

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

February 9, 2021

PRESENT MaryAnn Ahart, Pat Coulter, Gary DePew, Thomas Diaz, Hannah Earnshaw, Adelaide Esseln, Kimberly Farnham, Will Gatlin, Christine Hartman, Julianne Hines, Eddie King, Mike Kinman, Elizabeth Lashley-Haynes, Rory Lowdermilk, Art McDermott, Juan Mejia, Norweeta Milburn, Max Molina, Dave Moreno, Rosemary Muñiz, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Charis Graham, Kimberli Hudson, Isabel Ramirez

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 pm by the rector using Zoom Webinar. Kinman shared a video invitation to write down a word or phrase that represents something that prevents you from living as a fully beloved child of God. Parishioners will send the word or phrase to church to be burned in virtual community to create ashes for Ash Wednesday. He asked for a few minutes of silence and reflection, after which he offered an opening prayer.

Mejia thanked the visitors who were online for the webinar.

Thomas had 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.

Website Presentation

Diaz introduced a preview of the redesigned website. The goal is to fully and beautifully embrace a diverse community. This website will be uniquely All Saints Church. He commended the committee including Sarah Phillips Dyer, Kimberly Farnham, Hannah Earnshaw, Jason Luckett, Keith Holeman, Alfredo Feregrino, Nader Eldahaby, Nancy Naecker, and Thomas Diaz. The vestry applauded the committee for their work. Phillips Dyer explained the process that they used and shared a preview of the beautiful new site. She walked through the site and explained the work. The vestry then had time for comments, questions and feedback.

Report of the Treasurer

Albarano reported the audit was received and reviewed by the finance committee. It was moved, seconded, and the vestry unanimously approved the audit for 2019 as received.

Clergy Housing Allowance Approval

Albarano presented the following Clergy Housing Allowances for 2021

Alfredo Feregrino	\$70,000
Sally Howard	\$50,000
Mike Kinman	\$10,000
Susan Russell	\$15,840

It was moved, seconded and the Vestry approved the clergy housing allowances.

Giving Advisory Committee Report

Knowles reported on the status of the January giving report. As of the report there were 695 total pledges amounting to \$3.048 million.

Knowles shared that the Giving Advisory Committee reviewed the Revenue Policy concerning special restricted gifts. The committee proposes that Section (2) be revised as follows:

Restricted Gifts to Operations All Saints Church considers special restricted gifts of cash or cash equivalents from individuals on a case-by-case basis to support specific programs or special initiatives/needs in the short term (current year up to three years from receipt of gift). Restricted gifts are not considered to substitute for a pledge. Generally, restricted gifts shall be consistent with our Mission and Core Values, and should not constitute a change of direction for the organization's operating plans or budget. Acceptance of any gift intended to be restricted must be approved by the Rector if less than \$25,000, and additionally by the Vestry if the gift is \$25,000 or more.

It was moved, seconded and following discussion, the vestry approved the revision. Knowles shared that the committee plans to review the full Revenue Policy and hopes to bring a revised document for the Vestry's approval at its May meeting.

Vestry Nominating Committee Update

Mejia thanked and commended the members of the committee for their work including Mike Kinman, Terry Knowles, MaryAnn Ahart, Max Molina, Will Gatlin, Adelaide Esseln, Rory Lowdermilk, Isabel Ramirez, Cathy Keig, Frank Ramirez, Rick Davis, Monique Thomas and Juan Mejia. The slate for the Vestry Class of 2025 is Gary DePew, Crystal Jones, Elisabeth Eilers, Walter Little, Janet Carol Norton, Karen Meier, Gabriel DuBransky and Ava King. Ava is the daughter of Eddie King and the matter of two family members being on vestry simultaneously was discussed. It was moved and seconded to present this slate to the congregation for election at the Annual Meeting on March 14. The vestry unanimously approved.

Administration/Finance Transition Team

Albarano reported the team includes Jim Albarano, Marilyn Coffman, Debbie Daniels, Sharyn Delahousie, Kimberli Hudson, Cathy Keig, Terry Knowles, Gloria Pitzer, and Mike Kinman. The team looked at three consulting companies and selected Missionwell. They can do the assessment and also have digital accounting services. The assessment would take about 40 hours. They will look at where we are and how we can work more efficiently, and present that in a proposal with recommendations. The initial contract is \$4,000. The assessment will go to Kinman and the finance committee. They will be able to tailor something to meet ASC's needs.

REPORTS

Racial Justice Advisory Board Report

Milburn reported that they have the new nominees for RJAB and they will present them to the vestry at the March meeting. Milburn shared with RJAB the Rector's Report from the January meeting and there was enthusiasm over the plans for racial justice.

