

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

March 2, 2021

**PRESENT** MaryAnn Ahart, Pat Coulter, Gary DePew, Hannah Earnshaw, Adelaide Esseln, Kimberly Farnham, Will Gatlin, Charis Graham, Christine Hartman, Julianne Hines, Kimberli Hudson, Staci Kennelly, 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** Isabel Ramirez, Keith Holeman

**ALSO PRESENT** Jim Albarano, Thomas Diaz, Alfredo Feregrino, Melissa Hayes, Sally Howard, Terry Knowles, Kelly Erin O'Phelan, Susan Russell, Nina Scherer, Juliana Serrano, Kathy Onoye

The meeting was called to order at 6:02 pm by the rector using Zoom Webinar. He opened with a period of silence. He asked the vestry to reflect on these questions: when did you feel there was a place for you? What did it feel like to be seen, known and loved? Why is radical inclusion important? He explained that this is what we want; for everyone to feel that there is a place for them. 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 of the February 9<sup>th</sup> meeting and committee reports as received.

Diocesan Convention Representation Approval

Kinman presented the slate of representatives for the Diocesan Convention to include Gabriel DuBransky, Julianne Hines, Ava King, Dave Moreno, Monique Thomas and Jim White. It was moved, seconded and the vestry unanimously approved the slate. This slate will be presented to the congregation for approval at the Annual Meeting on March 14.

Report of the Treasurer

Albarano reported that things are going well with Missionwell. We continue to provide them with information about how our systems are working.

Financial reporting is delayed. There are no surprises in the budget.

### Staffing and New Vestry Member Selection

Kinman congratulated Thomas Diaz in his new position on staff as Coordinator of Networking. Thomas thanked the vestry for their support and expressed that he is looking forward to working on staff.

Kinman and the wardens recommended Staci Kennelly to fill Diaz's unexpired position. Kennelly spoke a little about her journey. It was moved, seconded and the vestry unanimously endorsed the nomination of Staci Kennelly.

### Giving Advisory Committee Report

Knowles reported two initiatives for Easter giving:

- Flowers for the chancel and special gifts (\$35,000 goal). A liturgy attachment throughout March will inform people how to donate flowers in memory of a loved one.
- The Easter card will be mailed to approximately 2,800 parishioners this Friday, asking for special Easter gifts.

Presentation Sunday is March 14, when the chancel will be decorated with hearts bearing the names of pledgers.

She presented the Giving Report, highlighting the fact that Open Plate in last month's report was \$900 but now is \$7,200 due primarily to the gifts of one donor, and that we currently have 702 pledges for 2021, totaling \$3.059M. There are no surprises in the report, which aligns with our forecast.

## **REPORTS**

### Safe Haven

Howard presented a comprehensive report on Safe Haven. The vestry had the opportunity to pre-read the report and time was given for questions and clarification. The update report was reviewed by co-chairs Erica Tamblyn and Gloria Antall. They agreed that it is accurate. Howard was commended for this update. Topics included relations working with First United Methodist Church, leadership in the community, city support of the full-time social worker under staff of Union Station, impact of the program on the homeless population, selection of participants, and radical inclusion. Questions need to be directly addressed with Sally Howard. Kinman thanked the leadership team including Erica Tamblyn, Gloria Antall (mother of Elizabeth Lashley-Haynes), Marilyn Coffman, Kim Farnham, Max Molina, Risë Worthy Deamer and Kelly Erin O'Phelan. They continue to do amazing work.

### Racial Justice Advisory Board Report

Milburn reported that they have forwarded suggested names to Kinman for the three working groups, they are helping with planning the Vestry/Staff Conference, and they are excited about the new website and RJAB link. They are in discussion with Kinman about the slate for RJAB hopefully to come to vestry in April.

### Congregational Development

Diaz reported that they are in final integration of the website and hopefully will go live this weekend. They will continue to review content.

### Vestry/Staff Conference Design Team

Kinman reported that RJAB is working on the design. He reminded them about radical inclusion and walking with the revolutionary Jesus. This is our work and we need to be all in. The conference will be different and focus on this work. We have contracted with The California Conference for Equality and Justice (CCEJ) to work with us for 3 hours on Saturday on March 20 to clarify why we are doing this work. Monique Thomas will be giving us a primer tonight.

### **VESTRY/STAFF CONFERENCE PRIMER**

Monique Thomas started by covering terms and concepts so that we have a common language. She focused the vestry on identity: Who are you, and what makes up your identity. She defined terms like race, ethnicity, nationality and POC, BIPOC, QTPOC. She explained intersectionality and bias, and how bias happens. Thomas covered unconscious bias and how we act with our biases. She focused on microaggressions, what they are, and how actions may be unconscious, verbal, nonverbal and environmental. She posed some things to remember as we do this work and questions for the vestry to think about prior to the conference. Her PowerPoint presentation and the Racial Justice Resolution will be shared.

