

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

June 30, 2020

PRESENT MaryAnn Ahart, Pat Coulter, Gary DePew, Thomas Diaz, Hannah Earnshaw, Adelaide Esseln, Kimberly Farnham, Will Gatlin, Charis Graham, Christine Hartman, Kimberli Hudson, Eddie King, Mike Kinman, Rory Lowdermilk, Art McDermott, Juan Mejia, Norweeta Milburn, Max Molina, Dave Moreno, Rosemary Muñiz, Isabel Ramirez, Brian Robinson, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Julianne Hines, Sarah Phillips, 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 6:01 pm by the Rector using Zoom Webinar. Kinman asked the vestry to take a period of silence. Kinman focused on that which is sacred must be honored. Earnshaw read Luke 5: 36-39. Humans don’t want to let go of the sacred and giving up something good for something that can be better. He 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 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 there are no new updates.

Giving Report

Knowles reported that there was a new pledge received for \$10,000 since the report otherwise significant changes.

Racial Justice Advisory Board (RJAB) Status Report

Milburn reported that a new vestry RJAB working group is being formed to advance the Racial Justice Resolution recommendations. The group includes Kim Farnham, Jim White and Norweeta Milburn thus far. Others from RJAB will be added.

Website Redesign Proposal

Diaz reported that an initial proposal was presented to the finance committee and they received preliminary approval. It is pending until a web developer is identified. Once the web developer is selected they will go back to the finance committee and then to the vestry for an electronic vote.

Please stay tuned. He explained the plans for redesign and changes to make it user friendly and more accessible. This will be a capital expense. Thanks to the project team including Sarah Phillips, Kimberly Farnham, Thomas Diaz, Jason Lockett, and staff Keith Holeman, Nancy Naecker and Alfredo Feregrino. Discussion and questions followed.

[Update: The Finance Committee received a final proposal from the website task force that names a vendor they want to work with. This final proposal was also sent to all vestry members. The requested funds, up to \$40,000, will come from our Quasi-Endowment. The Finance Committee approved this expenditure with a majority in an email vote. The vestry approved the proposal via email on July 20, 2020 with 21 respondents unanimously voting yes and no other votes recorded.]

Wardens Planning Task Force Update

Kinman shared that he convened staff around each of the five identified areas (Community, Worship/Spiritual Growth, Progressive Intent and Action, Continual Learning, Administration). Originally, the plan was for each of these groups to create three scenarios (program, expenses, staffing) for 2021 much in the same way that the Wardens' Planning Task Force was to create three scenarios. These have been hard conversations and high kudos go to staff for voluntarily engaging in this process.

Following this intense work with staff the WPTF evaluated the process and determined that we needed time for reflection and prayer, so the timeline was extended into August. Kinman will make some decisions by August 4. He will articulate that this is what he sees coming from the community. He asked the vestry to engage their own process of prayer, reflection and study grounded in our values, mission, planning assumptions and guiding principles and addressing these three questions:

- Who and what is the present moment calling us to be and do?
- What specifically about 2021 is giving us an opportunity to be different?
- Using the four functional areas plus administration ... what is your "vision for tomorrow" for All Saints Church

Kinman is forming a Personnel Transition Committee to support employees and treat them justly with our values as a guide, and a Transition Life Committee to manage the impact of the changes for the staff, congregation and vestry. The vestry will meet on August 4, 18 and possibly 25.

Knowles shared that the 2021 giving campaign will be moved to begin around October 18.

Kinman thanked the staff and asked the vestry to keep them in their prayers.

Homeless Community Plan

Kinman shared the plan and explained the background. Union Station has been our partner in this endeavor. We have a covenant with the individuals on our campus that they will work with Union Station and follow our campus rules. We now have 24-hour security for a period of time. He hopes that there will be grant funding to support this effort; to cover personnel and essential elements that are necessary such as restrooms, lockers, etc. He is hoping that other local faith communities will join in this effort and that this program will be a model for additional faith communities to work with people in their neighborhoods who are experiencing homelessness.

Kinman thanked the Buildings & Grounds committee, the Buildings & Grounds staff, and Union Station.

It was moved, seconded and, following questions and discussion, the vestry unanimously endorsed the Safe Haven Bridge to Housing plan with a review in 6 months.

Kinman thanked and gave great kudos to Erica Tamblyn, Marilyn Coffman, Lonnie Shields and staff.

Vestry Summer Meetings

Mejia began by thanking the vestry for their support and prayers for Diana, Juan and their family during this difficult time with the passing of Diana's father.

He proposed that the July meetings be suspended for pray, reflection and study. The first meeting back will be August 4. The only issue will be an electronic vote for the parochial report which is needed prior to July 31. The vestry approved the revised meeting schedule.