Safe Haven

Howard reported that we have all the information collected to submit for the conditional use permit working with First United Methodist Church to submit together. Overnight security continues this week as we try out the cameras. The hope is to transition to the cameras soon. One participant is reuniting with his family. He is one of our leaders. One challenge is people gathering around the lockers and extra bikes. With the suggestion of Union Station, we are considering paying some of the participants to watch over the campus during the day. We may rotate this work. This may allow them to gain access to bank accounts.

Congregational Development – no further report

Vestry/Staff Conference

Kinman reported that it will be different this year. It will probably be 3-4 hours on Saturday, March 20, on Zoom. The focus will be on racial justice. RJAB recommends that the vestry and staff take the Harvard Implicit Association Test on Race and spend time on that. We will be working with RJAB to plan and give time for processing the information. What does it mean to lead with a racial justice lens? The vestry had time for feedback and questions.

RECTOR'S REPORT

Kinman reported that the focus of Lent will be on women. On February 21, Gayle Fisher-Stewart will preach at the 11:15 am, and Norma Guerra will preach at the 1:00 pm. On February 28, Leslie Callahan will preach at both services. On March 7, Heather Miller will preach at the 11:15 am, and Lauren Grubaugh will preach at the 1:00 pm. On March 14, Sally Howard will preach at both services. On March 21, Sandra Montes will preach at both services. We are planning other activities such as a dance party on Wednesday evenings and bringing back the drum circle. We will have a crazy film series on Sundays. Kinman reminded the vestry that "joy" and "Lent" are not a contradiction of terms.

COMMUNICATION BACK TO THE PARISH

- Great presentation and preview of the new website
- Slate of nominees for vestry approved
- Accepted the audit
- Working on administration/finance assessment with consulting group Missionwell
- Adopted a change in Giving Revenue Policy

APPRECIATIONS AND REGRETS

- Gatlin commended the website committee and the tremendous amount of work.
- Hines commended the nominating committee on a wonderful slate of leaders.
- Howard commended the youth work and Nina Scherer for the development of wonderful youth leaders.
- Kinman appreciated Paula Arvedson for attending the meeting.
- Worthy Deamer commended the Giving Advisory Committee for the clarification of the language on the restricted gift policy.
- Mejia commended Adelaide Esseln and Rory Lowdermilk for their sense of humor in the chat and the wisdom that they add to the meeting.
- Russell appreciated that we have Bishop Gene Robinson here for the Forum and both services on Sunday.
- Williams shared that he participated in the Sundance Film Festival and highly recommended a film called “My Name is Pauli Murray.” It is a transformative documentary film. Union Theological Seminary is doing a two-day study on this film with the Rev. Dr. Kelly Brown Douglas.
- Ahart shared that tonight HBO is having a documentary special on Black artists.
- Lashley-Haynes appreciated Kelly Erin O’Phelan and Nina Scherer for their care of our youngest children last Sunday. There was an audio Zoom bomber during Children’s Chapel. They sent a follow up email to the parents, were transparent with the parents and they kept on top of it.
- Esseln shared her regret this is the time that our church youth would have a 30-hour fast. It is missed.
- Thomas announced a program at Cal Tech. On February 26, Brian Biery will host the History of Black Pasadena. On the panel will be Alma Stokes, Chip Williams, and Danny Parker. She invited the vestry to join the Zoom meeting.

The meeting was adjourned at 7:52 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

February Meeting 2021

Addendum to February 9, 2021 Vestry Minutes

NO REPORT:

Buildings & Grounds
Children, Youth & Families
Congregational Development
Finance
Giving
Pastoral Care Healing & Health
Personnel

PEACE & JUSTICE / OCC

Submitted by Lorynne Young, committee chair

The P&J/OCC Vestry Committee had a Zoom Celebration instead of its December meeting with goodie bags delivered to each member's home.

The January meeting included a discussion of ministry work in 2020 and plans for 2021. Most ministries found that they were able to continue meeting via Zoom for planning and webinars; in some cases drawing larger audiences than with in-person meetings and utilizing out-of-area speakers. However the hands-on aspects of the ministries proved more challenging and required adaption to follow safety protocols.

For the future, we would like to expand our capabilities and creative uses of Zoom and other online resources. As health protocols allow, we hope to try some socially distanced in-person events.

We also discussed the ministries combining forces in educational outreach to the community on the value and importance of getting the COVID vaccines as well as the issue of redistricting. These would be similar to our efforts in the 100% Voting Congregation Campaign.

Our next meeting is Thursday, Feb. 18, 7 pm.