

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
April 21, 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, Isabel Ramirez, Brian Robinson, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Kelsey Hekman, 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 6:00 pm by the Rector using Zoom Webinar. Kinman focused on the Emotional Lifecycle of a Disaster including Pre-disaster, Community Cohesion, Disillusionment, and Working through Grief, Reconstruction (A New Beginning). The Rector then offered an opening prayer.

Kinman thanked the visitors who were online for the webinar.

The vestry read the mission statement together, 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.

Amendment of the Bylaws

Kinman reviewed the proposed change to the bylaws that will now state “at least” 2 youth vestry members. It was moved, seconded and following discussion the vestry unanimously approved the bylaws amendment.

Approval of Youth Vestry Member

Mejia nominated Adelaide Esseln as a youth vestry member. It was moved, seconded and following discussion the vestry unanimously approved Adelaide Esseln as a youth vestry member.

Report of the Treasurer

Albarano reported that March was okay. 1.1 million was collected. The expectation is that April will show the impact of the COVID-19 stay at home order statewide. There will be no filming income and parking income is significantly down because the courts are closed. The next few months will be very challenging.

Honchell shared that City National Bank received word that our application for the Payroll Protection Program was accepted by the SBA (Small Business Administration). This loan

program, which is part of the stimulus package passed by Congress, provides two months of payroll costs (salaries plus benefits) for the current time period, and is intended to encourage employers to keep paying their employees. Kudos go to City National Bank. Kinman expressed appreciation to Christina Honchell, Zach De Johnette and Nader Eldahaby. Kudos also go to Jim Albarano and Bob Long for doing the initial looking over the CARES material. Kinman noted that the Bishop is working on a fund to help small churches.

Giving

Knowles reviewed the Giving Report and reported that the total pledged to date for 2020 is behind 2019, and the outstanding renewals are only slightly higher than they were at this time last year. This month has been a challenge, especially with open plate and gifts for Easter, which are significantly below budget. Special Gifts as of 4/16/20 are \$20,116. Open plate is \$26,191. Easter gifts to date total \$27,000.

Congregational Response and Congregational Care Reports

Hartman shared a summary of their mission. She recognized the core team including Alfredo Feregrino, Sally Howard, Juliana Serrano, Nancy Naecker, Judy Van Vleet, Thomas Diaz, Sara Baker, Susan Brown, and Staci Kennelly. The many volunteers have contacted parishioners 65+ years old. Over 1500 households have been contacted. They have connected some to resources and done errands for some. They have also connected with over 100 LGBTQ+ individuals and those identified as healthcare workers. They are going to reach out to parents with children. There are over 300 households to contact.

Diaz reported on the Community Care Team (CCT). They are responding to individuals impacted by the pandemic using the trauma lens. These may be those who have lost their jobs, had family loss and need adjustment as they transition. They are coordinating an intake team to assess individual situations. The committee includes Thomas Diaz, Nancy Naecker, Risë Worthy Deamer, Steve Williams, Alfredo Feregrino, Juliana Serrano, Christine Hartman, Susan Brown, Giancarlo DiMassa.

Hartman is also collecting N95 face masks for distribution to healthcare workers.

Wardens Planning Task Force

Mejia presented the proposed charter for the Wardens Planning Task Force. Their task is to develop a roadmap with input from vestry and staff. The task force will develop options for budget that reflect the best case, the worst case and the middle ground. They will review programs and staffing. The goal is to have a budget to Finance by July 2020. Ahart then worked with the vestry on thinking about their top 3 assumptions. The vestry will be able to discuss the budget at the August meeting. The task force will be appointed by the Rector and Wardens. Thanks go to Juan Mejia, Monique Thomas, Mike Kinman, Terry Knowles, Steve Williams, MaryAnn Ahart, Tony Jackson and Sharon Browning.

The State of the Church

Thomas had a discussion with the vestry on the state of the church. Vestry members shared many thoughts on how we are doing, the gaps that they see, and what actions need to be taken.

RECTOR'S REPORT

Kinman commended Nader Eldahaby, Melissa Hayes, Ruth Ballinger, Grace Chung, Kelly Erin O'Phelan, Nina Scherer, Jeremy Langill, Juliana Serrano, Jenny Tisi, and a big appreciation to Keith Holeman. Holeman had a vision with the Zoom services and it has been wonderful.

