

**REGULAR MEETING OF THE VESTRY**  
**ALL SAINTS CHURCH, PASADENA**  
June 16, 2020

PRESENT MaryAnn Ahart, Pat Coulter, 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, Sarah Phillips, Isabel Ramirez, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Rosemary Muñiz, Brian Robinson, Keith Holeman

ALSO PRESENT Jim Albarano, Alfredo Feregrino, 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 6:01 pm by the Rector using Zoom Webinar. Kinman asked the vestry to take a period of silence. Kinman then shared that this is the four year anniversary since he began his journey at All Saints. He shared several clips from the parish meeting on June 12, 2016, where the search committee announced that we found and hired Mike Kinman as our rector. Among the hopes of the congregation was to find a rector that would work to end racism, work with the homeless, and be out on the streets fighting for social justice. The rector then offered an opening prayer. He reminded us that what we dream for is up to us.

Kinman thanked the visitors who were online for the webinar.

Kinman checked in with the vestry and asked for prayers for Juan and Diana Mejia, Rosemary Muñiz, Monique Thomas and Sarah Phillips.

The vestry read the mission statement of All Saints Church 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 the May financials indicate that we are in a good financial place. We have collected 45% of our budgeted income this year; better than last year at 43%. This is thanks to the power of our community. Open plate, parking income and building usage are all down. Terry Knowles and Christina Honchell are doing a wonderful job of projecting income for the rest of the year. Albarano also commended Kimberli Hudson and her leadership on the Finance Committee.

Honchell shared that staff and program leaders are analyzing what we are not doing now and where there will be savings. There will be increased costs for cleaning the campus and for campus security as we prepare to open. There was time for questions including about the diocesan pledge.

## Giving

Knowles reported that we have completed a projection of all income to year-end. The aggregate goal is \$245,000 short of budget. There will be continued review in short intervals. The pledge income budget is \$3,564,955 and year-to-date is \$3,338,019 which is \$226,935 below the budget. The deficit is about \$50,000 to date higher than last year. There is reason to pay attention. A letter will be going to all pledging members encouraging them to fulfill their pledges. A survey will be going out also, including a question regarding their intention to fulfill their pledge. In 2021 planning we are talking about getting the vestry together physically in very small groups so we can talk together. We will be asking the vestry to pledge by September 15.

## Racial Justice Advisory Board (RJAB) Status Report

Kinman introduced Barbara Andrade DuBransky who is the incoming Co-Chair of RJAB. The report was distributed prior to the meeting. DuBransky covered several updates including the Harvard Implicit Association Test, the Child Safety Policy and Procedures, the issues of disparity and racism during COVID-19, and RJAB organizational updates. She also covered the recommendations from 2018 that still need to be addressed and RJAB recommendations for 2020. They include the vestry taking the Implicit Bias Test, and approve and distribute the Child Safety Policy. There is a reading list in the recommendations for summer reading including "Tears We Cannot Stop: A Sermon for White America" by Michael Eric Dyson, "How to Be an Antiracist" by Ibram X. Kendi, and "The Origin of Others" by Tony Morrison.

## Wardens Planning Task Force Update

Ahart shared that there is work on each of the identified areas (Community, Worship/Spiritual Growth, Progressive Intent and Action, Continual Learning, Administration). The work is being done by staff and by the Wardens Planning Task Force. How do we rethink our program, staff and budget for 2021? WPTF has looked at Worship/Spiritual Growth and Connection and Community. On Saturday they will look at Progressive Intent and Action. The process will end in a three level budget. We think about what dynamic structures will move us to 2021 that will help us to heal, what budget items we need to look at, and the guiding image or narrative that will help us to talk to the parish. Kinman shared that the staff has engaged in this conversation. The staff has an expertise and has thought about a new way of doing things. Kinman commended the staff as being incredible, and this is really hard work. Please keep the staff in your prayers.

## Returning to Campus?

Kinman shared the challenge of reopening the campus. He commended Veronica Flores and Christina Honchell on their amazing work on considering what is needed to reopen the campus. Veronica Flores put together a presentation that was shared with the vestry. The presentation included recruiting a reopening task force for phases to reopen, a budget, examples of protocols for reopening, where can we have meetings, examples of acceptable furniture, how to disinfect and clean following use, use of the kitchen, restrooms, use of the church for services, walkway routes, office areas, outdoor spaces, sanctuary, playground, HVAC, etc.

