

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
May 5, 2020

PRESENT MaryAnn Ahart, Gary DePew, Thomas Diaz, Hannah Earnshaw, Adelaide Esseln, 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 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 asked the vestry to take a moment to silently focus and pray for each other, and then focused on Matthew 11:28-30. We can uplift each other and we can lighten the burdens. The Rector then offered an opening prayer.

Kinman thanked the visitors who were online for the webinar.

Kinman welcomed Adelaide Esseln to the vestry and she shared briefly.

The vestry read the mission statement aloud together.

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

Albarano reported that March is consistent with last year. The courts will open and parking income will begin. Finance committee is looking at different scenarios. Next month's report will reflect the closing of the economy due to COVID-19.

Giving

Knowles reviewed the Giving Report. As of 4/28/20 Special Gifts are \$23,852, Easter gifts are \$37,762 and Open Plate is \$28,869. An email solicitation to those who have not pledged will be sent shortly. There has been a significant increase in online giving since mid-March, including \$16,500 around Easter. Total online giving since January is \$108,000. They are working on how to reach those who are accessing the online Sunday services. Knowles is working with the Giving Advisory Committee on strategies to engage parishioners with what is going on while we are off campus.

Knowles also reported that the estate of Adelaide Hixon has made a \$1 million endowment gift to All Saints, the earnings from which will establish a Rector's Discretionary Fund. We are extremely

grateful to Adelaide Hixon for her lifelong support of our community and generous endowment to All Saints.

Knowles asked the vestry to begin to consider their 2021 pledge now. The vestry needs to lead and to be ready to engage others in our pledge discussion.

Congregational Response and Community Care Reports

Hartman reported that they have continued to complete the calls to parishioners 65+, LGBTQ+, health care workers, and families with children. There has been a wonderful response and connecting people with people. There have been some errands done and prayer shawls given. The next group is the 20s/30s group. They are also contacting community organizations and will be contacting the choirs. They have reached out to over 2,000 households.

Hartman reported that tomorrow is National Nurses Day 2020. They are working on an appreciation lunch for White Memorial hospital to be delivered on Wednesday, and the Hospital of the Week, for sending thank you notes, is Glendale Memorial. In addition to notes to healthcare workers, Hartman mentioned notes of encouragement to patients at the hospital could also be included.

Diaz reported on the Community Care Team and are continuing to develop a resource program to be available for ASC parishioners and others in our local areas who have been impacted by the current pandemic, and they are addressing primary concerns through informed trauma care. The CCT is also forming external resource groups to help folks who may be of need of medical, food, housing, emotional support, LGBTQ+, or financial services. The CCT has also developed an Intake Resource Team and has developed a screening tool to better assist their operations. Howard shared that they have astounding volunteers.

Hartman shared that they will be working on a short video to describe all of their work.

Updates on Vestry Committees on Goals

Mejia asked the committees to focus on a few goals for this year.

Congregational Development: Diaz reported that they met and one main goal is the Website Redesign Committee. It includes Keith Holeman, Nader Eldahaby, Kimberly Farnham, Sarah Phillips, Thomas Diaz, Nancy Naecker and Jason Lockett. Naecker shared that another goal is developing a virtual Getting Connected curriculum. This team includes Jenny Berman, Thomas Diaz, Alfredo Feregrino and Nancy Naecker. They are also working on enhancing the coffee hour to build personal connections and enhancing leadership training.

Peace and Justice: Hines shared that they are meeting with local representatives for advocacy and action. They are also focused on the fall election.

Finance: Hudson reported that their focus is developing the three budget scenarios that will address our priorities.

Assumptions Exercise

Thomas thanked everyone for their input on the assumption exercise. After reviewing the assumptions they have focused on 7 areas. The Wardens Planning Task Force has been working with everything that was given and has synthesized it into seven categories of assumptions that

we can make about the world and the church in the coming 18-24 months. Here they are, in alphabetical order:

- › **Change** – We will not go back to the way things were.
- › **Community** – We will probably not be able to gather in the same way for at least a year, maybe longer. The importance of connection will remain and increase.
- › **Disparity** - Economic, racial, and political disparities are being revealed and are deepening
- › **Emotions** – PTSD and a sense of loss and other emotions will affect us all ... and we are optimistic about ASC's present and future.
- › **Financial Insecurity** – For everyone, especially those most vulnerable, financial instability is with us; our income as an institution will be reduced.
- › **Opportunity/Creativity** – This is a chance for us to use technology, the talents of our laity, and new ways of thinking to live into our mission, values and goals.
- › **Uncertainty** - Unstable national leadership and times make the ASC community and beyond feel uncertain.

