

**REGULAR MEETING OF THE VESTRY  
ALL SAINTS CHURCH, PASADENA**

March 24, 2020

PRESENT MaryAnn Ahart, Gary DePew, Thomas Diaz, Hannah Earnshaw, Will Gatlin, Charis Graham, Christine Hartman, Julianne Hines, Kimberli Hudson, Eddie King, Mike Kinman, Rory Lowdermilk, Art McDermott, Juan Mejia, Norweeta Milburn, Max Molina, Dave Moreno, Rosemary Muñiz, Sarah Phillips, Brian Robinson, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Kelsey Hekman, Isabel Ramirez, Edna Trigg, Christina Honchell, Jeremy Langill, Susan Russell

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

The meeting was called to order at 6:00 pm by the Rector using Zoom Webinar. Kinman opened with a period of silence. He read from Luke 4: 16-20. He spoke of our mission and his gratitude to All Saints for walking the walk. He appreciated All Saints parishioners reaching out to our parish members and the community and coming together during these challenging times. He offered an opening prayer.

Kinman thanked the visitors who were online for the webinar.

The vestry read the mission statement aloud in unison.

**BUSINESS ITEMS**

Check-in

The vestry and staff checked in and shared how they are doing.

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 no report today but we continue to be in the black and there are no cash flow issues at this time. We will have the financials in the next few months.

Giving

Knowles reported that open plate is a concern with our services online. It will be down from the amount budgeted. Special gifts include the commitment that Kinman and Knowles will raise an additional \$50,000. Due to the extreme circumstances the timeline has been impacted. Easter is a big season for gifts and is hard to predict in these circumstances. The Easter cards and return envelopes have been mailed. The budget projection for Easter gifts (prior to the recent shutdown) is \$45,000.

### Short-term and long-term planning

The vestry discussed the impact of the coronavirus on the church. After lengthy discussion the vestry consensus is that we are not planning in-church worship or in-person meetings until around Homecoming in September. Until then there will be continued meetings through virtual ministry. The statement will be crafted by Kinman and the wardens, and will be communicated to the parish.

### Sharing our experience of virtual worship/community

Kinman asked the vestry to feel free to share their thoughts with him or Melissa Hayes regarding gathering together virtually.

## **WARDENS REPORTS**

Mejia asked Hartman to report on the Congregational Response Team. Hartman thanked the core team including Alfredo Feregrino, Sally Howard, Juliana Serrano, Nancy Naecker, Judy Van Vleet, Thomas Diaz, Sara Baker, Susan Brown, and Staci Kennelly. Hartman shared that the team is contacting the most vulnerable parishioners who are 75+. There are about 650 in this category. The next calling will be those from 65-74 years old. There are over 874 parishioners in this group. A group of 60 volunteers have been contacting these seniors and checking in with any needs. More volunteers are appreciated as half are assigned. There are younger volunteers who will pick up groceries, prescriptions and other necessities. Following up is important and connections are being made right now. Parishioners are taking care of each other. Prayer shawls are being made and Honchell is sending birthday cards to those celebrating their birthdays. Diaz shared that Howard and Feregrino are working out how to handle difficult issues and leading with love.

Mejia shared that they are blessed by MaryAnn Ahart and Steve Williams. They have been a great support and will stay on as advisors. Thomas reported that the visioning process is not lost and they are setting up future meetings to continue the process.

## **RECTOR'S REPORT**

There is no report. Mailed-in pledges continue to be received. The church office is closed except for the food ministry on Monday mornings. They are passing out grab-and-go food. On Sunday mornings they are giving \$10 gift cards to Ralphs. Donations of gift cards are appreciated. Serrano shared that work is being planned for supporting the undocumented during this difficult time. Naecker has many groups that are meeting through Zoom. These meetings are listed on the website. Kudos to the ministry leaders.

