

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

October 1, 2019

PRESENT MaryAnn Ahart, Sharyn Delahousie, Thomas Diaz, Will Gatlin, Christine Hartman, Kelsey Hekman, Cathy Keig, Eddie King, Mike Kinman, Rory Lowdermilk, Juan Mejia, Max Molina, Dave Moreno, Sarah Phillips, Edna Trigg, Judy Van Vleet, Steve Williams, Trula Worthy-Clayton

EXCUSED Shelley De Leon, Kimberli Hudson, Grey Ingrassia, Tony Jackson, Isabel Ramirez, Brian Robinson, Monique Thomas, Jim White, Keith Holeman

ALSO PRESENT Jim Albarano, Melissa Hayes, 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 7:00 pm in Sweetland Hall by the rector. Following a period of silence, Kinman asked the vestry to read Luke 17:6 and focus on trust and how we grow our trust in God. There were small group discussions on leadership and trust. Kinman asked the vestry to read the mission statement aloud. He asked for input about what the vestry is hearing from the parish. Vestry is asked to consider beginning their meetings with reading the mission and values of ASC.

Visitor Welcome – Kinman welcomed the visitors and asked them to introduce themselves.

BUSINESS ITEMS

Endorsement of Jamie Barnett for Priesthood

Russell reviewed the process and if all aligns the ordination will be on January 11, 2020. Jamie Barnett shared her journey and feelings about the next step. It was moved, seconded and the vestry unanimously endorsed Jamie Barnett for the priesthood.

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 we are looking good and in the black. ASC is moving into their giving campaign. Knowles reported that vestry pledges are due before the first event at the rectory on Friday. She asked the vestry to attend the rectory event.

Vestry Nominating Committee

Ahart reported that there are nearly 50 candidates thus far. There is one more Sunday for nominations. She reminded the vestry of the strengths of the retiring vestry and asked the vestry to consider strong nominations.

Racial Justice Advisory Board (RJAB) Report – No further report this month.

Data Use Policy

Knowles shared the work done since the last vestry meeting and background on the policy. She clearly explained the use of data search and philanthropic screening. She also shared that both volunteers and staff will be signing a confidentiality agreement before accessing any data. It was moved, seconded and following discussion the vestry unanimously approved the revised Data Use Policy. The vestry thanked Knowles for her work on the policy and revisions in response to the first reading in September.

FOUR FOUNDATIONAL GOALS

Values, Mission and Vision

Ahart reported that the parish is embracing the mission and work will begin on the vision. The process will begin with the vestry and then the parish. The plan is to complete the process by June. She asked the vestry to read the mission and vision at their committee meetings. She asked that the vestry be visible and open to discussion. This is a chance for centering and reflecting on who we are.

Staffing Capacity

Mejia reported that they are down to two candidates who will have their interviews this month. Kinman shared that Rev. Alfredo Feregrino will be coming on board November 1. He needs a place to live. His family will remain this year in Seattle, as his twins will be graduating high school next spring. The transition team is working to make the transition smooth.

Welcoming Space

Albarano shared that PACES will have a report for the vestry in April. Jane Brust is part of PACES Communication team. She distributed and thoroughly reviewed the Key Messages for PACES Task Force. The vestry had an opportunity for questions and discussion. They will be on the lawn in November with some concepts and alternatives.

Leadership & Development

Naecker shared that there have been many opportunities for connections including Getting Connected beginning this Sunday, Homecoming, Celebration of Ministries, and Blessing of the Animals on St. Frances Sunday. The lawn is a work in progress and continues to get feedback and updates. Feast & Friendship is small group opportunities for connecting.

WARDENS' REPORT

Williams asked the vestry to go online and take the Harvard Bias Test. Please take this test. Dr. Devon Carbone will be here at the Forum this Sunday. There was a great discussion on *No Ashes in the Fire: Coming of Age Black & Free* by Darnell Moore. The live streaming from the Episcopal Divinity School (EDS) from Union Theological Seminary in New York with Darnell Moore, Kelly Douglas, and Mike Kinman was fabulous.

Ahart shared there will be an executive session following this meeting.