[Update: The 2019 Parochial Report was completed and distributed to the vestry. The vestry approved the 2019 Parochial Report by electronic vote through a Doodle poll on July 30, 2020, with 24 respondents unanimously voting yes and no other votes recorded.]

RECTOR'S REPORT

Kinman will be on vacation July 1-20 and Howard will be in charge and consulting with Feregrino.

Kinman announced that during July and August Juliana Serrano will us dedicate 20% of her working time helping Planned Parenthood work on diversity and inclusion training. There is a memorandum of understanding with Planned Parenthood that Kinman shared with the vestry. This is an exciting opportunity for Juliana and congratulations to her.

LOOSE ENDS

- Next vestry meeting is on August 4.
- White asked about the possibility of re-visioning online worship to be broadcast from the church. Kinman reminded there is a parish survey out gathering feedback on online worship and input will be factored going forward.
- Esseln asked if we might have a vestry social. Save July 21 for this event.

COMMUNICATION BACK TO THE PARISH

- Formation of the RJAB Advisory Working Group
- Wardens Planning Task Force update
- The approval of the Safe haven Bridge to Housing Plan
- Serrano's work with Planned Parenthood

APPRECIATIONS & REGRETS

- Williams appreciated Jenny Berman and Thomas Diaz for the presentation of 20+ new members through the Getting Connected class. It was great and virtual. Thanks also to Melissa Hayes and Keith Holeman for their virtual work.

- Diaz thanked Hannah Earnshaw for co-leading the small groups on Monday nights for LGBTQ+. Earnshaw will be stepping down after a year and a half. They put it together and Monday nights have been a safe place for LGBTQ+ to say what is on their heart.
- Thomas appreciated "The Witness Is in Our Breath", written and played by Jason Lockett and Steve and Clara Williams with Kimberly Latrice Jones. It was beautiful and needed at this time. It was healing and wonderful.
- Muñiz thanked the vestry for the support, prayers, messages and comfort during this difficult time due to the passing of her mother. It meant a great deal.

The meeting was adjourned at 7:37 p.m. and with a closing prayer by Sally Howard.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

Third June Meeting 2020

Addendum to June 30, 2020 Vestry Minutes

NO REPORT:

Children, Youth & Families
Finance
Pastoral Care Healing & Health
Personnel

PEACE & JUSTICE / OCC

Submitted by Lorynne Young, committee chair

Ministry representatives reported on the creative ways they are working to continue their ministries, while acknowledging that some of the in-person work simply can't be done at this time and will need to be reorganized when we are through the pandemic period.

Several committee members were part of a Zoom meeting with Rep. Judy Chu on Tuesday, June 16. This is an ongoing project with LA Voice-affiliated congregations in Pasadena. We are working towards a regional town hall meeting this summer with Chu, State Senator Chris Holden and Assemblyperson Anthony Portantino. The goal is to establish on-going relationships with our electeds so that we can work with them on passing legislation in line with our social justice priorities.

We currently have about 40 volunteers committed to the 100% Voting Congregation project. We will have training in early July and then begin making calls to those in our congregation who are currently not registered to vote.

Following are reports from individual ministries:

Foster Care Project

Report Activities: April 11 through June 11

Community Outreach: No community outreach items to report

Events

April 19, 2020: Foster Care Project Steering Committee meeting

May 17, 2020: Foster Care Project Steering Committee meeting

Volunteers January, 2020 – March 2020

Total number of volunteers with direct contact with children 45

Total number of people new to data base in 2020 39

Total number of direct contact volunteers new to data base in 2020 16

Number of Children Served 391

Total number of Birthday Club volunteers 45

Middle East Ministry Report for P and J/OCC/Vestry Meeting: June 16, 2020

Update on Action from May 31, 2020: The petition that Randy wrote opposing Israel's proposed annexation of Palestinian land continues to grow. It was All Saints' Action on May 31; it has been sponsored by the Jerusalem Committee of the Program Group on Global Partnerships in the L.A. diocese, and was picked up nationally by Episcopal New (from an article written by Rev. Dr. Pat McCaughan of the L.A. Diocese). **As of this writing it has been shared over 15,000 times and it has gathered just under 50,000 signatures!!!** It seems to grow in numbers each day. If you haven't yet signed, please do so by clicking on <http://chnq.it/bYwp5FiQqq> or go to www.change.org and search "Annexation."