Kinman commended Erica Tamblyn and Marilyn Coffman who have passed out Ralph gift cards and masks each Sunday and Monday.

Kinman asked the vestry to think of 2-4 priorities for their committees. Be reasonable and look at greatest need.

LOOSE ENDS

- Hartman shared that Giancarlo DiMassa is going to New York to help with the effort. Please keep him in your prayers and prayers for his wife and children.
- Thomas shared that Cal Tech students are on Facebook helping students with their STEM work. Keep them in mind for help with math and science.
- King commended Mike Kinman, Claudia Shields, and Sally Howard for the work to support the psychological needs of the church. Thank you for your extraordinary work.
- Williams asked Sally Howard to share about the USC Medical students. They are offering daily contact with older people who live alone, to reduce isolation. Nancy Naecker and Risë Worthy Deamer are working on this project.
- Ramirez appreciated the resources available that she can share with the community. She appreciated the worship in Spanish and the food resources.

COMMUNICATION BACK TO THE PARISH

- Bylaws change
- Wardens Task Force
- Staffing will remain for 2020

APPRECIATIONS AND REGRETS

- Williams appreciated Tony Jackson and MaryAnn Ahart for the heavy thinking on the Wardens Task Force. Great leaders.
- Hudson thanked the vestry for their support and love. She thanked everyone for their prayers during her recovery from COVID-19.
- Worthy Deamer thanked Knowles for her amazing calls and a deft hand during difficult times.
- Serrano thanked Kelly Erin O'Phelan for putting a smile on her face.
- Kinman expressed our deep condolences to Alfredo Feregrino on the passing of his father.

The meeting was adjourned at 8:11 p.m. and with a closing prayer by Sally Howard.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports Addendum

April Meeting 2020

Addendum to April 21, 2020 Vestry Minutes

NO REPORT

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

CONGREGATIONAL DEVELOPMENT

Last Meeting: March 17, 2020; Next meeting: April 28 at 7pm

Welcome Ministry

- Welcome Cards received for March: 14
 - Interests checked
 - ✓ P&J: 7
 - ✓ Spiritual Formation: 2
 - ✓ Music: 4
 - ✓ CYF: 3
 - ✓ LGBTQ+: 5
 - ✓ 20's/30's: 2
 - ✓ Volunteering: 4
 - ✓ Women's Community: 6
 - ✓ Small Groups: 4
 - ✓ PCHH: 0
 - ✓ Senior Saints: 1
- Welcome Café – April 19 via Webex
 - Staff Rep: Nancy Naecker, Greeter: Dan McCarrel

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

- Plans on hold for celebrations

Women's Community

- Women's Community Happy Hour once a month – postponed

Feast & Friendship

- April 24th, from 6:00 p.m. to 7:00 p.m. – hosted by Carolyn Ash on the Zoom platform
- April 25th, from 5:00 p.m. to 6:00p.m. – hosted by Terry Moore & Harry Prince on the Zoom platform
- April 28th, from 6:00 p.m. to 7:00 p.m. – hosted by Jane Brust & Chris Glaeser on the Webex platform
- April 29th, from 3:00 p.m. to 5:00 p.m. – hosted by Liza Billington & Cory Brendel on the Webex platform
- April 30th, from 10:00 a.m. to 11:00 a.m. – hosted by Jane Brust & Chris Glaeser on the Zoom platform

Leadership Support and Development Committee

- Leading a Committee or Ministry on May 3, 2:30 – 4pm - postponed

Small Group Ministry

- All small groups have migrated to an online platform except one (Senior Saints Reading Group on hiatus)

Getting Connected: An introduction to All Saints

- Thomas Diaz and Jenny Berman are thinking about how to reframe the Getting Connected Class during the pandemic – stay tuned!

Senior Saints

- Senior Saints monthly lunch gathering has moved online
- All Senior Saints have been invited to participate in the USC Keck School of Medicine Age-Friendly Senior Connection Program which offers daily phone calls from health care students.

20/30s

- 20's/30's zoom social hour on April 9 – 16 attended
- Kyle Johnson joined the 20s/30s' core leadership team

LGBTQ+

- LGBTQ+ Lenten Prayer Group led by Thomas Diaz continues to meet after Lent

Greeters

- Virtual Greeters started greeting at the Palm Sunday and Easter Sunday services: Dan McCarrel, Cindy Bishop, Peter Hulit, Lynn Braswell Downey, Ben Boquist, Judy Van Vleet and Jenn McGaw.

