

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

April 20, 2021

- PRESENT** Pat Coulter, Gabriel DuBransky, Hannah Earnshaw, Elisabeth Eilers, Kimberly Farnham, Charis Graham, Christine Hartman, Julianne Hines, Kimberli Hudson, Crystal Jones, Staci Kennelly, Ava King, Eddie King, Mike Kinman, Elizabeth Lashley-Haynes, Walter Little, Art McDermott, Karen Meier, Juan Mejia, Norweeta Milburn, Dave Moreno, Rosemary Muñiz, Janet Carol Norton, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer
- EXCUSED** Gary DePew, Thomas Diaz
- 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 6:00 pm by the rector using Zoom Webinar. He opened with a period of silence. He asked the vestry to reflect on the day with the jury verdict of guilty for Chauvin in Minneapolis. He asked the vestry to share what is on their hearts. He offered a reflection by Starsky Wilson, CEO of the Children’s Defense Fund, and offered a moment of silence for the life of George Floyd.

Thomas thanked the visitors who were online for the webinar. She also welcomed the new vestry to their first meeting.

Hines 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 March 2nd meeting and committee reports as received.

Report of the Treasurer

Albarano reported that Missionwell’s first reports have been received. He will prepare them for the finance committee and vestry. According to the financial information in March, we are doing well and are solvent with income a little over a million and expenses a little under a million. Missionwell is doing an assessment of overview of our accounting and bookkeeping systems. They sent a first draft. After a quick review, it appears to be very thorough and we are going to be stronger with their input.

Parochial Report Approval

Kinman reports that it is not ready yet, but it will be in the May vestry packet.

Giving Advisory Committee Report / Pledging

Knowles reported that we met and exceeded our 2021 campaign goal of \$3 million, and we continue to encourage new pledges. Kinman and Knowles are engaging with parishioners in small Zoom group gatherings with no agenda other than to get feedback about what they are

thinking about in respect to All Saints. We will continue these small gatherings throughout the year. Knowles also is undertaking an effort to understand where the parish is in respect to campus capital improvements identified by PACES. She will bring a report to the Vestry at its May 11 meeting.

REOPENING CONVERSATION

Kinman reported that in all conversations regarding reopening we look at three levels including 1) what the public health officials on the state and local levels are saying, 2) what the bishop is saying, and 3) what our own safe reopening team is saying. Kinman asked the vestry what are you hearing from the congregation and where the congregation is, what the vestry is thinking, what questions the vestry has and what do we need to consider. Kinman asked the vestry to send in questions and concerns regarding reopening to Maren Tompkins. Homecoming is our target date. We have memorials and weddings that need to be scheduled after Homecoming. White requested that the Buildings & Grounds Committee please be kept in the loop.

REPORTS

Safe Haven

Howard reported that one individual had put extra belongings in the Scott Hall area. Those belongings were removed by the individual. The conditional use permit application was completed and submitted to the city. Thanks to Erica Tamblyn for her work. We were able to get a reduced fee along with United Methodist Church. Howard will let the vestry know when it goes to public hearing. We have another of the unhoused community receiving housing. The food served on Sundays has improved thanks to Tamblyn's friend who has a restaurant in downtown LA. Howard will attend a national conference on Housing First.

Racial Justice Advisory Board Report

Milburn introduced the nominees for RJAB. She presented the background on Bill Gould and Audrey Halaas Voorhees. It was moved, seconded and the vestry unanimously approved the new RJAB members.

Congregational Development

Feregrino announced that Nancy Naecker will take over as chair of the Congregational Development Committee. He then reviewed the attached report. Small groups had a successful launch thanks to Staci Kennelly, Cathy Keig, Christine Hartman, and Dave Lindberg. It is well organized and special. Hartman encouraged others to participate. Feregrino shared that it is open to everyone and there are 6-7 gatherings. There are resources to help.