New Bishop Co-Adjutor in Jerusalem: The Diocese of Jerusalem just consecrated the Very Rev. Hosam Naoum last Sunday. He is the Bishop Co-Adjutor alongside Archbishop Suhail Dawani until the latter's

retirement in a year or so. (The ASC Transformational Journey group to Israel/Palestine met Father Hosam at St. George's Cathedral in 2009 when he was Dean of the Cathedral. He spoke eloquently to our group about the challenges of serving as a Palestinian Episcopal priest in the West Bank and in Jerusalem.) The service was broadcast over the weekend – if you wish to view the consecration, it is available at <https://youtu.be/!UrcEUEEGrc>. Feel free to fast forward through the Arabic language version of the sermon.

Quarterly Meeting: We look forward to the next business meeting of our MEM Leadership Team (to be determined by a Doodle poll), most likely in July. However, the group wished to have more frequent check-ins, so MEM will be hosting the 1st Happy Hour via Zoom for the Leadership Team. We plan to invite Mina Soliman, our Egyptian Coptic friend, an asylum seeker who was released from Adelanto last November, to update us on his new job, housing, etc.

Submitted by Doni Heyn-Lamb, MEM Co-Chair

Racial Justice Ministry Report

In a typical year, the Racial Justice Ministry takes the summer off, but this is not a typical year.

June Talking and Listening Session

We hosted a talking and listening session on June 14 focusing on how people are feeling after the murder of George Floyd. Clara Hill Williams moderated the session where 25 participants shared and listened to one another. In addition to talking and listening, we shared resources, actions, and upcoming events with the group.

Book Group

The Racial Justice Ministry is launching a book group discussion of *Our Time is Now*, a new book by Stacey Abrams. The book focuses on the goal of improving equal access to the right to vote. We'll divide the book into thirds and meet three times, July 15, Aug. 12, and September 16 from 7-8:30 pm, via Zoom. For more information, email rjm.ascpas@gmail.com.

Ally Training

Eight members of the Racial Justice Ministry enrolled in a five-week online training session designed to help people talk with their White friends about racism. Led by Dr. David Campt, the session has 197 participants, many more than they have ever had. From All Saints, we have Terry Moore, Cindy Bishop, Dan McCarrel, Betty Cole, Carol Lundberg, Cindy Long, Jan McFarlane, and Suzanne Galyean.

July Program

A July program is in the planning stages around the story of a biracial man and his experience growing up in a conservative part of California. This will take place July 12 via Zoom, 2:30-4:00. More details will be forthcoming.

100% Voting Interest

RJM friends are pleased to know about ASC's goal of being a 100% voting congregation. So far, ten people have volunteered to help. We think we can get more.

Juneteenth

Thanks to Julianne Hines for letting us know about the **Juneteenth peaceful protest**, below:

Juneteenth announcement from the NAACP Pasadena Branch's Facebook page: The Pasadena branch of the National Association for the Advancement of Colored People (NAACP) and the National Day Laborer Organizing Network (NDLON) ask our community once again to come join us as we protest peacefully on Juneteenth the celebration of the slaves being freed in the U.S. In 2020, we celebrate the achievements of African-Americans in our community and beyond & recognize that we still have progress to be made yes Black Lives Matter. We plan to convene at 5:00pm at the Rose Bowl parking lot I and caravan in vehicles through the streets of Pasadena, practicing physical distancing, on JUNETEENTH peacefully protest Black Lives Matter to Pasadena City Hall. We will present our demands for change and our actions moving forward Speakers and leaders from our community will speak to our future and the unity it will take to move forward.

GIVING

	2019 Campaign	2020 Campaign		2020 Budget	2020 Actual YTD
Renewals	6/13/2019	6/23/2020		2/12/2020	6/23/2020
Total Renewals	814	736	Gross Pledge (at Budget)	\$3,244,410	\$3,244,410
Renewal Amount	\$3,316,235	\$3,156,781	New Pledges (after Budget)	\$80,000	\$18,477
Average Renewed Pledge	\$4,074	\$4,289	Late Renewals	\$85,800	\$38,320
<i>Same Pledges Compared to Prior Year:</i>					
Prior Amount	\$3,390,333	\$3,123,837	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	\$3,309,097
			Minus 2.5% Delinquency	\$85,255	\$82,727
New Pledges			Net Pledge Amount	\$3,324,955	\$3,226,370
Total New Pledges	141	120	<i>Income Reporting as of 5-31-2020</i>		
New Pledge Total	\$180,029	\$152,316	Non-Pledge Support*	\$190,000	\$74,801
Average New Pledge	\$1,277	\$1,269	Late Payments*	\$50,000	\$38,604
Amount Change			Special Gifts	\$280,000	\$32,374
			Open Plate	\$130,000	\$32,606
Non-Renewals			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
Total			Mail	\$5,000	\$50
Total Pledges	955	856	*Included in pledge line in budget.		
Total Pledged	\$3,496,264	\$3,309,097	Notes: ➤ The top three lines in the far right column are as of 6/23/20 and show incremental changes since the last report on 6/10/20. They include one new pledge and one late renewal, reducing the number of Outstanding Pledging Households by two. ➤ 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 (\$3,339,775). YTD variance is [\$225,180], a very slight improvement since the last report. ➤ Income as of 5-31-20 is unchanged from the last report.		
Average Pledge	\$3,661	\$3,866			
<i>Compared to Prior Year:</i>					
Amount Change		-187,167			
Percent Change		-5.3533%			
Outstanding					
Pledging Units	182	190			
Amount	\$334,053	\$309,965			

