

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
November 10, 2020

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

EXCUSED Will Gatlin, Art McDermott, Brian Robinson

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 the rector using Zoom Webinar. He asked for a few minutes of silence. He then shared a video poem by Denice Frohman called “Accents”. He focused on accents that are a part of each person and they are beautiful. He offered an opening prayer.

Kinman thanked the visitors who were online for the webinar.

Mejia welcomed Kinman back and 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 financials are in the black and the income and mission are consistent. We are doing well.

Finance Committee Report

Hudson reported that in the spring 2020, All Saints Church was awarded from the Small Business Administration Payroll Protection Program a loan in the amount of \$516,000. All Saints has met all criteria for loan forgiveness and it is expected to be finalized in the first quarter of 2021.

The Finance Committee recommends that when this amount is officially forgiven and booked as income, the funds should be used to seed an All Saints Church Emergency Cash Reserve. This is a one-time cash infusion, not on-going funds. The vestry will have final say on the use of these funds. The recommendation was moved and seconded and extensive questions and discussion followed, during which Albarano reported that projections reflect that the income and expenses will end in the black by around \$35,000 by the end of the year. The vestry unanimously approved the motion.

Giving Report / Pledge Summary Report

Albarano and Knowles reviewed the income to date and projections for the end of the year. Year-end projected income is \$3.465 million. Projected contributed income is short by \$77,000 at the end of the year. With all income included we expect to be around \$294,000 short. The total expense savings due to personnel, utilities, administration and programs is \$395,000. The net savings after including unexpected expenses for Zoom, security, personal protective equipment, and Safe Haven is \$329,000. They estimate we will end the year in the positive by \$35,000.

Knowles shared that they met with the trustees of the Alexander and Adelaide Hixon Rector's Discretionary Trust Fund. They had a wonderful meeting and conversation. We are most grateful for this visionary gift from Adelaide Hixon.

Knowles reviewed the status of the 2021 pledge summary report which showed 234 renewals totaling \$1,000,088. As of tonight we have a total of 255 pledges totaling \$1.171 million. We need to encourage parishioners about the importance of their giving. We need to advertise the Town Hall Meeting on Thursday.

Knowles will have hip surgery next week and Art McDermott will cover Giving in her absence. Roxie Bates and Christine Cox will keep things moving forward.

REPORTS

Safe Haven Update

Howard reported that we have placed our third person into permanent housing. We continue to meet both locally and in the Pasadena community for case conferencing as well as meeting with Union Station. We have located self-inflatable mattresses for our program participants, thanks to Kelly Erin O'Phelan. We are working now on getting blankets and jackets for the colder weather. The committee will meet with the city this week regarding the conditional use permit. The Maryland Housing Homeowners Association met with the SH community to discuss concerns. It was a good dialogue and MHHA would like to meet again.

Racial Justice Advisory Board (RJAB) Update

Barbara Andrade DuBransky shared that RJAB steering committee met for a listening session with Kinman and Thomas on October 22 to hear about the work being done and the budget. They talked about the role of RJAB, the RJAB recommendations, and their work on greater engagement with the wider community. RJAB is recruiting for three seats on the advisory board that they are looking to fill. The RJAB/Vestry Working Group will be meeting to align the RJAB recommendations and the church strategic plan. They will have their first RJAB meeting of the program year on December 7. On December 12, RJAB will have a full retreat preparing for action.

Congregational Development

Diaz reported that the website is well into production and features are being tested. Please submit your information for the vestry website. Getting Connected digital class had 14 in the winter cohort. This is the second cohort. They will be trying to gather information about how people are finding ASC and wanting to be part of the community. CD is working on small groups and how to create them by zip codes. They are looking forward to the new year and working on how to train our ministry leaders.

JR. WARDEN REPORT

Thomas thanked everyone for their support of the 24 hour vigil during the election. It was a great event to connect in a different way and it was a good way to create community.

RECTOR REPORT

Kinman reviewed the position descriptions of the open positions. He reviewed the job description for part-time Coordinator of Networking position. He asked the vestry to encourage someone who would be a good candidate to apply. They are reconstituting a search committee for the fourth clergy position. The job description is still in progress with plans to post it next week.

The third position is an interim finance and administration position and requires expertise. We have formed an Administrative/Finance Transition Team including Cathy Keig, Gloria Pitzer, Jim Albarano, Kimberli Hudson, Debbie Daniels, Terry Knowles, Sharyn Delahousie and Marilyn Coffman. They are looking for a consulting firm to do the work rather than an individual.

He commended Albarano for all of his work and he thanked Marilyn Coffman for stepping up to fill in for an employee who went on leave.

Kinman asked that the way people speak to staff needs to be monitored. The culture of asking staff and administrative assistants to do work not assigned creates some bad feelings. They are working on developing a feedback loop. He asked the vestry to remind people how hard the staff is working. Everyone has their assigned work and may not be able to drop everything at a command. Please lead by example.

