

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

May 11, 2021

PRESENT Pat Coulter, Gary DePew, Gabriel DuBransky, Hannah Earnshaw, Elisabeth Eilers, Kimberly Farnham, 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, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Charis Graham, Rosemary Muñiz, Janet Carol Norton, Kelly Erin O’Phelan

ALSO PRESENT Jim Albarano, Thomas Diaz, Alfredo Feregrino, Melissa Hayes, Keith Holeman, Sally Howard, Terry Knowles, Susan Russell, Nina Scherer, Juliana Serrano, Kathy Onoye

The meeting was called to order at 6:01 pm by the rector using Zoom Webinar. He shared a TED Talk video by Daniel J. Watts entitled “Letting Paint Dry”, and asked the vestry to consider what culture we want here at All Saints. The rector then had a period of silence and offered an opening prayer.

Thomas welcomed the visitors.

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 April 20, 2021, meeting and committee reports as received.

Report of the Treasurer

Albarano shared that they are working with Missionwell on the budget and rectifying the numbers. Income is a little over one million and expenses are under. We are in the black around \$58,000.

Parochial Report Approval

Albarano shared that they are rectifying the numbers. The report will be late.

Buildings and Grounds

Eddie King shared that they have been approached about renting several parking spaces next to the former Hutches. There was discussion about the impact of renting spaces and market rate for spaces and our own parking needs. We have already contracted out the north lot.

GIVING ADVISORY COMMITTEE REPORT / PLEDGING

Knowles reported that we received \$13,000 in new pledges since the Giving Report was distributed.

PACES PRESENTATION

Phil Naecker shared an update on PACES (Planning and Campus Enhancement Strategies Task Force). He shared how we got here, what has been done, viable campus development projects and the path moving forward. Three primary project options include performing critical deferred maintenance, retrofitting the rectory office building, and replacing Scott Hall with a new CYF Building. He shared the concept designs and the possible cost of each option. There was time for questions and discussion. The vestry acknowledged with appreciation the work of Naecker, Schield, and the entire PACES team.

Knowles reported on her initial assessment of the interests and inclinations of ASC parishioners regarding campus capital improvement and related fundraising efforts. The focus was the retrofitting/redesigning of the rectory office building and replacing Scott Hall with a new building for children and youth. She interviewed 13 parishioners and reviewed the questions asked and interviewees' unattributed responses. She shared some recommended next steps and initial steps for the vestry. Kinman thanked Knowles for the work and presentation. There was time for some discussion. Kinman shared points for the vestry to consider including our mission, vision and values, the changing needs of our parish, the changing needs of the city and community, and the opportunities to sustain All Saints for the future.

REPORTS

Reopening Update

Coming Forward Into Public Worship: Kinman reminded the vestry that we are following state and local health officials, the diocesan guidelines, and ASC specific COVID guidelines/protocols from Dr. Gatto.

Currently only people who have an active role in the service and their immediate family members are in the church while worship is live-streamed. Everyone is masked and distanced. Singing is permitted with people facing one direction. Only the presider receives the Eucharist. Memorial services and weddings are permitted on the lawn with everyone masked and distanced.

The next step is to give communion (bread only) to all those present in the sanctuary. This will begin this Sunday. We are doing this to test our protocols in a small, controlled environment. The congregation will be surveyed this next week on their level of comfort returning to public worship. The worship team meets weekly and will review the survey. We will look at worship on the lawn and limited attendance in the sanctuary. We are taking small incremental steps, prioritizing safety practices to keep everyone safe and living into our values. We are following what the Bishop is saying. We are working toward being together in mid-September, masked.

The Rector's Forum Revisioning Team is looking at how we do the Forum going forward and is planning for future speakers. There will be no forums in July and August. We are looking at how we can keep learning together in learning across the lifespan.

Safe Haven

Howard reported that two individuals were on campus without permission during the first couple of weeks of May. The police were called and they have not been back.

The conditional use permit application was lost by the city, so we refiled it.

The community has requested a light by the lockers and Buildings & Grounds is looking at how to address the request.

The food being served has improved thanks to Erica Tamblyn and her connections.

The community has been coherent again, and they have been keeping the campus clean.

The Maryland Homeowners Association is sharing the overnight cost of security from 7:00pm to 7:00am. It will be half the price through July 15.

Racial Justice Advisory Board

Milburn reported that Barbara Andrade DuBransky and Bert Voorhees will be co-chairs for RJAB beginning in the fall. Milburn will move to an Ex-Officio member of the RJAB Steering Committee. RJAB rotates its leadership structure.

The Vestry/RJAB Working Group, Rector and Wardens met with the CCEJ facilitator, Daniel Solis, to debrief the Vestry/Staff Conference.