The vestry was given time to reflect on and discuss these seven areas. Thomas shared that the next step is to tighten up these assumptions following this input session. These assumptions will help guide the budget process moving forward.

Guiding Principles Exercise

Kinman reviewed the Guiding Principles exercise. He said that guiding principles represent our best sense of how we will want to operate as a church in 2021 and into the future. They communicate the essence of All Saints Church, the core of who we are.

Given everything above, what statements of who we are do we want to use to guide this process of designing program, staffing and budget options?

Kinman asked the vestry to send their statements of guiding principles to Mejia, Thomas and Kinman by May 12.

Kinman shared the word cloud created from the assumptions. He encouraged the vestry to share it with others and share the process.

Asian Community Solidarity Statement

Thomas presented the statement, to include:

All Saints Church stands in solidarity with Asian, Asian-American, and Pacific Islander communities. We support the continued de-stigmatizing of COVID-19. We believe that as physical healing and recovery begin, it is crucial for our spiritual health that we recognize and address language and incidents reflecting xenophobia, and racial and ethnic bias. Racial and ethnic bias continues to be a systemic and persistent societal problem that requires intervention at both individual and institutional levels.

It was moved, seconded and the vestry unanimously supported the Asian Community Solidarity Statement. Thanks went to Norweeta Milburn and the Racial Justice Advisory Board for their leadership in this statement. During discussion additional resources were added. Mejia thanked Thomas for her work.

LOOSE ENDS

- Hartman shared that Giancarlo DiMassa did not go to New York because the need was not there at this time. He appreciated the prayers for his family.
- Kinman commended Juliana Serrano for putting together the panelists for the forum on May 17 on the intersections between Race and COVID-19.
- Moreno asked about the Diocese needing mailing lists from parishes. He asked about sharing our data. Kinman reminded the vestry that we have a Data Sharing policy that was passed by the vestry. They will review the request.
- Thomas shared that she was tested negative for coronavirus. She reminded the vestry that they should consider being tested. She thanked the vestry for their support.
- Kinman shared that the performing arts and arts community are currently not working. He met with Amy Brenneman to consider possible projects with our arts community. It is an opportunity to put our values out to the wider community.
- Honchell shared that John Proulx will be performing for virtual Jazz Vespers on Sunday, May 10 at 5 pm.
- On Sunday, May 10, our virtual worship schedule begins at 10:00 a.m. with a Rector's Forum entitled "Just Mercy: The Power of Story to Make Great Change" with Scott Budnick.

COMMUNICATION BACK TO THE PARISH

- Worked on priorities and assumptions
- Jazz Vespers next Sunday
- Work on Guiding Principles
- Welcomed Adelaide Esseln to the vestry.
- Asian Community Solidarity Statement passed.

APPRECIATION AND REGRETS

- Kinman appreciated the vestry and guests.
- Kinman appreciated Juliana Serrano and Alfredo Feregrino for their work on the City of Pasadena's Mayor's Prayer Breakfast on Thursday, May 7 at 8 am. The All Saints Children's Choir will sing and Alfredo Feregrino is one of the featured clergy offering a prayer.

The meeting was adjourned at 7:36 p.m. and with a closing prayer by Alfredo Feregrino.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports Addendum

First May Meeting 2020

Addendum to May 5, 2020 Vestry Minutes

NO REPORT

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

PEACE & JUSTICE / OCC

P&J/OCC had three meetings in April. The first on April 2 was a test run for using Zoom and involved checking in and getting everyone comfortable with the Zoom format. The regular committee meeting was held April 16 and a third meeting was scheduled for April 30 to develop our requested plans and goals for the summer. The results of that meeting will be in a future report.