Vestry/Staff Conference Debrief

Kinman gave background and Thomas asked the vestry to reflect on what they noticed or learned from the conference. Hines asked the vestry what we still need to wrestle with and what questions we need to address at All Saints. The vestry had time to reflect. Thomas then asked the vestry to reflect on how current events intersect with our racial justice work at All Saints and what the implications are. Kinman shared where we go from here. The next step is debriefing with the RJAB working group, CCEJ, wardens and staff. They will meet to discuss where we go from here. We need to look through a racial justice lens.

RECTOR'S REPORT

All Saints sponsored Juliana Serrano as a candidate for the city's Community Police Oversight Commission. The Public Safety Commission unanimously moved her forward but the council last night rejected the process and nominations of the safety commission and decided to review all candidates in council. This may happen at the next Monday City Council meeting.

Kinman shared that we would be using \$4,000 from the Rector's Discretionary Fund to partner with other faith communities to fund reproductions of the art installation that anchors George Floyd Square in Minneapolis in four other cities – Washington, D.C., Chicago, Atlanta and Louisville. The pastor of Foundry United Methodist Church, the Rev. Ginger Gaines-Cirelli (<https://www.foundryumc.org/pastor>) has already pledged to match the \$1,000 for D.C. and we will work together to raise the additional \$1K. This is a model we will use in each city.

Kinman shared that All Saints will build a Community Lament structure that the wider community can use to grieve. Eddie King has volunteered to work on the structure. People can write laments or celebrations on pieces of fabric and tie them to the structure. We are developing a Caretaking and Curating Team to monitor the structure.

The two "Telling the Whole Story" groups are meeting and learning a lot about the process. Williams is co-convening the group on our stained glass and Hannah Earnshaw is co-convening the group on the land we are using.

LOOSE ENDS

- › Williams invited the vestry to see a screening of "Far East Deep South" on Sunday at 2p.m. Made by Asian filmmakers, the film about their experience in the Deep South. It is 76 minutes long and then at 3:30 the filmmakers will be present to discuss and answer questions.
- › Thomas announced that she will be performing in a play Thursday-Saturday at 7:30p.m., the debut of "The New Galileos" on Zoom. Also, there will be an Earth Week Panel on Geoengineering on Friday at 11:30a.m. They will discuss scientific benefits, ethical issues, and potential unintended consequences of changing our biosphere. She invited the vestry to these events.

COMMUNICATION BACK TO THE PARISH

- › The time spent debriefing the vestry/staff conference.
- › The new members appointed to the Racial Justice Advisory Board.
- › The current situation with Juliana Serrano and the city council and her appointment to the Community Citizens Oversight Commission.

APPRECIATIONS AND REGRETS

- Ava King appreciated her first vestry meeting. Kevin, one of the youth volunteers', father recently passed and she asked for prayer for Kevin and his father and family.

The meeting was adjourned at 8:40 p.m. with a closing prayer by Alfredo Feregrino.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

April Meeting 2021

Addendum to April 20, 2021 Vestry Minutes

NO REPORT:

Buildings & Grounds
Finance
Pastoral Care Healing & Health
Peace & Justice / OCC
Personnel

CHILDREN, YOUTH & FAMILIES

The CYF committee met via Zoom on Tuesday, March 16.

Attending: Joy Bustrum, Jessica Ewing, Kenyon Harbison, Christine Hartman, Rory Lowdermilk, Kelly Erin O'Phelan, Kim Roura,

Children's Ministry Update – Kelly Erin O'Phelan

- Planning stations of the cross chalk art activity outside during Holy Week.
- Kelly Erin is continuing to work with Sally to get our playground open safely. Stay tuned!
- Working on an outdoor activity for 3rd-5th grades after Easter, as well as activities for younger kids.

Youth Ministry Update – Rory Lowdermilk

- Youth Council is continuing to meet.
- Graduation planning meetings are continuing to figure out how we honor the graduating seniors, including possible events in outdoor settings. Committee is here to help however needed!
- Rory honored the memory of Kathleen Dwyer, whose memorial service she attended recently. Kathleen was a strong supporter of the youth program, especially with loaning her home in Mexico for the mission trip. The family is going to continue that tradition moving forward. The committee expressed sympathy to the family and gratefulness for their support.

