

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

October 6, 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, Rory Lowdermilk, Art McDermott, Juan Mejia, Norweeta Milburn, Max Molina, Dave Moreno, Rosemary Muñiz, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Isabel Ramirez, Brian Robinson, Mike Kinman

ALSO PRESENT Jim Albarano, Alfredo Feregrino, Melissa Hayes, Keith Holeman, Sally Howard, Terry Knowles, Kelly Erin O’Phelan, Susan Russell, Nina Scherer, Juliana Serrano, Kathy Onoye

The meeting was called to order at 6:01 p.m. by Sr. Warden Juan Mejia using Zoom Webinar. Feregrino focused on what it means to walk with the revolutionary Jesus. He focused on the prayer steps of Lectio Divina. He read a passage from Isaiah 55 8-9 for meditation, prayer and reflection. He concluded with a prayer from Psalms 139 23.

Mejia 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 we have collected 61% of our annual budget which is in line with past years. We are ahead on the income side because of prepaid pledges. We have savings in personnel due to unfilled positions. We will be working with finance to prepare for the end of the year.

Finance Committee Report

Hudson reported that we are looking at year-end projections. The investment subcommittee is working on updating the investment policy, which has not been updated since 2002.

Giving Report/Pledging

Knowles reported there is nothing new since last report. They are analyzing the information for budget projections and items like open plate will be different since we have been virtual since March. The 2021 campaign will kick off on October 18. Letters will be going out tomorrow and the website will be up this week for 2021 pledges. The goal will be \$3 million. Thank you to the vestry members who have generously completed their 2021 pledge.

Mejia announced that the courts will be fully operational on Friday so parking income will begin to come in again.

REPORTS

PACES

Mejia introduced Phil Naecker and Blaine Cavena to give an update report on PACES. Cavena showed a slide presentation reviewing a recap, challenges, vestry's role, and progress made. He reviewed the process on the 10 possible projects. The work was presented to the vestry in September 2019 and then to the parish from October to March. A couple of projects have been moved forward to refinement. Naecker shared that some new people have volunteered to work on the Design Plan Review Team. The team includes Eric Brossy de Dios, Hans Herst, Jerry Higgins, Chris Runco, Lonnie Shields, and Phil Naecker. They presented two in-depth projects including upgrading the old Rectory/offices into new meeting space and replacing Scott Hall with space for CYF classrooms, office spaces and a possible kitchen. Both included major seismic upgrades to bring the buildings up to code. The study included cost estimates to project costs. They then opened the presentation to questions and discussion from the vestry. High commendations from the vestry went to the PACES Committee for the work done. Mejia expressed thanks to Naecker, Cavena, and Shields for their work.

Safe Haven

Howard reported that with the installation of the lockers, progress has been made on full implementation of the program. Last week we received a letter of complaint from the Maryland Homeowners Association. Howard responded to the letter, addressing their concerns.

The city planning department also sent a letter of concern. They would require a minor conditional use permit as a temporary shelter. They wanted to ensure that the activity would be restricted on the ASC campus. We are exploring what this permit entails.

Howard has met with the Safe Haven community and discussed the neighbor's concerns. Vestry discussion followed.

Children, Youth & Families Continuity

Esseln reported that the CYF Continuity Team has been working on communication and care of our youth during the transition. They are planning to have another youth town hall meeting.

The youth are planning a goodbye for Jeremy Langill, including a drive-by at Boston Court and a Zoom goodbye meeting just for youth and Jeremy.

They are working on video to connect more youth. Commendations went to Esseln and Graham for their leadership.

CRT Report

Hartman reported that CRT had a session that focused on the volunteers who are providing calls and notes to our community. This is called Caring for the Carers and is headed by Staci Kennelly. The Zoom meeting was well received and they are planning another for October before the election for some spiritual support.

Diaz is working on a financial support workshop. They are working on side-by-side companions and reconnecting with those who the team spoke with in March.

The cards and notes have been well received by the hospitals. Support of healthcare workers and hospitals will continue.