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, Nancy Naecker and Jason Lockett
- Work is proceeding.

PASTORAL CARE / HEALING & HEALTH

During the last month, PCHH has turned our focus to moving our ministries online, and participating and facilitating the Congregational Response Team's work to connect and care for our community during the COVID-19 crisis. To that end, we have done the following:

Congregational Response Team and Congregational Care Team:

-Recruited volunteers from Lay Counseling (LCM's), Lay Eucharistic Visitors (LEV's), Lay Eucharistic minister (LEM's), Adjunct Clergy, professional therapists, by-your-side graduates, healers at the rail, and healing partners, to make phone calls and offer prayers and support to target groups of Congregational Response Team (**CRT**).

-Instituted a new role for lay counselors to serve as part of the companion team of the Congregational Care Team (**CCT**). All Lay Counseling Supervisors are informed and on-board to supervise and support this work. Training for Lay Counselors will include issues related to PTSD (Post-Traumatic Stress Disorder).

-To begin addressing the racial trauma of COVID-19, Brinell Anderson is working to re-establish online; the Emotional Emancipation Circle work with the community partner, Dara Griffin, Community Organizer at Prototypes, Prevention and Aftercare Services (PAS), a program of HealthRight 360. Emotional Emancipation Circles or **EECs** were developed by the Community Healing Network in partnership with the Association of Black Psychologists. They are designed to provide safe space for those of African descent to heal from the impact of racial trauma, stress, and internalized negative cultural messages.

-We have established a partnership with USC Medical School to provide daily outreach to seniors who are living in isolation (see attached flyer). As of today, we have over twenty seniors now receiving this excellent support

Moving Ministries to Telecommunications: With the help of our most excellent communications team and tech support department, we have moved the following ministries into telecommunications:

- I. Monday Meditation Group
- II. Centering Prayer
- III. Grief and Loss Group
- IV. Circle of Life will have the first zoom meeting this coming Sunday led by Frank Cunningham on issues related to Covid-19
- V. Mindfulness Meditation (new ministry with Ann D'Angelo)
- VI. Healing Prayer Team (healers at the rail and healing partners) to begin next week. We hope this ministry will extend beyond the walls of our community
- VII. Pastoral Care callers are responding to prayer requests
- VIII. SIA group meets on Mondays at 7:30 pm

In Addition:

New Pastoral Care Huddle: We have also established a New Pastoral Care huddle that includes clergy staff, Nina Scherer (CYF), Kelly Erin Phelan (CYF), Ana Camacho (PCHH), Maren Tompkins (Rector's Office) and Keith Holeman (Communications). We are meeting weekly.

Forum:

April 19, 2020 Relationships during COVID-19

Praying with individuals and family members of those ill or who have died of COVID-19

Deaths in our community in the last six weeks:

	Margaret Haruye Abo	Beverly Murata
COVID-19	Jen Arnold	Maria Arriola
	Francis Bishop	Canon -LA Diocese
	Janet Bryant	David Bryant
COVID-19	Julie Butler	Thia Stephan
	Karen Cade	Brinell Anderson
COVID-19	Kenneth Caley Jr.	Chris McCauley
COVID-19	Louis Canadas	Liz Canadas
	Kent Cathart	Melissa Hayes
	Sean Cox	Mike Kinman
	Jean Cox	Jan Lacoss
	Margaret Craig	Philip McKean
	Manu Dibango	Saxophone player
	Freeman Dyson	Physicist
	Judy Edson	Dan McCarell
	Mary Mell Edwards	Mark Edwards