Significant time was spent on checking in with everyone and discussing how the stay at home order was affecting them individually, as well as their respective ministries.

The ministry representatives discussed how the social distancing guidelines had forced cancellation of many of their planned programs and their uncertainty about future scheduling. They were encouraged to keep in touch with individual members through Zoom or conference calls and discuss how they might modify some activities to an online format. We recognize that not all activities are adaptable to that format.

We plan to hold our May 21 and June 18 meetings via Zoom.

Ministry Reports

Interfaith Study Group Report for April 2020

Our monthly Interfaith this month was cancelled. Our scheduled program for April 19th was to be held at the Islamic Center and was titled "Fighting for Climate Justice" presented by Sarah Ricci. Sarah Ricci is a student at the Crescenta Valley High School and a well-spoken Advocate/Logistics Lead for the Youth Climate Strike Los Angeles and Director of Operations for One Up Action. We were disappointed that she and other climate activists were not able to present their much anticipated presentation and are hoping that we will be able to reschedule Sarah and her climate activist friends soon.

In the meantime, our Jewish members celebrated their virtual Passover as Christians celebrated Easter.

Recently we sent our Interfaith Booklist so that our members could satisfy their ongoing interfaith interests and a short questionnaire to help us plan for future events.

Looking forward to the end of social distancing and virtual meetings.

John Hyde, Interfaith Study Group

Foster Care Project

Report Activities March 13 through April 10

Community Outreach

- March 16: Sent letter to state Senate in support of SB 860 (Beall) establishing the Foster Youth Services Coordinating Program: postsecondary education financial aid applications.

- March 17: Sent letter of support to state Senate in support of SB 958, enhancing funding for agencies involved in Foster Youth Educational Support Programs
- March 18: FCP provided scholarships to two college students encountering financial hardship with tuition and rent.
- March 20: Sent letter of support to Assemblywoman Reyes in support of AB2880 Preventing Homelessness among Foster Youth in California
- April 2: Foster Care Project sent a letter advocating for the reinstatement of laid-off California Youth Connection (CYC) staffers, most who are former foster youth.
- April 8: FCP received notification that the laid-off CYC staffers were reinstated; some part-time.
- April 8: Sent letter of support to Governor Newsome to continue supporting current and former foster youth as well as care givers during the COVID-19 Stay-at-Home orders.

Events

- March 19: Jeanette Mann attended a meeting of the Pasadena Unified School District (PUSD) Foster Youth Council.
- March 26: FCP collected more than 50 food, toiletry and diapers to Learning Works Charter School.
- March 31: 73 Easter baskets for children were delivered to social workers at the Pasadena, Department of Children & Family Services. Each basket was filled with a host of donated items such as tooth brushes, coloring books, crayons, *Hot Wheels*, stuffed animals, etc.
- March 31: Jeanette Mann participated in a Zoom meeting to review Connect Our Kids YouTube video.
- April 2: Jeanette Mann participated in a Zoom meeting, Department of Children and Family Services Visitation Work Group.
- April 2: Jeanette Mann participated in a Zoom meeting, Department of Children and Family Services Faith-based Task Force.
- April 3: Jeanette Mann participated in a Zoom meeting, PCC Foster and Kinship Care Advisory meeting.

CONGREGATIONAL DEVELOPMENT

Last Meeting: April 28, 2020

Next meeting: May 19 at 7pm

Welcome Ministry

- Welcome Cards received for April: 26
 - ~ Interests checked
 - ✓ P&J: 5
 - ✓ Spiritual Formation: 5
 - ✓ Music: 5
 - ✓ CYF: 4
 - ✓ LGBTQ+: 2
 - ✓ 20's/30's: 2
 - ✓ Volunteering: 4
 - ✓ Women's Community: 5
 - ✓ Small Groups: 2
 - ✓ PCHH: 3
 - ✓ Senior Saints: 2
- Virtual Welcome Bags distributed in April: unknown (we'll try to figure out how to track that)
- Welcome Café – held on April 19
 - ~ Staff Rep: Nancy Naecker, Greeter: Dan McCarrel and Peter Hult
 - ~ 3 people attended
 - ~ Next Welcome Café is May 17

- We currently have 7 Greeters trained for virtual greeting
- Dan McCarrel, Peter Hult and Cindy Bishop are writing protocol for virtual greeting
- “Thank you for streaming and Welcome to All Saints” emails sent to those who are new to streaming with us and who are not in our Arena database. Approximately 1200 welcome emails sent
 - ~ We’ve received several delightful email responses and a couple of upset emails from parishioners who are members but used a different email address to stream.