Congregational Development

Diaz appreciated the wonderful job done by the Homecoming Committee for their digital celebration. Special appreciation goes to Larry Gonzalez, Jim Jansen, Jessica Murray and Kyle Johnson for the Share Your Joy video. Celebration of Ministries was also a success. Thanks to Michael Paul Wong who was a wonderful host and Walter Little who ran the Behind the scenes Kahoots game.

Small groups are rolling out. Getting Connected begins October 9 and we have at least 20 participants. LGBTQ+ has a new talk series called "The Talk". This month will be an educational campaign series on LGBTQ+ to speak of the acronym.

Website redesign is progressing. Sarah Phillips and Jason Lockett continue working on this committee.

Welcome cards are coming in and they are being responded to by volunteers. They send a message to encourage the newcomers to come to the Welcome Café and the Getting Connected class.

JR. WARDEN REPORT

Thomas reported that there will be a 24-hour Zoom vigil during the election from noon to noon on November 3 and 4. Prayer, meditation, small discussion and music will be offered. Volunteers who want to take an hour of the vigil are welcome to contact Jim Albarano.

There will be a group walking from All Saints to the ballot drop box at City Hall on October 17 at 1 p.m.

SR. WARDEN REPORT

We will be streaming from the sanctuary on October 18 and on All Saints Day on November 1. We may also stream for Advent. It was wonderful to be back in the sanctuary on Homecoming.

LOOSE ENDS

- White spoke on Zoom-bombing and denial service request which happened on Homecoming.
- Earnshaw appreciated the announcement of the vestry meeting in This Week at All Saints.

COMMUNICATION BACK TO THE PARISH

- PACES Update
- Safe Haven Report
- Youth Continuity Report
- CRT Report
- Vigil for Election Day

APPRECIATIONS & REGRETS

- Thomas found some levity in this meeting, especially from Rory Lowdermilk. She appreciates the vestry and our youth leadership.
- Hudson thanked the vestry for their friendship and support for her during the past six months.

- McDermott thanked and appreciated the work of Blaine Cavena and Phil Naecker and the PACES team for the time and work they have done. This will pave the way to the future of our church.
- Lowdermilk appreciated the vestry for their tolerance of her feisty responses.
- Hines appreciated Sally Howard and Alfredo Feregrino, the wardens and leadership for stepping up to support Mike during this difficult and sad time.

The meeting was adjourned at 7:56 p.m. with a closing prayer by Susan Russell, and a selection from Michael Curry's book.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

October Meeting 2020

Addendum to October 6, 2020 Vestry Minutes

NO REPORT:

Buildings & Grounds

Finance

Pastoral Care Healing & Health

Peace & Justice / OCC

Personnel

CHILDREN, YOUTH & FAMILIES

July and August 2020

The CYF committee did not meet in July as is customary, and did not meet in August due to multiple Vestry meetings.

September 2020

The CYF committee met via Zoom on Tuesday, September 8.

Attending: Jonathan Berry, Jessica Ewing, Katie Ford, Kenyon Harbison, Christine Hartman, Mike Kinman

All Saints Budget and Reorganization

Mike Kinman attended this meeting specifically to address questions from CYF committee members about the budget and the reorganization process. Members asked questions about diversity of staff, thought processes of hiring decisions, detailed budget questions, current giving asks and patterns, and clarification on reorganization circles. This was very helpful and we appreciate Mike taking the time to answer our questions.

The next meeting will be on Tuesday, October 20th.

Additional Items to Report

The CYF Continuity Team has met consistently and hosted a town hall for youth on Sunday, September 20th. There will be a follow up town hall during which the youth will ask Mike questions directly. Originally scheduled for October 4th, this has been postponed until later in the fall. Thank you to Adelaide and Charis for their amazing leadership!

There is an incoming 6th grader event on Friday, October 9th hosted by Nina Scherer and Christine Hartman.

The official date of the new youth group program year is Wednesday, October 14th at 7:00 p.m. Youth group will continue to meet on Wednesdays until then especially to connect with Jeremy.

CYF is planning a Halloween event for October 31st, stay tuned for details once everything gets worked out with Buildings & Grounds.

Sunday School will not take place in its previous form for obvious reasons; Kelly Erin O'Phelan is working on a small group outdoor option and they will have confirmed dates soon through January.