## **APPRECIATIONS AND REGRETS**

- › Kinman appreciates all of you. He commended the staff for managing and doing amazing work. He believes that the right people for doing the work are on the vestry and the staff, and he sincerely says thank you.
- › McDermott noted that the list of vestry on the website is not current.
- › Many appreciated the work of Hartman and said thanks.
- › Gatlin appreciated the support and care of others and the church parish
- › Albarano appreciates Kinman for his forward thinking and use of technology.

- › Williams appreciated the honesty and reminded us to self-care when shouldering the responses.
- › Hines appreciates all staff and the work they do in this challenging time. It is an incredible staff and they can pivot at a moment's notice.
- › Thomas appreciated the staff, vestry and ministry leaders. They have developed ways to keep in touch and keep working online. Our church is alive and connected.
- › Graham appreciated listening to sane human beings in this meeting. Life has been just eat, sleep and do homework.
- › Hartman appreciated the CYF staff. They have kept the youth connected. O'Phelan has been present for parents and has offered support pages, sharing ideas and resources. The youth staff has been available and thanks go to Jeremy Langill, Nina Scherer and Kelly Erin O'Phelan.
- › Kinman also thanked and commended Jenny Tisi for her continued work with the children's and youth choirs, including Vox Cambiata. They have an amazing YouTube video of "Fire and Rain".
- › Kinman shared that the clergy will be keeping online office hours. Howard will have office hours Mondays and Wednesdays, Kinman will have office hours Tuesdays and Thursdays, and Feregrino will have office hours on Fridays.

The meeting was adjourned at 9:10 p.m. with a closing prayer by Mike Kinman.

Respectfully submitted,  
Kathy Onoye

# Vestry Committee Reports

March Meeting 2020

*Addendum to March 24, 2020 Vestry Minutes*

## **NO REPORT**

Buildings & Grounds  
Children, Youth & Families  
Finance  
Pastoral Care Healing & Health Spiritual Growth  
Personnel

## **PEACE & JUSTICE / OCC Committee March Meeting**

- Committee Members met via teleconference on Thursday, March 19, 2020. The meeting began with members discussing how they were feeling and navigating the COVID-19 new normal. Many expressed concerns and anxiety.
- Members were informed that the governor had issued a “Safer at Home” order for Los Angeles County and that the group would meet virtually for the next two months at least.
- Members provided resources for information about the virus including the State of California information website, [www.covid19.ca.gov](http://www.covid19.ca.gov) which provides information about education, health care, taxes, etc; and the L.A. Times “Science behind the Coronavirus: the complete series” as a resource.
- Members discussed their experiences with online church. Most liked the format but hoped there would be more space for call and response/engagement in future services.
- Members discussed upcoming ministry events and how they would have to either cancel or transition events to online formats. They provided creative ideas and began to brainstorm.
- Juliana Serrano, Monique Thomas and Lorynne Young will work with ASC administrative assistants to support ministry leaders during this challenging time.
- The meeting ended with discussion about future virtual meeting times and the use of the Zoom platform.

## **Ministry Reports\***

*\*Ministry reports were submitted prior to the Safe at Home order for Los Angeles County. Referenced events will either be canceled or moved to an online platform.*

## **Transformational Journeys**

- **Recent TJs and events:**
  - On Wednesday 2/19, we hosted a trip to the **Self Realization Fellowship Lake Shrine** in Pacific Palisades. Participants enjoyed a tour of the beautiful gardens and temple, and participated in a beginning meditation class at the chapel onsite. A lovely box lunch was enjoyed at a nearby park and provided the chance for the group to share their experiences of the day.
- **Upcoming TJ events:**
  - Based on current guidance, our committee has opted to postpone events scheduled for the next few months and will continue to monitor.
  - Fall 2020 events include possible local trips to **Watts Towers, Uncommon Good, and San Gabriel Mission.**
  - We would love to partner with your group to plan or join Transformational Journey events. Please reach out to Committee Chair, Michelle Weetman [mmweetman@gmail.com](mailto:mmweetman@gmail.com) / 626-755-6847

## **Middle East Ministry**

- The Middle East Ministry had its quarterly meeting on Feb. 16. 9 people from our leadership team were present. There were updates on coming events and planning for our interfaith iftar and possible film festival.
- Of course, now with the COVID 19 coronavirus pandemic, most of those events are either cancelled or postponed. We are trying to come up with a list of actions/activities people can take at home—this would be circulated amongst our MEM email list.