Discussion followed with the vestry sharing concerns. The vestry shared thoughts including:

- For safety we must be both online and in person.
- The Bishop's guidelines need to be reviewed.
- We need a phased reopening and time to try a smaller scale event before a bigger opening,

- › Surveying the parish about what they are comfortable doing in reopening.
- › We may be leaving people behind.
- › Listen to the science.
- › Budget may be in excess of \$100,000 to prepare for returning.
- › Task force should have medical experts on it.
- › Do the stained glass images reflect our values?
- › Precautionary measures do work and some ministries have not been able to meet online.
- › Are we considering deep cleaning, security, and structural changes?
- › We need to educate our parish and decide the most important reason to open.
- › Where will we be in December?
- › COVID is not going away but we need to see some optimism among scientists.
- › Are there other places to gather in new ways?
- › Won't be comfortable until there is a vaccine.
- › Are the workers being trained to sanitize the campus?
- › Thanks to Nancy Naecker for training the staff on proper usage of PPE.
- › Survey should include those who are not comfortable and ask what they need.
- › Are we taking temperature of those coming on campus?
- › Our population has many who are vulnerable.
- › Website needs to allow for communication from ministries.
- › Online may need better technology.

Kinman commended Melissa Hayes, Keith Holeman, and Nader Eldahaby who have put in hours to make our online presence work. Thanks also to Kelly Erin O'Phelan, Weicheng Zhao, Jenny Tisi, Dan Cole, the clergy. Thanks to the youth ministry that goes well beyond Wednesday including Kelly Erin O'Phelan, Jeremy Langill, and Nina Scherer, and thanks to staff. Thanks to Nancy Naecker, Veronica Flores, and Christina Honchell. Staff is amazing and hard working.

Please attend the Town Hall Meeting from 6-7 p.m. on Thursday and listen to the conversation. This will be an ongoing conversation. We need to do this weekly.

#### **LOOSE ENDS**

- › Albarano asked if we can capture the comments in the chat.
- › Kinman shared the work bridging the homeless to housing services. We are working with Union Station to develop a model bridge to serve the area churches and homeless community.
- › Honchell recommended Jazz Vespers this Sunday night. Anthony Wilson is a wonderful talent.
- › Kinman commended Erica Tamblyn for her work on the food ministry and asked the vestry to thank her when you see her.
- › Kinman announced that the Forum on Sunday will feature the Rev. Dr. Wil Gafney, the Rev. Delonte Gholston, Andre Henry, and the Rev. Osagyefo Sekou. The title is *Enslavement and Liberation: Exodus to Emancipation to Defund the Police*. We are not there yet.

The meeting was adjourned at 8:00 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,  
Kathy Onoye

# Vestry Committee Reports

Second June Meeting 2020

Addendum to June 16, 2020 Vestry Minutes

## **NO REPORT:**

Buildings & Grounds

Congregational Development

Finance

Pastoral Care Healing & Health

Peace & Justice / OCC

Personnel

## **CHILDREN, YOUTH & FAMILIES**

### **June 2020**

The CYF committee met via Zoom on Tuesday, June 9.

Attending: Jonathan Berry, Emily Dossett, Adelaide Esseln (guest), Jessica Ewing, Katie Ford, Charis Graham (guest), Christine Hartman, Jeremy Langill, Kelly Erin O'Phelan, Janet Carol Norton

### Committee Members

This is Janet's final CYF committee meeting as she rotates off after completing a 4 year term. The group thanked Janet for her service and acknowledged additional thanks for the work she is currently doing as part of the Wardens' Planning Task Force. Janet will still lead teen Parent Culture with Tish Ramsey.

### Youth Sunday

The group gave feedback on Youth Sunday, June 7<sup>th</sup>.

- Really appreciated the video portion, would love to see that every year!
- Sermons were great.
- Amazing energy overall, especially with interactivity.
- Loved the Eucharist video

Suggestions for the future:

- We would love to have more substantial youth involvement in services throughout the year.
- Even middle school-ers could do a little sermonette with the right direction.
- What if priests refilled wine for youth serving communion? (when we are in person again of course)
- Even any technical issues did not diminish the energy of the service.