The committee will be adding members to replace those who rotated off at the end of their term.

CONGREGATIONAL DEVELOPMENT

Last Meeting: August 18, 2020 ▪ Next meeting: October 20 at 6pm via Zoom

Welcome Ministry

- Welcome Cards received for September: 6
 - Interests checked
 - ✓ P&J: 3
 - ✓ Spiritual Formation: 1
 - ✓ Music: 0
 - ✓ CYF: 0
 - ✓ LGBTQ+: 2
 - ✓ 20's/30's: 1
 - ✓ Volunteering: 1
 - ✓ Women's Community: 3
 - ✓ Small Groups: 2
 - ✓ PCHH: 0
 - ✓ Senor Saints: 0
- Virtual Welcome Bags distributed in September: unknown
- Welcome Café – October 11, 10:15-10:45am. Staff Rep is Terry Knowles, Greeter: Jenn McGaw

Greeters

- Greeters have formed 5 Sunday Teams. Teams Leaders are Lynn Braswell (1st Sunday), Walter Little (2nd Sunday), Dan McCarrel (3rd Sunday), Sharyn Delahousie (4th Sunday) and Peter Hult (5th Sunday). Each team has at least 3 greeters. The goal is to staff at least 4 greeters per Sunday.
- We still need more virtual greeters.

Hispanic/Latino Ministry

- Alfredo is concentrating on the Sunday 1pm liturgy.

Parish Celebrations

- Homecoming: Larry Gonzalez, Jim Jansen, Jessica Murray (20's/30's), Kyle Johnson (20's/30's) curated a "Share Your Joy" video of parishioner photos for the Homecoming Coffee Hour which was lovely! A few parishioner photos were inadvertently left off of the video and Stuart Rosen has assembled a second "Share Your Joy" video to be previewed soon.
- Celebration of Ministries Trivia game at the Coffee Hour on Sept 27 was a huge success. Michael Paul Wong was a wonderful host and Walter Little ran the behind the scenes Kahoots game. We had over 100 folks participate in the event.
- Celebration of Ministries slide show was curated and labeled by Amanda McCormick and Grace Wong.

Feast & Friendship

- Jane Brust is working with Alfredo Feregrino to arrange for the fall Feast & Friendship events which will start mid-October. Stay tuned for publicity and registrations.

Leadership Support and Development Committee

- Facilitating Small Groups Training was October 1 at 5:30pm on Zoom. Katharine West, Robin Kinman, Doni Heyn-Lamb, Jose-Louis Trassens, Jessica Ewing, Charlotte Maya, Grace Galton and Vivian Varela participated in the training.
- Facilitating Small Groups Training is schedule for October 1 at 5:30pm

Small Group Ministry

- Small Groups launched a push for new socially distanced and masked in-person and online small group gatherings on Homecoming.
- We have five new facilitators and groups from that push. Publicity will begin the first week of October for:
 - *Meditation and the Brian* facilitated by Leila Gonzalez
 - *Parents of Seniors* proposed y Robin Kinman
 - *"Becoming Real" Book Group* facilitated by Vivian Varela
 - *The Way of Love* facilitated by Dori Torrey
 - *Prayer Group for Church* facilitated by Jenny Berman

Getting Connected: An introduction to All Saints

- Fall Getting Connected Class is scheduled for October 9 thru Nov 8.
- Thomas Diaz in the Ministry Leader. Facilitators are Jenny Berman, Gloria Antall, Katharine West, Margaret Carter and Walter Little.
- We have 21 participants registered so far!
- Thomas Diaz is leading a Getting Connected facilitator orientation on Oct 2 at 5:30pm.

Senior Saints

- Senior Saints October 2 event with guest Marna Cornell, past president of the Pasadena Area League of Women Voters, speaking on the November ballot issues was a success.
- The Senior Saints reading group facilitated by MaryLouise Lau and resumed on Zoom.