Other Items for Discussion/Follow Up

- Survey: 40 people responded to our survey. Christine mentioned that we did not ask for names or emails, so individual follow up is going to be a challenge. Overall, people are thankful for what All Saints is doing and are also eager to continue to find ways to connect (though Zoom fatigue is a thing for both adults and kids).
- Childcare staff support : Joy has collected around \$3000 from parents in our community to support our childcare workers in this transitional time. Joy will work with Kelly Erin to distribute appropriately. Joy thanked everyone for the generosity!

Our next meeting is at 7:00 p.m. on Tuesday, April 13th.

Other upcoming meetings:

Tuesday, May 18th

Tuesday, June 15th (last meeting of the program year – we'll resume on August 17th)

CONGREGATIONAL DEVELOPMENT

Last Meeting: March 23, 2021

Next meeting: April 27, 202 at 6pm via Zoom

Welcome Ministry

- Welcome Cards received for March: 7
 - Interests checked
 - ✓ P&J: 3
 - ✓ Spiritual Formation: 0
 - ✓ Music: 1
 - ✓ CYF: 1
 - ✓ LGBTQ+: 2
 - ✓ 20's/30's: 1
 - ✓ Volunteering: 2
 - ✓ Women's Community: 4
 - ✓ Small Groups: 2
 - ✓ PCHH: 1
 - ✓ Senior Saints: 0
- Announcement at Sunday service has been adjusted to direct visitors and newcomers to the "I'm New Here" link on the new website for all information regarding Welcome, Welcome card, Welcome bag, and general information on All Saints Church.
- Virtual Welcome Bags distributed in March: unknown
- Welcome Café – March 14 at 10:15am – no attendees
 - Staff Rep: Thomas Diaz, Greeter: Jenn McGaw
 - Next Welcome Café – Alfredo and Thomas are working to restructure the Welcome Café.

Greeters

- Since we are live-streaming now, Greeters are greeting on Facebook and YouTube only.
- Greeters have 5 Sunday Teams. Teams Leaders are Lynn Braswell (1st Sunday), Walter Little (2nd Sunday), Dan McCarrel (3rd Sunday), Sharyn Delahousie (4th Sunday) and Peter Hulit (5th Sunday).

Hispanic/Latino Ministry

- Alfredo is leading a bi-monthly bilingual Spanish/English Small Group

Parish Celebrations

- Continuing to work on *Book of Common Recipes*.
- Working on plans for in-person Homecoming in alignment with church and LA county guidelines.

Feast & Friendship

- Jane Brust and Christine Cox organized 5 Feast & Friendship events in February/March. Attendance was low and two events were cancelled due to no sign-ups.
- Jane is organizing summer Feast & Friendship events and will work with Thomas and Alfredo on introducing in-person outdoor small gatherings following church guidelines as well as online zoom gatherings.

Leadership Support and Development Committee

- Kimberly Farnham is the new Ministry Leader. Terry Moore has stepped down as LS&D co-leader.
- Upcoming Training:
 - Leading a Committee or Ministry – May 13, 6-8pm
- Spring Ministry Leader Newsletter coming out this week. The highlighted small group is *The Way of Love* facilitated by Dori Torrey.

Small Groups Ministry

- Successful launch of four new small groups:
 - *91104 A Neighborhood Group* facilitated by Staci Kennelly
 - *91104 B Neighborhood Group* facilitated by Cathy Keig
 - *90041/90042 Neighborhood Group* facilitated by Christine Hartman
 - *All Saints Church Diaspora Small Group* facilitated by Dave Lindberg
- Next Small Group Ministry project is to organize a small group curriculum resource

Getting Connected: An introduction to All Saints

- Winter Getting Connected Class was Feb 26 – March 26 on five consecutive Fridays from 5:30 – 6:45pm.
- Thomas Diaz was the Ministry Leader. Facilitators were Gloria Antall, Connie Chung, Margaret Carter and Walter Little.
- We welcomed 8 folks to the All Saints Church community on April 3 at the 6:00pm Easter Vigil service.
- Thomas and the facilitators will continue to reach out to these folks and encourage connecting to other ministries and small groups.

