One event is for families with kids in a park in Glendale

Leadership Support and Development Committee

- 16 parishioners participated in Training for Facilitating a Small Groups on February, 9. Very positive response.
- 6 Ministry Leaders participated in the *My All Saints* Ministry Leader Workshop
- Next Training:
 - Leading a Committee or Ministry on April 26, 2:30 – 4pm

Small Group Ministry

- Goals for 2019 were met:
 - 300 folks participated in Small Groups at All Saints in 2019
 - 100 new small group participants by the end of 2019: 130 new participants (75 Getting Connected + 8 Challenging + 33 LGBTQ+ + 14 Senior Saints Writing Group)
- We set the 2020 goals

Getting Connected: An introduction to All Saints

- Sundays, March 1 - 29
- 12 registered so far for the class
- Class participants will be welcomed to the church on April 11 at the Easter Vigil

Senior Saints

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

20/30s

- Mary Lee Dula and Kelsey Hekman are planning monthly social events
 - Monthly Brunch seems to be popular
 - Upcoming Theological Reflections at the Rectory on Feb 27
 - 20's/30's Spiritual Retreat scheduled for April 17-19 at a beach house in Oxnard
- Tyler Korzun has been added to the 20's/30's Core Leadership Team to manage the social media

LGBTQ+

- Thomas Diaz and Hanna Earnshaw are the core leadership team for the newly reconsidered LGBTQ+ Ministry
- First LGBTQ+ Social on Sunday, Feb 16 at 1pm.

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

- We continue to strive to offer warmth and hospitality for all parishioners on the quad lawn while presenting engaging information about opportunities for action and involvement.

Website Redesign Committee

- Members are Keith Holeman, Nader Eldahaby, Kimberly Farnham, Sarah Phillips, Thomas Diaz and Nancy Naecker
- Parish survey (Google Forms) will be ready to go to all parishioners and staff by Feb 18.
- We will have a proposal with price estimate ready to submit to Finance Committee by March 11.

GIVING

	2019 Campaign	2020 Campaign
Renewals	2/13/2019	2/12/2020
Total Renewals	784	713
Renewal Amount	\$3,230,091	\$3,110,661
Average Renewed Pledge	\$4,120	\$4,363
<i>Same Pledges Compared to Prior Year:</i>		
Prior Amount	\$3,308,843	\$3,083,487
Total Increase Amount	-\$78,752	\$99,953
Percent Change	-2.38%	3.24%
New Pledges		
Total New Pledges	130	106
New Pledge Total	\$161,794	\$133,749
Average New Pledge	\$1,245	\$1,262
Amount Change		
Non-Renewals		
Total Non-Renewals	38	31
Non-Renewal Amount	\$106,929	\$66,798
Average Non-Renewal	\$2,814	\$2,155
Amount Change		
Total		
Total Pledges	784	819
Total Pledged	\$3,230,091	\$3,244,410
Average Pledge	\$4,120	\$3,961
<i>Compared to Prior Year:</i>		
Amount Change		14,319
Percent Change		0.4433%
Outstanding		
Pledging Units	226	217
Amount	\$343,752	\$356,560

	2020 Budget	2020 Actual YTD
	2/12/2020	2/12/220
Gross Pledge (at Budget)	\$3,244,410	\$3,244,410
New Pledges (after Budget)	\$80,000	\$0
Late Renewals	\$85,800	\$0
Increases Since Budget	\$0	\$0
Decreases Since Budget	\$0	\$0
Total Gross Pledge	\$3,410,210	\$3,244,410
Minus 2.5% Delinquency	\$85,255	\$81,110
Net Pledge Amount	\$3,324,955	\$3,163,300
Income Reporting as of 1-31-20:		
Non-Pledge Support*	\$190,000	\$12,545
Late Payments*	\$50,000	\$27,570
Special Gifts	\$280,000	\$2,329
Open Plate	\$130,000	\$8,465
Foundations	\$0	\$0
Special Offerings Total	\$152,000	\$1,181
Easter	\$45,000	\$0
Christmas	\$37,000	\$591
Bequest	\$20,000	\$0
Memorial	\$50,000	\$590
Mail	\$0	\$0

*Included in pledge line in budget.

Notes :

The 2020 Gross Pledge amount has increased \$308,435 since 1/22/20.

Special Gifts budget includes \$50,000 to be raised as one-time gifts in 2020.

The amount of outstanding renewals has decreased \$264,090 since 1/22/20, and we conservatively forecast securing 22% of this amount.