- Randy and Doni presented a session at the diocesan Ministry Fair on March 7 on “15 (or More!) Ways to Support a Christian Presence in the Holy Land!”. We used as a basis our MEM brochure “16 Life-Changing Things You Can Do to Help Bring Peace to the Middle East”. Bishop Taylor even attended for 10 minutes before moving on to another session! Submitted by Doni Heyn-Lamb, Co-chair, Middle East Ministry

### **Eden Ministry Report For P&J/Vestry**

- Meeting was held 3/1/20.
- Volunteers were sought for the EDEN-sponsored church youth dinner on 3/25. The EDEN camp at Joshua Tree National Park 3/27-29 was re-announced. Tom obtained a PACES illustration of the solar panels over the church parking lot option that will be used to solicit support for that option during Earth Day.
- All were urged to participate in the Diocesan Lenten carbon footprint reduction challenge that will be staffed by the Climate Task Force at the Connections Center during Lent. Tom will lead a discussion of the Peter Kalmus book “Being the Change” at a Lent book group. Extinction Rebellion LA is organizing mass civil disobedience against climate targets in LA. The youth-led Pasadena candidate climate forum was well organized and attended. Local and state efforts to ban single-use plastics were reported.
- Bya, Vicki and Debra discussed how at the EDEN Earth Day table they will provide tools for youth and others to make reusable alternatives to plastics for picnics and dining. Tom announced that Earth Day participants include Urban Homestead, Holy Rakers, Citizens Climate Lobby and the goats.

### **CONGREGATIONAL DEVELOPMENT**

Last Meeting: March 17, 2020; Next meeting: April 21 at 7pm

#### **Welcome Ministry**

- Welcome Cards received for February: 14
  - Interests checked
    - ✓ P&J: 5
    - ✓ Spiritual Formation: 1
    - ✓ Music: 2
    - ✓ CYF: 0
    - ✓ LGBTQ+: 1
    - ✓ 20's/30's: 1
    - ✓ Volunteering: 1
    - ✓ Women's Community: 1
    - ✓ Small Groups: 4
    - ✓ PCHH: 2
    - ✓ Senior Saints: 1
- Welcome Bags distributed in February: 44
  - English: 33
  - Spanish: 11
- Welcome Café – March 8
  - Staff Rep: Terry Knowles, Greeter: Dan McCarrel
  - 2 people attended
  - Next Welcome Café is April 19 -- postponed
- We currently have 60 Greeters covering the 9am, 11:15am and 1pm services

#### **Hispanic/Latino Ministry**

- Alfredo is calling everyone (200) on the old 1pm service list in Arena and inviting them to All Saints
- Data will be collected and new list for 1pm will be created by Debbie Daniels

#### **Parish Celebrations**

- Shrove Tuesday Pancake Supper, Feb 28 at 6pm successful
- 144 attended

### **Women's Community**

- Lunch of Compassion scheduled for March 8 – postponed
- Women's Community Happy Hour once a month – postponed

### **Feast & Friendship**

- March 7 Family F&F at the park
  - Organized by Alison Pil and Chelsey McRae
  - 17 people attended
  - They all want to meet again
- March 21 event is ongoing on video conference
- March 28 has been postponed

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

- Offering to all Ministry Leader an webinar: "Take Control of the Conversation: Leading and Communicating About Coronavirus" by Lilli Cloud on Wednesday, March 25 at 7pm
- Leading a Committee or Ministry on April 26, 2:30 – 4pm - postponed

### **Small Group Ministry**

- Senior Saints groups postponed
- LGBTQ+ online
- Brothers online
- Challenging Faith – online
- Wednesday Bible – postponed
- Reclaiming the Bible – postponed

