

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

June 2, 2020

PRESENT MaryAnn Ahart, Gary DePew, Thomas Diaz, Hannah Earnshaw, Adelaide Esseln, Kimberly Farnham, 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, Brian Robinson, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Pat Coulter, Sarah Phillips, Isabel Ramirez, Juliana Serrano

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, 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 period of silence and think about life that begins with breath. Kinman focused on receiving the Holy Breath as God is with us. The Rector then offered an opening prayer.

Kinman thanked the visitors who were online for the webinar.

The vestry read the mission statement of All Saints Church 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.

Report of the Treasurer

Albarano reported there is no financial update from the last report.

Giving

Knowles reported that there was not a lot of change since the last report. Easter gifts exceeded the budget. There were many people online on Easter and during Eastertide. We have identified 168 discrete households that have attended virtual church three or more times and will contact them to ask for financial support. We also will write to “solidarity members” who have supported All Saints in the past, seeking their gifts and/or pledges.

Wardens Planning Task Force Update

Ahart shared the following timeline for the 2021 budget process:

Process overview: Our goal is to invest our money in alignment with our values and mission so the as we re-imagine All Saints’ future, we use 2021 as a base for and bridge to the years to come.

Part 1, June 1-22

Kinman convenes staff who have worked in each of the four identified areas (Community, Worship/Spiritual Growth, Progressive Intent and Action, Continual Learning, Administration) to create three scenarios (program, expenses, staffing) for 2021 that answer the following questions:

1. What is the core, most basic approach in 2021 to ensuring All Saints lives out its mission?
2. What program plan builds on this basic foundation and adds value?
3. What is a reasonably optimal program approach for 2021?

This work is rooted in the Planning Assumptions and Guiding Principles developed by the Vestry. Each scenario should include programming, with estimated expenses, and proposed staffing (without names). Staff is requested to involve committee chairs and other lay leadership as appropriate.

Administration (costs other than program and staffing) will also create three scenarios, addressing these questions.

June 2: Vestry meeting; update on the process plan

June 6: Task Force meeting

June 13: Update on scenarios work

Note: Throughout this process the Vestry, meeting every other week, will be updated on the work of the WPTF and Mike's Working Group. The WPTF will meet every week.

Part 2, June 22-26

The Rector convenes a special Working Group to review the staff's work and present scenarios to the Task Force for it to identify issues and raise questions. Ultimately this Working Group will bring to the full Task Force its proposal for recommendations to be made by the Task Force to the Vestry.

June 16: Vestry meeting; update on process

Part 3, June 27—July 14

Working Group continues to refine the scenarios, identifying issues that the WPTF needs to address.

They meet with Giving to determine income scenarios.

The Working Group and WPTF work back and forth on getting a proposal that all can support to take to Vestry.

Part 4, July 14—28

WPTF brings the proposed budget options to the Vestry for review, questions and input. WPTF revises budget proposals based on the Vestry input.

July 28: Vestry votes on the 2021 budget, deciding which option to put forward to the parish.

Knowles shared that there will be three proposed budgets developed including a base budget, added value budget and reasonable optimal. There is a need to build a case for 2021 in the context of the world. Vestry questions and discussion followed.

Mejia thanked Maryann Ahart, Tony Jackson, Terry Knowles and staff for their wisdom. Kinman thanked the staff and vestry for their work on this difficult process. Kinman asked for all to pray for us all as we move through the process and make difficult decisions.

Campus Update

Kinman thanked Lonnie Schield, Sally Howard, Juan Mejia, Monique Thomas, Veronica Flores and the B & G staff for their work during this pandemic and dealing with the homeless on the ASC campus. Kinman distributed two documents including the recent history of people experiencing homelessness on the ASC campus, and a letter to the congregation. Following Kinman's discussion, the vestry had time to share their thoughts and concerns. Kinman is working with homeless service organizations including Union Station and Los Angeles Homeless Services Authority (LAHSA). There will be several deep cleanings of the campus as we prepare to open again and some new fencing will be installed in areas of concern.

LOOSE ENDS

- Kinman again expressed his thanks to the staff, wardens, Veronica Flores and the B & G staff as they shift to a multiuse campus.
- White announced that he serves on the Diocesan Commission on Ministry and they recently approved moving Jonathan Stoner to postulant.
- Kinman shared that on June 9 at 5:00 p.m. there will be a Zoom town hall on "Building Back Better: A Multifaith Conversation on Justice, Equity, and Coronavirus Recovery." The speakers in the conversation include Rep. Adam Schiff, U.S. Congress; Rev. Najima Smith-Pollard, Cecil Murray Center at USC; Rabbi Sharon Brous, IKAR Los Angeles; Rev. Mike Kinman, ASC Rector; Salam Al-Marayati, Muslim Public Affairs Council. Please tune in.
- Kinman announced that Andre Henry will have a 2-hour webinar teach-in to educate people on non-violent resistance, a social movement for change, on Wed., June 17 from 5-7 p.m.
- Hartman commended the work of the CYF program. She commended Langill and Tisi for their work on Youth Sunday. Langill commended the youth who are participating and asked the vestry to support Youth Sunday on June 7. Lots of exciting plans in the works. LGBTQ+ will be highlighted on the following Sunday, Pride Sunday, June 14.
- King shared that the Story Core Project is starting, with the first wave being interviews of our LGBTQ community. The project is following the NPR "Story Corp" model and they hope to expand to all who may be interested in sharing their spiritual journey, focusing on where their story and the All Saints story intersect. This will be an ongoing project to archive the stories.