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

- Continue to meet as a small group
- All celebratory plans on hold (Harvest Festival and Homecoming)

Women’s Community

- Women’s Community Steering Committee met this month
- Women’s Community April newsletter has great community needs resource list
- Donated three chromebooks to Learning Works

Feast & Friendship

- Five April events held with total of 30 participants
- Thanks to Jane Brust and her F&F committee

Leadership Support and Development Committee

- Virtual Training for Leading a Committee or Ministry scheduled for May 3 at 2:30 – 4:00pm

Small Group Ministry

- All groups except Senior Saints Book Group continue to meet virtually

Getting Connected: An introduction to All Saints

- In the process of regrouping

Senior Saints

- MaryAnn Ahart is the featured speaker on May 3
- Amanda is sending weekly check-in emails to our Senior Saints group

20/30s

- Virtual Social Hour on Thursday, April 9 – 12 attended
- Next virtual social hour scheduled for May 14 at 6pm

LGBTQ+

- Continuing to meet via virtual social hours
- LGBTQ+ Small Group continues to be well attended
- LGBTQ+ Lenten Group meet until end of April
- Starting to plan for a Pride month in June

Greeters

- Greeters are working the virtual service now
- Dan McCarrel, Cindy Bishop and Peter Hult are formalizing the virtual greeter job description and training new greeters

Website Redesign Committee

- Members are Keith Holeman, Nader Eldahaby, Kimberly Farnham, Sarah Phillips, Thomas Diaz and Nancy Naecker and Jason Luckett
- Work is proceeding

GIVING

	2019 Campaign	2020 Campaign
Renewals	4/26/2019	4/28/2020
Total Renewals	814	726
Renewal Amount	\$3,316,235	\$3,143,961
Average Renewed Pledge	\$4,074	\$4,331
<i>Same Pledges Compared to Prior Year:</i>		
Prior Amount	\$3,390,333	\$3,108,637
Total Increase Amount	-\$74,098	\$35,325
Percent Change	-2.19%	1.14%
New Pledges		
Total New Pledges	140	116
New Pledge Total	\$177,029	\$149,761
Average New Pledge	\$1,264	\$1,291
Amount Change		
Non-Renewals		
Total Non-Renewals	40	32
Non-Renewal Amount	\$112,029	\$67,998
Average Non-Renewal	\$2,801	\$2,125
Amount Change		
Total		
Total Pledges	954	842
Total Pledged	\$3,493,264	\$3,293,722
Average Pledge	\$3,662	\$3,912
<i>Compared to Prior Year:</i>		
Amount Change		-199,542
Percent Change		-5.7122%
Outstanding		
Pledging Units	184	204
Amount	\$339,053	\$332,010

	2020 Budget	2020 Actual YTD
	2/12/2020	4/28/2020
Gross Pledge (at Budget)	\$3,244,410	\$3,244,410
New Pledges (after Budget)	\$80,000	\$15,562
Late Renewals	\$85,800	\$25,500
Increases Since Budget	\$0	\$8,250
Decreases Since Budget	\$0	\$0
Total Gross Pledge	\$3,410,210	\$3,293,722
<i>Minus 2.5% Delinquency</i>	\$85,255	\$82,343
Net Pledge Amount	\$3,324,955	\$3,211,379
<i>Income Reporting as of 3-31-20:</i>		
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 4/28/20 and incremental changes since last report to Vestry (4/16). They include 2 renewed pledges and 1 new pledge. These changes are reflected in the "2020 Campaign" column.

Special Gifts as of 4/28/20 are \$23,852

Easter gifts as of 4/28/20 are \$37,762

Open Plate as of 4/28/20 is \$28,869

Total pledges and amount pledged (green) net increase is 3 and \$10,900 respectively since the last report on 4/16.