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

- The Winter Class met for 2 sessions and was cancelled
- 24 were registered
- Small Group Facilitators are following up with their groups
- We will invite to the Spring Class starting on May 15 (hopefully)

### **Senior Saints**

- All Senior Saints activities have been postponed
- Hoping to get the April 2 lunch to video conference

### **20/30s**

- February 27 Theological Reflections a hit! 12 attended at the Kinman home.
- Brunches and Socials have been postponed through April 19
- 20's/30's Spiritual Retreat scheduled for April 17-19 at a beach house in Oxnard - postponed
- Mary Lee, Kelsey, Tyler Korzun are working to create an online interaction

### **LGBTQ+**

- Thomas Diaz and Hanna Earnshaw have sent greet emails to the group alerting them of the changes during the pandemic

### **Greeters**

- Greeters on in holding pattern
- All were invited to volunteer for the Congregational Response Team

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

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

### **Website Redesign Committee**

- Members: Keith Holeman, Nader Eldahaby, Kimberly Farnham, Sarah Phillips, Thomas Diaz and Nancy Naecker
- Work is proceeding.

**GIVING**

	2019 Campaign	2020 Campaign
<b>Renewals</b>	3/22/2019	3/20/2020
Total Renewals	807	720
Renewal Amount	\$3,290,735	\$3,123,311
Average Renewed Pledge	\$4,078	\$4,338
<i>Same Pledges Compared to Prior Year:</i>		
Prior Amount	\$3,367,333	\$3,090,087
Total Increase Amount	-\$76,598	\$99,953
Percent Change	-2.27%	3.23%
<b>New Pledges</b>		
Total New Pledges	136	110
New Pledge Total	\$172,509	\$139,549
Average New Pledge	\$1,268	\$1,269
Amount Change		
<b>Non-Renewals</b>		
Total Non-Renewals	39	31
Non-Renewal Amount	\$107,529	\$66,798
Average Non-Renewal	\$2,757	\$2,155
Amount Change		
<b>Total</b>		
Total Pledges	943	830
Total Pledged	\$3,463,244	\$3,262,860
Average Pledge	\$3,673	\$3,931
<i>Compared to Prior Year:</i>		
Amount Change		-200,384
Percent Change		-5.7860%
<b>Outstanding</b>		
Pledging Units	193	211
Amount	\$372,013	\$346,760

	2020 Budget	2020 Actual YTD
	2/12/2020	3/20/2020
Gross Pledge (at Budget)	\$3,244,410	\$3,244,410
New Pledges (after Budget)	\$80,000	\$5,800
Late Renewals	\$85,800	\$11,650
Increases Since Budget	\$0	\$1,000
Decreases Since Budget	\$0	\$0
Total Gross Pledge	\$3,410,210	\$3,262,860
<i>Minus 2.5% Delinquency</i>	\$85,255	\$81,572
Net Pledge Amount	\$3,324,955	\$3,181,289
<i>Income Reporting as of 2-29-20:</i>		
Non-Pledge Support*	\$190,000	\$32,175
Late Payments*	\$50,000	\$31,858
Special Gifts	\$280,000	\$4,946
Open Plate	\$130,000	\$19,215
Foundations	\$0	\$0
Special Offerings Total	\$152,000	\$1,919
Easter	\$45,000	\$0
Christmas	\$37,000	\$591
Bequest	\$20,000	\$0
Memorial	\$50,000	\$1,328
Mail	\$0	\$0

\*Included in pledge line in budget.

**Notes**

- 1) Please note that in the far right column the Net Pledge Amount is as of 3/20/20. Numbers below that are as of 2/29/20.
- 2) "Special Gifts" includes an initiative by which Mike and Terry will raise \$50,000 in one-time gifts. We hoped to succeed by the end of March, but external circumstances have impacted our timeline.
- 3) "Open Plate" will be down due to the absence of in-person church, and hopefully we can make up the difference in the second 6 mos of the year.
- 4) It's difficult to predict what Easter gifts will bring. The Easter card from Mike has just mailed.