COMMUNICATION BACK TO THE PARISH

- The hard work of the Wardens' Planning Task Force and the timeline for the budget process.
- The homeless issues on campus are being addressed.
- Jonathan Stoner has moved to postulant.
- Youth Sunday on June 7.

APPRECIATION AND REGRETS

- Russell announced that Bishop Michael Curry appeared on the Rachel Maddow show tonight.
- Thomas shared that she invited friends to All Saints and they found a place of faith. She is proud that All Saints is her faith home and appreciates All Saints.
- Earnshaw appreciated the skills, passion, and experience of working with the homeless that Mike brings to this parish, where it is much needed.
- Kinman shared that the Rev. Sally Howard's sermon was quoted in the LA Times.
- Hines shared that she was part of the car caravan demonstration tonight. She is proud that she is part of this Pasadena community and proud of our community.

The meeting was adjourned at 7:31 p.m. with a closing prayer by Monique Thomas, which was a poem by Langston Hughes, *I Dream A World*.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

First June Meeting 2020

Addendum to June 2, 2020 Vestry Minutes

NO REPORT:

Buildings & Grounds

Children, Youth & Families

Finance

Pastoral Care Healing & Health

Personnel

CONGREGATIONAL DEVELOPMENT

Last Meeting: May 26, 2020

Next meeting: June 23 at 6pm via Zoom

Welcome Ministry

- Welcome Cards received for May: 10
 - Interests checked
 - P&J: 9
 - Spiritual Formation: 4
 - Music: 2
 - CYF: 1
 - LGBTQ+: 5
 - 20's/30's: 4
 - Volunteering: 4
 - Women's Community: 5
 - Small Groups: 3
 - PCHH: 5
 - Senor Saints: 1
- Virtual Welcome Bags distributed in April: unknown (we'll try to figure out how to track that)
- Welcome Café – held on May 17
 - Staff Rep: Nancy Naecker, Greeter: Cindy Bishop
 - 2 people attended – both signed up for the Getting Connected Class
 - Next Welcome Café is June 14
- “Thank you for streaming and Welcome to All Saints” emails are continuing and our number of new streamers in at 10/Sunday now
- Small Group opportunities during the coffee hour: Hannah Earnshaw has done research of possible software platforms for break out groups. One possible candidate is NIT, but not fully developed yet

Hispanic/Latino Ministry

- CRT is calling everyone on the historic 1pm service list in Arena. Flor and Rosemary are chairing this ministry.
- Data will be collected and new list for 1pm will be created

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 is meeting

Feast & Friendship

- Five June/July events are being planned...stay tuned
- Thanks to Jane Brust and her F&F committee

Leadership Support and Development Committee

- Virtual Training for Leading a Committee or Ministry took place on May 3 at 2:30 – 4:00pm. 15 leaders/potential leaders attended

Small Group Ministry

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

Getting Connected: An introduction to All Saints

- Starting Friday, May 29 at 5:30pm and continues for 5 consecutive Fridays.
- 23 folks are registered for the class with 4 facilitators (Thomas Diaz, Jenny Berman, Gloria Antall and Margaret Carter).

Senior Saints

- Rick Thyne is the featured speaker on June 4
- The Senior Saints Writing Group continues to meet twice a month led by Frances Noble

LGBTQ+

- Continuing to meet via virtual social hours
- May 29 – Monthly Friday Social with special guest Avery Smith. Getting ready for Pride Month; pride service on June 13
- LGBTQ+ Small Group continues to be well attended
- Starting to plan for 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
- We currently have 15 Greeters trained for virtual greeting

Website Redesign Committee

- Members are Keith Holeman, Nader Eldahaby, Kimberly Farnham, Sarah Phillips, Thomas Diaz and Nancy Naecker and Jason Lockett
- Website Redesign Request for Funding has been submitted by Thomas Diaz to the Finance Committee. Thomas and Sarah will attend the June 4 Finance Meeting to answer further explain the funding request. Website Redesign Committee is meeting May 27 at 6pm to interview PlainJoe Design.

PEACE & JUSTICE / OCC

Regular MAY P&J/OCC Vestry Committee Report; Submitted by Lorynne Young, committee chair

Our regular monthly P&J/OCC Vestry meeting was held May 28 and included updates on our ministries and our two priority projects.

Working with LA Voice and other local Pasadena churches, we are planning to meet with State Assemblyperson Chris Holden on Monday, June 1. Clara Williams, from our Foster Care Project, will lead the delegation. We hope to schedule meetings with State Senator Anthony Portantino and Congressperson Judy Chu in the next couple of weeks.