Monique was commended by the vestry for her presentation.

### **RECTOR'S REPORT**

Kinman shared that this will be the last vestry meeting for retiring members Adelaide Esseln, Will Gatlin, Rory Lowdermilk, Max Molina, Isabel Ramirez, and MaryAnn Ahart. They were thanked, appreciated and will be missed. Brian Robinson was also recognized for his amazing work. Kinman thanked Monique Thomas and Juan Mejia as wardens. Their leadership has been incredible and they were commended. Special personal thanks went to Juan Mejia.

Kinman reported that three task forces are being formed: Telling the Whole Story: The Land Our Campus Sits On, Telling Whole Story: Our Stained Glass Windows, and the Banking Task Group.

The Annual Meeting is Sunday, March 14 at 9:30-11:00 am. One bilingual service will follow at 11:15 am. It is Presentation Sunday and Sally Howard will preach. They will elect the new vestry members and our representatives to the Diocesan Convention. The budget will be presented and both the Rector's Report and the Senior Warden's Report will be given. We want to celebrate our resilience. There will be short videos from parishioners interspersed among the reports, and we will celebrate some of the amazing work of the past year as well as acknowledge the loss and the grief. We will have the second Annual Meeting on April 18. It will be Looking Ahead: All Saints After the Pandemic. The new wardens will be actively involved in this meeting. We will begin planning for coming back together in the fall depending on what the public health professionals say.

We are moving forward with the open associate rector position. The associate rector search team will be meeting to review resumes. There are some intriguing candidates and we are still recruiting.

We had a productive meeting with Missionwell, the company conducting an assessment of our administration and finance processes. They met with our Personnel Committee and Sally Howard who is leading the circle restructuring. We feel it would be productive to have them also do an assessment of our HR practices. They are preparing a proposal for us for that work.

## **LOOSE ENDS**

- Serrano is applying to serve on the City of Pasadena Community Police Oversight Commission representing All Saints Church.

## **COMMUNICATION BACK TO THE PARISH**

- Announce our selection of Junior and Senior Wardens
- Agenda for this meeting was on Facebook
- Training tonight and focus of the Vestry/Staff Conference
- Announce the new vestry member – Staci Kennelly
- Diocesan slate approved and will be elected at the annual meeting
- Safe Haven Update

## **APPRECIATIONS AND REGRETS**

- Milburn appreciated Thomas Diaz and Brinell Anderson for a wonderful dance party on Wednesday night. Thank you.
- King remembered the passing of Kathleen Dwyer. She was an extraordinary woman and will be missed dearly.
- Coulter appreciated Vernon Jordan, who passed today, for his work and life. She praised his work on civil rights and her fond memories.
- Molina thanked the vestry members and appreciated the opportunity to participate as part of the vestry.
- Gatlin was grateful to serve on the vestry. He is excited for the future and inspired.
- Lashley-Hayes asked for prayers for her husband's great aunt Ruth Lewis. She was 89 years old and the matriarch of the family.
- Thomas appreciated Juan Mejia for his leadership and friendship in such a hard year.
- Esseln regretted that she never got to be on vestry in person.
- Kinman appreciated Charis Graham, Adelaide Esseln and Rory Lowdermilk for their work on the vestry this year. Graham will help orient the new youth vestry members.
- Lowdermilk can't believe her term is over.

The meeting was adjourned at 8:05 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,  
Kathy Onoye

## Vestry Committee Reports

March Meeting 2021

Addendum to March 2, 2021 Vestry Minutes

### **NO REPORT:**

Buildings & Grounds  
Congregational Development  
Finance  
Giving  
Personnel

### **CHILDREN, YOUTH & FAMILIES**

The CYF committee met via Zoom on Tuesday, February 23rd.

*Attending: Beatriz Beltran, Joy Bustrum, Jessica Ewing, Kenyon Harbison, Christine Hartman, Rory Lowdermilk, Kim Roura, Damon Russell, Nina Scherer, Walton Williamson*

#### Children's Ministry Update – Kelly Erin O'Phelan

- We had the Lenten drive-through with family devotional packets.
- Kelly Erin is busy trying to get our playground open with Sally so families have a safer space to decompress during this 'lighter' pandemic time.
- Kelly Erin has been doing a lot of work on family pastoral care recently, dealing with a few mental health emergencies with dear families.
- The exercise class is still being worked on due to instructor schedules; one final ask is out right now.
- We will explore resuming family fun days outdoors and masked in the next month. Kelly Erin is working on permission to launch these again in March or April. Our first event back will be a group bike/ scooter/ all wheels ride :) Low risk, constantly moving. Masks required (of course, we're not animals).