	Josephine Esch	Sally Parks
	Alfredo Feregrino Sr	Alfredo Feregrino
	Stephen Fischer	Rosemary Occhiogrosso
	Eugenia Fowler	Roxanna Benseman
	Cecilia Fox	John Hyde
	Frederick Glass II	Mike Glass
	Airicka Gordon-Taylor	Activist niece of Emmet Till
	John Gula	Joan Depew
	Namhee Han	James Walker
	Alicia Hankes	Christina Honchell
	Barbara C. Harris	Bishop
	Olga Hernandez	Olivia Robledo
	Adrian Johnson	Ben Martin
	Clifford Jones	Brenda Imes
	Henry Chapman Keck	
	Weldon Knowlton	Barbara Hunt
	Sarah Krieger	Sharon Goldstein
	LaVera Leaks	Broderick Leaks
	May Lee	Debbie Bump
	Joseph Lowery	Patricia Coulter
	Edward Mackenzie	South Africa Bishop
	Ellis Marsalis	Singer
	Brandon McCrimmon	Brinell Anderson
	Christian Moore	
	Fred "Curly" Neal	Patricia Coulter
	Merry Norris	MOCA Founder
	Charles Orr	James Walker
	Bucky Pizzarell	Erica Tamblyn
COVID-19	John Prine	Mike Kinman
	Luis Reyes	
	Kenny Rogers	Singer
COVID-19	Tessa Romo	Mindy Estrada
	Christopher Rubel	Katherine Rubel
	Andrew Doyle Shelton	Carolyn Garner Reagan

	Boyd Smith	Juliana Serrano
	Jim Stark	Christina Honchell
COVID-19	Willis Stough	Brinell Anderson
	Lois Toomey	Brinell Anderson
	Joanie Tsagalakis	Mark Tsagalakis
COVID-19	Carol Van Zalingen	Westridge Teacher
	Pauline Vedrode	Jessica Ewing
	Mary Warren	Clarence Warren
	Everett Whiteside	Alfredo Feregrino
	Tawana Williams	Brinell Anderson
	Bill Withers	Patricia Coulter
	Frieda Wong	Susan Dickson
	Carlo	Mindy Danna
COVID-19	Eric	Brinell Anderson

GIVING (Report on following two pages)

GIVING	2019 Campaign	2020 Campaign
Renewals	4/18/2019	4/16/2020
Total Renewals	813	724
Renewal Amount	\$3,315,735	\$3,133,961
Average Renewed Pledge	\$4,078	\$4,329
<i>Same Pledges Compared to Prior Year:</i>		
Prior Amount	\$3,390,333	\$3,101,637
Total Increase Amount	-\$76,598	\$99,953
Percent Change	-2.26%	3.22%
New Pledges		
Total New Pledges	139	115
New Pledge Total	\$173,529	\$148,861
Average New Pledge	\$1,248	\$1,294
Amount Change		
Non-Renewals		
Total Non-Renewals	39	32
Non-Renewal Amount	\$107,529	\$67,998
Average Non-Renewal	\$2,757	\$2,125
Amount Change		
Total		
Total Pledges	952	839
Total Pledged	\$3,489,264	\$3,282,822
Average Pledge	\$3,665	\$3,913
<i>Compared to Prior Year:</i>		
Amount Change		-206,442
Percent Change		-5.9165%
Outstanding		
Pledging Units	184	206
Amount	\$339,053	\$339,010

	2020 Budget	2020 Actual YTD
	2/12/2020	4/16/2020
Gross Pledge (at Budget)	\$3,244,410	\$3,244,410
New Pledges (after Budget)	\$80,000	\$14,662
Late Renewals	\$85,800	\$16,500
Increases Since Budget	\$0	\$7,250
Decreases Since Budget	\$0	\$0
Total Gross Pledge	\$3,410,210	\$3,282,822
<i>Minus 2.5% Delinquency</i>	\$85,255	\$82,071
Net Pledge Amount	\$3,324,955	\$3,200,751
Following income as of 3/31/20:		
Non-Pledge Support*	\$190,000	\$47,060
Late Payments*	\$50,000	\$33,209
Special Gifts	\$280,000	\$13,492
Open Plate	\$130,000	\$26,191
Foundations	\$0	\$405
Special Offerings Total	\$107,000	\$10,229
Easter	\$45,000	\$8,190
Christmas	\$37,000	\$591
Bequest	\$20,000	\$0
Memorial	\$5,000	\$1,448
Mail	\$0	\$0

*Included in pledge line in budget.

Notes

- Top three lines in the far right column are as of 4/16/20 and incremental changes since last report to Vestry (3/20). They include 4 renewed pledges, 5 new pledges, 3 pledge increases, and 1 non-renewal. These changes are reflected in the "2020 Campaign" column.
- Special Gifts as of 4/16/20 are \$20,116
- Easter gifts as of 4/16/20 are \$26,966
- Total pledges and amount pledged (green) net increase is 3 and \$4,392 respectively since the last report on 3/20.