LGBTQ+

- New program year will launch with The Talk: a new monthly series of guest speakers from the Episcopal church and beyond, talking about various aspects of the relationship between LGBTQ+ identity and faith/the church, aimed at both the LGBTQ+ and the wider All Saints community, to be held on the last Friday of each month.
- The Rev. Charles Graves IV (he/him) joined as our guest speaker on September 27 as we discussed *LGBTQ+ Inclusion in the Church*.

20's/30's

- New program launched with a socially distanced and masked gathering on September 17 at the home of Kyle Johnson. The All Saints Church COVID protocol for Small Groups was followed by the 20's/30's leadership team (MaryLee Dula, Kelsey Hekman and Kyle Johnson).
- A socially distance and masked pumpkin carving event is planned for October 25 at a park. Details coming soon.

Website Redesign Committee

- Members are Keith Holeman, Nader Eldahaby, Kimberly Farnham, Sarah Phillips, Thomas Diaz, Nancy Naecker and Jason Lockett
- Hannah Earnshaw was added to the team as the copy editor and has started to write up the About Us page, the Virtual Community page and is developing the ASC Website Style Guide.
- Sarah Philips and Jason Lockett are working closely with the web developer on the technical structure of the website.
- All ministry leaders have been asked to update their web page with current group title, description of the group, current contact information and an updated photo.

(GIVING REPORT ON THE FOLLOWING PAGE)

GIVING

	2019 Campaign	2020 Campaign		2020 Budget	2020 Actual YTD
Renewals	9/30/2019	9/30/2020		2/12/2020	9/30/2020
Total Renewals	818	737	Gross Pledge (at Budget)	\$3,244,410	\$3,244,410
Renewal Amount	\$3,319,115	\$3,167,720	New Pledges (after Budget)	\$80,000	\$36,132
Average Renewed Pledge	\$4,058	\$4,298	Late Renewals	\$85,800	\$49,520
<i>Same Pledges Compared to Prior Year:</i>					
Prior Amount	\$3,399,033	\$3,131,922	Increases Since Budget	\$0	\$8,699
Total Increase Amount	-\$79,918	\$35,799	Decreases Since Budget	\$0	-\$870
Percent Change	-2.35%	1.14%	Total Gross Pledge	\$3,410,210	\$3,337,891
			Minus 2.5% Delinquency	\$85,255	\$83,447
New Pledges			Net Pledge Amount	\$3,324,955	\$3,254,444
Total New Pledges	146	133	<i>Income Reporting as of 9-30-2020</i>		
New Pledge Total	\$187,829	\$170,171	Non-Pledge Support*	\$190,000	\$120,564
Average New Pledge	\$1,287	\$1,279	Late Payments*	\$50,000	\$44,852
Amount Change			Special Gifts	\$280,000	\$57,178
			Open Plate	\$130,000	\$44,326
Non-Renewals			Foundations	\$0	\$784
Total Non-Renewals	40	36	Special Offerings Total	\$112,000	\$154,811
Non-Renewal Amount	\$112,029	\$74,343	Easter	\$32,000	\$41,372
Average Non-Renewal	\$2,801	\$2,065	Christmas	\$50,000	\$591
Amount Change			Bequest	\$20,000	\$10,000
			Memorial	\$5,000	\$102,748
Total			Mail	\$5,000	\$50
Total Pledges	964	870	<p>*Included in pledge line in budget.</p> <p>Notes:</p> <ul style="list-style-type: none"> ➤ The top three lines in the far right column are as of 9/30/20 and show incremental changes since the last report on 9/11/20 – although none occurred. ➤ 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 (\$3,419,859). YTD variance is [\$145,069], a \$10K improvement since the last report. ➤ Special Gifts increased \$12K since the last report, and Open Plate improved \$3K. ➤ This report shows a \$10K bequest from the Maybelle Bayly Wolfe estate. ➤ The report also reflects a \$100K gift in memory of Blair Maclean Gordon. ➤ There is no change in the number of pledges in any category. 		
Total Pledged	\$3,506,944	\$3,337,891			
Average Pledge	\$3,638	\$3,837			
<i>Compared to Prior Year:</i>					
Amount Change		-169,053			
Percent Change		-4.8205%			
Outstanding					
Pledging Units	179	189			
Amount	\$329,853	\$305,880			