#### Youth Ministry Update – Nina Scherer

- Youth Council is still meeting every Monday. This past Monday they met with members of the Racial Justice Ministry to talk about ways to work together. It was a great meeting with a lot of exciting opportunities on the horizon.
- Graduation recognition is still being worked on. Not sure what it looks like yet but we will find a way to make sure seniors are celebrated.
- There is currently no OWL course scheduled for the fall. Not only do we not know what our in-person situation will be, we need more facilitators before we can have another course. **If you or someone you know is interested, please connect with Nina.** It's a wonderful experience!
- Nina is looking for some input/help with Seekers in the fall. **Please let her know if you'd like to help.**

- Youth Sunday ideas/thoughts from the group:
  - ✓ enjoy youth Sunday and the opportunity to honor seniors;
  - ✓ why not invite more youth to speak in services throughout the year – doesn't even have to be all services on a Sunday;
  - ✓ work more youth preachers throughout the year, maybe once a quarter;
  - ✓ perhaps youth preachers can work with adult preachers on certain Sundays – same text, different perspectives;
  - ✓ have a series of youth speakers throughout the year so that multiple willing/talented speakers aren't vying for very limited spots on youth Sunday;
  - ✓ get more youth into rotation for announcements, prayers, giving updates;
  - ✓ have them design a few Forums throughout the year;
  - ✓ produce a musical;
  - ✓ have youth choirs booked for full services a few times (i.e. not just featured on youth Sunday).

Lots of ideas and the committee is fully committed to working on seeing more youth and children involved on a consistent basis in the worship life of the church.

#### Other Items for Discussion/Follow Up

- Survey link to parents has been sent out and we've received 18 responses so far. Please promote to your circles. Christine will be putting it out on FB and will ask Susan to put it out on Instagram and Twitter. Nina will work with Melissa to get it in TWAAS. **Here is the link if you need it. The deadline is March 1:**  
<https://www.surveymonkey.com/r/CYFParent2021>
- Childcare staff support : we are going to lead a parent effort to collect funds to support our laid off childcare staff. Even though they may be coming back when we reopen they could use both practical and emotional support right now. Giving them grocery cards is a way to do both. We'll be sending an email out to all CYF families, and some ASC staff members have already indicated they also want to participate. Look for info soon. Christine and Joy will work out logistics.
- 3<sup>rd</sup> – 5<sup>th</sup> grade engagement: Joy has been talking with Nina and Kelly Erin about increasing 3-5 grade engagement. The group concurred that this is a fall-off that happens in Sunday School/Children's Chapel and that choir is really the program that specifically addresses this group. An idea that came up in discussion is to have a breakout room available during Children's Chapel for older kids. This could be a great way to start, especially since this program is already in place. Nina will discuss with Kelly Erin.
- Talked about doing a CYF email later this week to remind folks about the survey and also to remind about the start time of Children's Chapel (10:45 a.m.)
- Katie Ford is continuing to recover. She sent her love to the committee and we all send her lots of love back!

*Our next meeting is at 7:00 p.m. on Tuesday, March 16th.*

*Other upcoming meetings (assuming they do not conflict with Vestry meeting):*

*Tuesday, April 20th*

*Tuesday, May 18th*

## **PASTORAL CARE HEALING & HEALTH**

### UPCOMING MEETINGS:

The next meeting for PCHH leaders meeting will be on March 4 at 7:00 p.m.

PCHH Vestry committee meeting will be held on at March 15, at 4:00 p.m.

### MINISTRY UPDATE:

Centering Prayer Ministry, Monday Meditation Ministry, Prayer Shawl Ministry, Grief & Loss. Spiritual Direction, Reclaiming the Bible, Seeking Healthy Faith, Lay Counseling, Healing Prayers, and Lay Eucharistic Visitors (by phone), have been operational during COVID restrictions.

### STEERING COMMITTEE UPDATE:

Some ideas for inclusion discussed at the last meeting PCHH steering committee:

- Meeting scheduled with Nancy/new Website team
- Congregational Memorial team
- Liaising with CRT/ CCT to plan post COVID return to church action plan
- Possible name update for website tabs (Blaine's ideas)
- Number of deaths weekly (staggering)
- Looking for volunteers and planning a large recruitment drive in collaboration with the new Networking Coordinator

Utilizing traditional programs as well as new innovative approaches, All Saints continues to provide loving care and specialized attention to members of our parish and our community.

## **PEACE & JUSTICE / OCC**

Submitted by Lorynne Young, committee chair

At the February meeting, the committee continued its discussion on how ministries are adapting their program activities in light of the pandemic restrictions.

Also discussed was how the groups might reach out to the congregation to let them know that the ministries are still active and how people might get involved. One idea was to host a Zoom ministry festival with breakout rooms replacing the tables on the lawn.

The committee is also looking into how we can be supportive of the CYF programs and better ways to use our website.

Interfaith Studies Group is planning a program on Passover, Easter and Ramadan on March 14.

The next meeting is Thursday, March 18.