### Summer Goals

The group discussed the 3 goals for CYF over the summer:

- Draft a comprehensive communications plan for CYF.
- Create a plan for all programs through the end of the calendar year to be online. (This plan also includes wrapping up programs from early 2020 as needed.)
- Figure out how to identify and engage new families when we are not physically together.

Christine and Nina are leading the communications effort, and will ideally be joined by Rory for social media plan and Jonathan for outreach/new families plan.

Jeremy is researching platforms that will best fit educational needs. The OWL team will be meeting soon to figure out how to wrap up the year and also how next year will work. Janet suggested that we send out a communication to all OWL parents as soon as we can.

### Loose Ends

- Kelly announced Summer Adventure July 27-31, working on details with feedback from families.
- Jessica will promote PC birth-5<sup>th</sup> on FB
- Christine will promote PC teen on FB on Janet's behalf.
- We want to post kids and youth websites during the service to increase visibility of the programs – we will ask greeters to do so after both are updated.

The group thanked Janet again, and also thanked Adelaide and Charis for their presence and input.

*The committee will take July off and reconvene in August.*

## GIVING

	2019 Campaign	2020 Campaign		2020 Budget	2020 Actual YTD
<b>Renewals</b>	6/13/2019	6/10/2020		2/12/2020	6/10/2020
Total Renewals	814	735	Gross Pledge (at Budget)	\$3,244,410	\$3,244,410
Renewal Amount	\$3,316,235	\$3,155,781	New Pledges (after Budget)	\$80,000	\$17,677
Average Renewed Pledge	\$4,074	\$4,294	Late Renewals	\$85,800	\$37,320
<i>Same Pledges Compared to Prior Year:</i>					
Prior Amount	\$3,390,333	\$3,122,837	Increases Since Budget	\$0	\$8,250
Total Increase Amount	-\$74,098	\$32,945	Decreases Since Budget	\$0	-\$360
Percent Change	-2.19%	1.05%	Total Gross Pledge	\$3,410,210	\$3,307,297
			<i>Minus 2.5% Delinquency</i>	\$85,255	\$82,682
<b>New Pledges</b>			Net Pledge Amount	\$3,324,955	\$3,224,615
Total New Pledges	141	119	<i>Income Reporting as of 5-31-2020</i>		
New Pledge Total	\$180,029	\$151,516	Non-Pledge Support*	\$190,000	\$74,801
Average New Pledge	\$1,277	\$1,273	Late Payments*	\$50,000	\$38,604
Amount Change			Special Gifts	\$280,000	\$34,113
			Open Plate	\$130,000	\$32,606
<b>Non-Renewals</b>			Foundations	\$0	\$784
Total Non-Renewals	40	35	Special Offerings Total	\$112,000	\$42,561
Non-Renewal Amount	\$112,029	\$73,243	Easter	\$32,000	\$40,272
Average Non-Renewal	\$2,801	\$2,093	Christmas	\$50,000	\$591
Amount Change			Bequest	\$20,000	\$0
			Memorial	\$5,000	\$1,648
<b>Total</b>			Mail	\$5,000	\$50
Total Pledges	955	854	*Included in pledge line in budget.		
Total Pledged	\$3,496,264	\$3,307,297			
Average Pledge	\$3,661	\$3,873			
<i>Compared to Prior Year:</i>					
Amount Change		-188,967			
Percent Change		-5.4048%			
<b>Outstanding</b>					
Pledging Units	182	191			
Amount	\$334,053	\$310,965			

### Notes:

- The top three lines in the far right column are as of 6/10/20 and show incremental changes since the last report to Vestry on 6/2/20. They include 3 new late renewal pledges.
- The cells in light green when totaled represent the FY20 Pledge Income budget (\$3,564,955). The cells in light blue when totaled show where we are YTD with Pledge Income (\$3,338,019). YTD variance is [\$226,935].
- Last year at this time, the Pledge Income deficit was [\$171,320]. New Pledges (gray) were \$75,015 - Late Renewals (peach) were \$166,874 - Increases Since Budget (red) were \$19,647.