RECTOR'S REPORT

Kinman urged all vestry to complete the bias test online. The work done with Moore and Douglas will build a good partnership with EDS and ASC.

Kinman also shared that ASC is hosting a gathering of 6 faith leaders and 16 people with Erin Weber-Johnson. She is working with groups around the country regarding fundraising in non-

white communities. ASC is providing the space and resources for the Southern California gathering.

Save Saturday, October 26 for strategic planning between CEEP (Consortium of Endowed Episcopal Parishes) and ASC. The topic is Strategic Planning for a Changing Church in a Changing World. It will be from 2-4 p.m. with a \$25 fee.

LOOSE ENDS

- › Keig shared that the vestry owes Christine Hartman for the youth dinner. We also need someone to take on leadership of the next vestry youth dinner on April 29.
- › Serrano shared that through Refugio Pasadena there is an important opportunity for members of our faith community to serve unaccompanied youth through temporary foster care. There will be an information session this month for interested families. They need 100 families in the community to serve as foster families.
- › Diaz shared that he will be traveling to Washington D.C. this Monday to be there when the Supreme Court begins to hear three cases that involve LGBTQ and employment. Diaz will be commissioned this Sunday.
- › O'Phelan shared that she continues to work with the Trevor Project and they are having a benefit on Thursday, October 3, in West Hollywood.

VISITOR COMMENTS & REFLECTIONS

- › Thank you so much for the discussion on PACES.
- › Very good conversation and excited about PACES, the outreach and giving.
- › 35 people attended the book study with RJ and LGBTQ. Come see what is happening.
- › Thank you. I enjoyed being a part of All Saints.

COMMUNICATION BACK TO THE PARISH

- › Endorsed Rev. Jamie Barnett to ordination to the sacred order of priests
- › Vestry turned in their pledges for the 2020 campaign. The campaign begins Friday at the rectory
- › Passed the Data Use Policy unanimously
- › In-depth conversation from PACES on work and messaging
- › Serrano shared the need for temporary housing and foster care for children separated from families at the border.
- › All parishioners are encouraged to take the Harvard Implicit Bias Test on Race.

APPRECIATIONS AND REGRETS

- › Hartman appreciates the teacher and OWL program on its kickoff.
- › Diaz appreciated the reflection time on trust. This is why we are here.
- › King is grateful for our church and its support during family challenges. CYF was great to provide meals. Thank you and his heart goes out to the church family.

The meeting was adjourned at 9:05.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

October Meeting 2019

Addendum to October 1, 2019 Vestry Minutes

NO REPORT

Buildings & Grounds
Finance
Giving
Pastoral Care Healing & Health Spiritual Growth
Peace & Justice/OCC
Personnel

CHILDREN, YOUTH & FAMILIES

Minutes from 9/17/19 meeting

Present: Jonathan Barry, Kenyon Harbison, Christine Hartman, Grey Ingrassia, Rory Lowdermilk, Janet Carol Norton, Kelly O'Phelan, Nina Scherer. *Absent:* Emily Dossett, Jeremy Langill, Katie Ford, Jessica Ewing

Introductions: Christine introduced new committee member Kenyon Harbison and he shared a little about himself including that he has been an usher since 2011 and was married at ASC. He has two children in choir and is excited about being on the committee.

OWL: Nina said there will be an announcement at church next week. Jonathan said there are a lot of people thinking about it but not many people have signed up yet. There was discussion about how to get the word out and that there may be confusion about dates, price etc. There was discussion about how to sign up and that the reach out needs to be clear and a simple sign up. Grey suggested a simple a button instead of a link and to put in the subject line of the email to read "Sign up for OWL". Nina talked about how there was a lot of explanation at youth group last Wednesday night.

Playground: Kelly gave an update that the swings are on the way. The blessing of the playground is TBD. Kelly said benches and a possible water fountain will be installed. Christine brought up the need for gravel or another option than dirt in the parent and bench areas.