Senior Saints

- Senior Saints met on March 4 with guest speaker Amy Brenneman and her discussion on creativity.
- The Senior Saints April 15 event will feature Keith Holeman, Director of Communications.

LGBTQ+

- The Talk: a 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 Talk in March partnered up with NEAT (National Equality Action Team) to host a phone bank calling party, calling on our community to come together over Zoom and make calls to connect voters with their Legislators to tell them it's time to update federal law so that all people, including LGBTQ+ people, are protected from discrimination!

20's/30's

- They are anxious to meet in-person soon.

Women's Community

- Women's Sacred Wellness Circle on May 15 from 10-11:30am with certified yoga teacher, Peggy Burt in morning of sacred yoga, mindful creativity and guided meditation.

Website Redesign Committee

- We successfully launched the new All Saints Church website mid-March!
- Please spend some time exploring the new website and navigating through all the tabs. Enjoy!
- Please send any comments and edits to website@allsaints-pas.org

(GIVING REPORT IS ON THE FOLLOWING PAGE)

GIVING

| PLEDGE SUMMARY REPORT | | | PLEDGE INCOME | | |
|---|----------------------|----------------------|---|--------------------|------------------------|
| | 2020 Campaign | 2021 Campaign | | 2021 Budget | 2021 Pledge YTD |
| Renewals | 3/20/2020 | 3/31/2021 | | 1/31/2021 | 3/31/2021 |
| Total Renewals | 720 | 634 | Gross Pledge (at Budget) | \$3,020,608 | \$3,020,608 |
| Renewal Amount | \$3,123,311 | \$2,989,621 | New Pledges (after Budget) | \$50,000 | \$10,210 |
| Average Renewed Pledge | \$4,338 | \$4,715 | Late Renewals | \$60,000 | \$48,644 |
| <i>Same Pledges Compared to Prior Year:</i> | | | | | |
| Prior Amount | \$3,090,087 | \$2,846,145 | Increases Since Budget | \$0 | \$1,100 |
| Total Increase Amount | \$33,224 | \$143,476 | Decreases Since Budget | \$0 | \$0 |
| Percent Change | 1.08% | 5.04% | Total Gross Pledge | \$3,130,608 | \$3,080,562 |
| | | | <i>Minus 2.5% Delinquency</i> | \$78,265 | \$77,014 |
| New Pledges | | | Net Pledge Amount | \$3,052,343 | \$3,003,548 |
| Total New Pledges | 110 | 80 | <i>Income Reporting as of 3-31-21</i> | 2021 Budget | 2021 Actual YTD |
| New Pledge Total | \$139,549 | \$90,941 | Non-Pledge Support* | \$175,000 | \$46,888 |
| Average New Pledge | \$1,269 | \$1,137 | Late Payments* | \$45,000 | \$36,096 |
| Amount Change | | | Special Gifts | \$225,000 | \$15,212 |
| | | | Open Plate | \$75,000 | \$8,931 |
| Non-Renewals | | | Foundations | \$0 | \$0 |
| Total Non-Renewals | 31 | 31 | Special Offerings Total | \$100,000 | \$40,884 |
| Non-Renewal Amount | \$66,798 | \$91,675 | Easter | \$35,000 | \$17,625 |
| Average Non-Renewal | \$2,155 | \$2,957 | Christmas | \$50,000 | \$2,990 |
| Amount Change | | | Bequest | \$10,000 | \$16,519 |
| | | | Memorial | \$5,000 | \$3,750 |
| Total | | | | | |
| Total Pledges | 830 | 714 | *Included in pledge line in budget. | | |
| Total Pledged | \$3,262,860 | \$3,080,562 | Notes: | | |
| Average Pledge | \$3,931 | \$4,315 | | | |
| <i>Compared to Prior Year:</i> | | | | | |
| Amount Change | | -182,298 | | | |
| Percent Change | | -5.5871% | | | |
| | | | | | |
| Outstanding | | | | | |
| Households | 211 | 210 | | | |
| Amount | \$346,760 | \$400,853 | | | |