BUILDINGS & GROUNDS

The four areas of focus most recently by Building & Grounds are the following:

- #1 Our homeless population: Mike has addressed this most recently in our "town hall" meeting.
- #2 Structural retrofit of Regas House. We have begun the design process and are getting cost estimates.
- #3 Re-opening requirements that include a variety of concerns from reorienting spaces to comply with physical distancing to the myriad challenges in cleaning and sanitizing different spaces with different needs. There is an ongoing task force led by Christina Honchell to tackle these issues
- #4 Deferred maintenance is an ongoing endeavor, i.e. elevator repair, HVAC concerns and new filtering to mitigate COVID-19, plumbing and electrical needs.

CONGREGATIONAL DEVELOPMENT

Last Meeting: June 23, 2020

Next meeting: July 28 at 6pm via Zoom

Welcome Ministry

- Welcome Cards received for June: 12
 - Interests checked
 - ✓P&J: 6
 - ✓Spiritual Formation: 3
 - ✓Music: 5
 - ✓CYF: 3
 - ✓LGBTQ+: 5
 - ✓20's/30's: 6
 - ✓Volunteering: 6
 - ✓Women's Community: 5
 - ✓Small Groups: 2
 - ✓PCHH: 6
 - ✓Senor Saints: 2
- Virtual Welcome Bags distributed in April: unknown (we'll try to figure out how to track that)
- Welcome Café – held on June 14
 - Staff Rep: Nina Scherer, Greeter: Jenn McGaw
 - 1 person attended
 - Next Welcome Café is July 12
- "Thank you for streaming and Welcome to All Saints" are no longer going out. Last month saw no return. We will keep an eye on the streaming numbers and may restart in August.

Greeters

- Greeters are trying to recruit more virtual greeters. Only about 8 greeters made the transition from in-person greeting to virtual greeter. This is an entirely different skill set – need to be computer savvy and don't mind working behind the scenes.
- Virtual greeters in training are Lisa Killen, Diane Stokes, Jose-Louis Trassens, Flor Quintanilla, Walter Little. Existing virtual greeters are Ben Martin, Sharyn Delahousie, Arpi Mardirossian, Peter Hult, Dan McCarrel, Judy Van Vleet, Kathy Onoye, and Rosemary Muñoz.

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

- Currently planning two summer online trivia nights using Kahoot. Probably on Fridays and will include prizes for the winners. The questions will be coming from All Saints History.
- Homecoming plans are being discussed – possible theme: Homecoming: where ever you are.

Women's Community

- Britta Foshee has reached out and would like to have Women's Community help with CRT.

Feast & Friendship

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

Leadership Support and Development Committee

- Two Ministry Leader Socials are planned for June 26 and July 7. The invitation went to all ministry leaders to come and share how they are doing with their groups.

Getting Connected: An introduction to All Saints

- Started Friday, May 29 at 5:30pm and continued for 5 consecutive Fridays.
- 20 folks finished the class.
- Thomas, Jenny Berman, Gloria Antall and Margaret Carter are the facilitators.
- Welcome Ceremony at the 11:15am service on June 28. A slide show of the new members followed by a "Welcoming of New Members into Community".

Senior Saints

- Juliana Serrano is the featured speaker on July 2
- The Senior Saints Writing Group continues to meet twice a month led by Frances Noble – they are a very dedicated small group!
- Senior Saints would like to start a new "Senior Saints Discussion Group" on the 2nd Thursday of the month. Details to come soon.

LGBTQ+

- Continuing to meet via virtual social hours
- June 14 was a wonderful LGBTQ+ Pride Sunday at All Saints with "From Generation to Generation" in the Forum
- LGBTQ+ Social on June 16 with Special Guest Marcus Halley.
- LGBTQ+ Small Group continues to be well attended

Website Redesign Committee

- Members are Keith Holeman, Nader Eldahaby, Kimberly Farnham, Sarah Phillips, Thomas Diaz, Nancy Naecker and Jason Lockett
- Continuing to interview web developers