SR. WARDEN REPORT

Mejia said that we are behind on setting up several committees including the Vestry Nominating Committee and Jr. Warden Nominating Committee. They may also need to form a Vestry/Staff Conference Design Team. You may be called on to serve.

LOOSE ENDS

- Kinman thanked Juan Mejia and Monique Thomas for the phenomenal amount of work that they have done as wardens. He is so proud of them.
- Earnshaw reminded the vestry that the Transgender Day of Remembrance service will be on Friday, November 20. The LGBTQ+ and Racial Justice Ministries will be putting on a session on Sunday, November 22. It will have a panel discussion on Transgender Day of Remembrance: Addressing Violence Against Black Transgender Women.
- Hartman wanted to know when we will get information about the next service. Russell said that it is in This Week at All Saints and will be on the web on Wednesday. It will be fabulous.
- Williams noted that we have not focused on our local elections and statewide initiatives. We have been involved in national issues. It may be important to discuss.

COMMUNICATION BACK TO THE PARISH

- The use of the PPP Funds
- Promote the Town Hall Meeting

- Update on Open Positions
- Success of Safe Haven
- Transgender Day of Remembrance and panel discussion
- We will be back live-streaming from the church on Advent I on November 29. Rev. Wil Gafney will be preaching and we will be using the new women's lectionary next year.

APPRECIATIONS & REGRETS

- Kinman appreciated the vestry for their discussions and willingness to struggle with issues. Everyone dives in.
- Hudson appreciated Juan Mejia and Monique Thomas for how they stepped up in an extraordinary way.
- Knowles reminded the vestry that tomorrow is Veterans Day and we appreciate and remember those who serve and sacrifice for our country.
- Kinman thanked the vestry for all their love and support to him and his family. He really felt it. This has been a rough five weeks. Thank you.
- Thomas appreciated this vestry and appreciated the discussions and work. She is very proud to be part of this vestry. We own our decisions.

The meeting was adjourned at 7:57 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

November Meeting 2020

Addendum to November 10, 2020 Vestry Minutes

NO REPORT:

Buildings & Grounds
Children, Youth & Families
Congregational Development
Finance
Pastoral Care Healing & Health
Peace & Justice / OCC
Personnel

PASTORAL CARE: GRIEF & LOSS

Submitted by Chris Folz

For August, September and October

Ever since I started using my own Zoom meeting in August (which I am personally paying for) the attendance has gone up to 12 people more or less every single week. We continue to get new attendees, some who return, as well as members who have returned. We had a "field trip" on a Sunday in September to Jerusalem (virtually, led by an experienced tour leader in Israel) which was a big hit and the group continues to find other ways to get together beyond the Monday night meeting.

(SEE GIVING REPORT ON FOLLOWING PAGE)

GIVING

PLEDGE SUMMARY REPORT	2018 Campaign	2019 Campaign	2020 Campaign	2021 Campaign
<u>Renewals</u>	10/25/2017	11/8/2018	10/31/2019	11/3/2020
Total Renewals	287	379	332	199
Renewal Amount	\$1,557,385	\$1,887,555	\$1,522,911	\$994,783
Prior Amount	\$1,568,388	\$1,896,256	\$1,470,368	\$924,627
Increase Amount	-\$11,003	-\$8,701	\$52,544	\$70,156
Percent Increase	-0.70%	-0.46%	3.57%	7.59%
Average Renewed Pledge	\$5,426	\$4,980	\$4,587	\$4,999
<u>New Pledges</u>				
Total New Pledges	8	23	20	21
New Pledge Total	\$10,350	\$31,900	\$29,016	\$13,425
Average New Pledge	\$1,294	\$1,387	\$1,451	\$639
<u>Non-Renewals</u>				
Total Non-Renewals	14	22	13	11
Non-Renewal Amount	\$31,894	\$43,959	\$20,310	\$33,090
Average Non-Renewal	\$2,278	\$1,998	\$1,562	\$3,008
<u>Total</u>				
Total Pledges	295	402	352	220
Total Pledged	\$1,567,735	\$1,919,455	\$1,551,927	\$1,008,208
Net Increase Amount	-\$32,547	-\$20,760	\$61,250	\$50,491
Percent Increase	-2.03%	-1.07%	4.11%	5.27%
Average Pledge	\$5,314	-\$4,775	\$4,409	\$4,583
<u>Outstanding</u>				
Pledging Units	848	632	617	663
Amount	\$2,089,882	\$1,894,832	\$2,029,967	\$2,380,925

Notes:

- Net Increase Amount = Renewed pledges – Prior year + New pledges – Non renewals
- The 2017 campaign launched a month later due to the arrival of new rector
- For 2017, 2018 and 2019 these are the first dates on which this report was published
- 2021 campaign launched two week later than usual