Registration/Beginning of the year: Christine raised that there are questions about registration from parents regarding choir, and CYF. JCN and Christine have been getting questions. Once we know what the plan is to register Christine will be in touch with the committee. Christine thanked everyone who helped with CYF day. Discussion - A good exercise in selling ourselves. How many new families were actually there? Maybe we should advertise outside the church. Educate the larger community. Nina noticed that there was a question of little kids being able to sit through another thing after church. Following the banner didn't work. Elaborate more on integrating CYF in the actual service. JCN brought up the idea of a parent to help Jenny every year in communication with the committee and also a general "room parent" idea for Jenny and another one for Jeremy to help get the word out about what is happening and to help with communication throughout the year. Janet will touch base with Jenny about the "room parent" idea.

Celebration of Ministries: CYF has a table next week. Kelly will provide a table cloth. Committee members signed up in the room to work the table. Christine will reach out to absent committee members and ask for them to sign up. Kelly is going to organize families to carry the CYF banners down the aisle at both services.

Youth Dinner: Katie has volunteered to spearhead the dinner on behalf of the committee for the 25th. Lots of conversation about how to coordinate incoming families into the Wednesday youth dinners. Christine is going to work with Elizabeth about forming a dinner committee.

Loose ends: Nina mentioned that CYF will have a pamphlet in the welcome bags. CYF committee will be able to have input.

Christine wrapped up the meeting at 8:31pm with offerings of gratitude and a closing prayer. We are all thankful for each other and working together to support CYF at ASC.

Next meeting: Tuesday, October 15, 2019 at 7:00 p.m.

CONGREGATIONAL DEVELOPMENT

Last Meeting: September 17, 2019; Next meeting: October 15, 2019

Welcome Ministry

- Welcome Cards received for September: 16
 - › Interests checked
 - ✓ P&J: 6
 - ✓ Spiritual Formation: 3
 - ✓ Music: 3
 - ✓ CYF: 5
 - ✓ LGBTQ+: 2
 - ✓ 20's/30's: 2
 - ✓ Volunteering: 2
 - ✓ Small Groups: 1
- Welcome Café September 8
 - › Staff rep – Mike Kinman
 - › 10 attended
 - › Next Welcome Café is October 13. Staff rep is Juliana Serrano

Parish Celebrations

- Homecoming – Sept 15
 - › Lunch was great – served about 400 meals
 - › Live Music on the lawn: Dan Cole and his band was very popular – live music is so nice!
 - › Felt festive and fun

Celebration of Ministries on Sept 22

- 45 Ministries/groups participated
- Buildings & Grounds team put in the work to make this happen so smoothly
- Good fellowship and good cheer on the lawn on Sunday

Leadership Support and Development Committee

- Training on Leading a Ministry or Committee: October 17, 6:30 – 8pm
- Training manual for Facilitating a Small Group – October 20, 2:30 – 4pm
- All training manuals have been updated to include the new mission statement and the core values

Small Group Ministry

- The Artist Group is in formation and hopes to start up in October

New Member Class – Getting Connected: An Introduction to All Saints

- Starts Sunday, Oct 6 – Nov 10 (skipping All Saints Sunday on Nov 3)
- Thomas Diaz is the group leader. Small Groups facilitators are Jenny Berman, Vera Drew, Janet Stevenson, Dan Braun and Ben Martin
- Major changes in the class are more emphasis on active participation and connecting and less emphasis on becoming a member. We also are aiming for using an engaging, narrative story-telling format.

Senior Saints

- October 3 is next session with Lynn Tuite, producer of “A Century of Women”

20's/30's

- Theological Reflections at the Rectory on Sept 24 had 15 attendees – good conversations
- Starting a recurring event – 1st Sunday of the month brunch

LGBTQ+

- LGBTQ+ will share their results of the church-wide survey on Oct 20 – Thomas Diaz and Hannah Earnshaw

Women's Community

- Women's Community Spiritual Retreat on Sept 28, 9:30 – 12:45pm featuring a gentle healing yoga session followed by a soothing sound bath meditation

Arena/My All Saints

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

Lawn Redesign

- The Connection Center
 - › On hiatus during September
- The Lawn Experience
 - › Melinda Taylor has joined the Lawn Team to help with table and set-up
 - › The Congregational Development Vestry Committee is planning a Lawn Update and Feedback Session on November 17 (pending)

Feast & Friendship

- Upcoming dates:
 - › October 20, October 27, Nov 3 and Nov 10