We are moving forward with our goal of becoming a 100% Voting Congregation. The initial phase is making sure that everyone is registered to vote. Training will be held in June for volunteers who will call the approximately 1400 people in our database who appear to be unregistered. We will give them information on how to register and assist them as needed.

Phase two of the voting project will include following up those phone calls with information on ballot issues. We will also check in again to see if anyone needs help with their mail-in ballots or assistance in getting to a polling place if they prefer to vote in person.

Our individual ministries are continuing to meet online with their committees and look for alternative ways to hold programs.

Our next regular meeting is June 16.

**Middle East Ministry Report for P & J, Vestry, OCC Meeting May 28, 2020
Leadership Team Meeting, May 3:**

The Middle East Ministry held our quarterly meeting via Zoom on May 3 with 10 present. Besides looking forward to another meeting this summer, our group wanted to do some zoom “happy hours” to spend more time together. We hope to be joined at one happy hour by our asylum-seeker from Egypt, Mina Soliman, to have him check in with the group and to talk about his current status (job and housing, etc.)

Iftar: We celebrated a virtual iftar on May 14 using All Saints’ Zoom account. This was our 3rd annual event with the MEM, Interfaith Study Group and Islamic Center of Southern California working together to plan and implement it. The highest count we saw online was 55 households. Consensus was that the speakers were excellent this year and even with a few technical glitches, it was very well-received. We were glad we tried it AND we hope that since so much of the benefit is relational—making new friends, chatting over dinner, praying together, eating together—that we hope we can meet in person next year!

Action Table Offering: Randy wrote a petition on change.org that the Rapid Response Team approved and it will be the action at All Saints on May 31. This centers around Israel’s unilateral plan to annex much of the West Bank starting as early as July. The action will also be featured as a diocesan-wide petition as part of the Jerusalem Committee of the Program Group on Global Partnerships. We already have 925 signers and hope to add more from the wider diocese as well as All Saints parishioners. Please sign on this Sunday during the service (it will also be on the church website at www.allsaints-pas.org.)

Contact with MEM Email List: We continue to check in by email either weekly or bi-weekly, sending out notices, articles, possibilities for action, etc. We have heard responses from many on our list who are glad of the contact and grateful to have notices of opportunities to advocate and educate themselves with the many webinars, free films and more highlighted in our Events Around Town list.

Submitted by Doni Heyn-Lamb, MEM Co-Chair

GIVING

The Giving report is on the following page to maintain the integrity of its formatting.

	2019 Campaign	2020 Campaign		2020 Budget	2020 Actual YTD
Renewals	5/13/2020	5/28/2020		2/12/2020	5/28/2020
Total Renewals	814	732	Gross Pledge (at Budget)	\$3,244,410	\$3,244,410
Renewal Amount	\$3,316,235	\$3,153,281	New Pledges (after Budget)	\$80,000	\$17,677
Average Renewed Pledge	\$4,074	\$4,308	Late Renewals	\$85,800	\$34,820
<i>Same Pledges Compared to Prior Year:</i>					
Prior Amount	\$3,390,333	\$3,117,296	Increases Since Budget	\$0	\$8,250
Total Increase Amount	-\$74,098	\$35,985	Decreases Since Budget	\$0	-\$360
Percent Change	-2.19%	1.15%	Total Gross Pledge	\$3,410,210	\$3,304,797
			<i>Minus 2.5% Delinquency</i>	\$85,255	\$82,620
New Pledges			Net Pledge Amount	\$3,324,955	\$3,222,177
Total New Pledges	141	119	<i>Income Reporting as of 4-30-2020</i>		
New Pledge Total	\$180,029	\$151,516	Non-Pledge Support*	\$190,000	\$59,100
Average New Pledge	\$1,277	\$1,273	Late Payments*	\$50,000	\$37,729
Amount Change			Special Gifts	\$280,000	\$23,992
			Open Plate	\$130,000	\$28,895
Non-Renewals			Foundations	\$0	\$5,866
Total Non-Renewals	40	35	Special Offerings Total	\$112,000	\$39,851
Non-Renewal Amount	\$112,029	\$73,243	Easter	\$32,000	\$37,762
Average Non-Renewal	\$2,801	\$2,093	Christmas	\$50,000	\$591
Amount Change			Bequest	\$20,000	\$0
			Memorial	\$5,000	\$1,498
Total			Mail	\$5,000	\$0
Total Pledges	955	851	*Included in pledge line in budget.		
Total Pledged	\$3,496,264	\$3,304,797	Notes: The top three lines in the far right column are as of 5/28/20 and show incremental changes since the last report to Vestry (5/19/20). They include one renewal and three new pledges. Easter gifts total \$40,212 which exceeds budget by \$8,212. Memorial Gifts now total \$1,648.		
Average Pledge	\$3,661	\$3,883			
<i>Compared to Prior Year:</i>					
Amount Change		-191,467			
Percent Change		-5.4763%			
Outstanding					
Pledging Units	182	194			
Amount	\$334,053	\$314,305			