The Vestry/RJAB Working Group has organized and categorized the recommendations from the Racial Justice Resolution to facilitate the formation of subcommittees to implement the recommendations.

Congregational Development

Diaz reported that the neighborhood groups are taking off. There are 25 active small groups. We are currently working in-depth with groups in Pasadena zip code 91107, South Pasadena, and San Marino. We want to work on protocols to meet in person.

The third Getting Connected Class concluded last month. We will be on summer break and then working on a hybrid model for the fall with in-person and virtual options.

The website redesign committee has formulated a new Website Social Media Content Team including Keith Holeman, Walter Little, Ella Baker, Susan Russell, Nancy Naecker, Will Gatlin and Sarah (Philips) Dyer. They will bring new content to our website and expand our social media presence.

WARDENS REPORT

Thomas thanked Norweeta Milburn for the work on the V/S Conference debrief. They will be continuing to address topics on racial justice at each vestry meeting. Thomas also reported that they are reconvening the Associate Rector Search Committee. We are looking at the needs of All Saints and Kinman.

RECTOR'S REPORT

Kinman reported that Maren Tompkins will delay her retirement until the end of the year. This news was well-received by the vestry and the finance committee has endorsed this with the funds.

Kinman shared that they are looking at maximizing use of the building for film shoots. He shared a virtual tour of another church as an example of what we are producing to share with film companies and location scouts. It has multiple uses beyond attracting filming.

COMMUNICATION BACK TO THE PARISH

- Received the report from PACES
- Maren Tompkins will work through the end of the year.
- RJAB and follow-up debrief of the Vestry/Staff Conference.

APPRECIATIONS AND REGRETS

- Mejia appreciated the vestry for almost 100% participation in Mike's evaluation. He thanked all of the vestry for participating and giving rich input for a deep conversation with Kinman. It is an important responsibility as a vestry member.
- Milburn appreciated the PACES report and Terry Knowles report. The honesty and transparency will be appreciated by the parish.

The meeting was adjourned at 8:46 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

May Meeting 2021

Addendum to May 11, 2021 Vestry Minutes

NO REPORT:

Finance
Pastoral Care Healing & Health
Personnel

CHILDREN, YOUTH & FAMILIES

The Children, Youth, and Families Committee met via Zoom on Tuesday, April 13.

Attending: Beatriz Beltran, Jonathan Berry, Jessica Ewing, Katie Ford, Kenyon Harbison, Christine Hartman, Ava King, Kelly Erin O’Phelan, Kim Roura, Nina Scherer

Children’s Ministry Update – Kelly Erin O’Phelan

- Stations of the Cross chalk art activity outside during Holy Week went great.
- Working on plans for what child care for under 5 will look like when reopen
- Lino cut activity event, waiting on final date.
- Signage has been added to playground
- Summer Adventure in its weekly form will likely change to a series of extra summer activities
- The group discussed the possibility of having a CYF camping event – Kelly will look into this and Kenyon will help plan if/when we are allowed to do something like this.

Youth Ministry Update – Nina Scherer

- Youth Council is continuing to meet.
- Youth Sunday is May 30.
- Acolytes starting this Sunday 4/18.
- More volunteers needed for all programs, especially someone consistent for Wednesday night.
- Nina will send volunteer list to group and also is working with Thomas Diaz to see about a match somewhere in his network.

Other Items for Discussion/Follow Up

- Survey: There was a desire expressed for parent education. Christine and Jessica will meet to discuss a plan (*UPDATE: Jessica and Christine will be meeting on Monday 5/10 to discuss further*).
- Childcare staff support : Joy spearheaded the collection of funds to distribute to childcare workers – we were able to provide each worker with \$375 dollars. AMAZING and thank you to everyone who contributed!

Our next meeting is at 7:00 p.m. on Tuesday, May 18th.

Other upcoming meetings: Tuesday, June 15th (last meeting of the program year. We’ll resume on August 17th.)

ADDENDUM TO MINUTES:

After the meeting, we decided to host a CYF Summer Kick-Off Celebration as a way to connect folks and to hearken back to our traditional “year end” celebration. This will take place on May 26th, will have both on-campus and virtual activities. On campus 4-6pm, socially distanced and masked with a family treasure hunt, photo booth and playground. Upon departure, people will receive a goodie bag for the virtual dance party (6:30 – 7:30) later as well as a paleta. There is also a drive-by option to pick up bags and paletas.

PEACE & JUSTICE/OCC

Submitted by Lorynne Young, committee chair

Peace and Justice continues to look for new ways to reach out to our community during the pandemic. We were able to have Thomas Diaz attend a recent meeting and had a productive discussion on how to connect with members of our own congregation.

We have also had ongoing discussions about how we can best use our new website to let both church members and the community know about our work and how they can get involved.

We are anxious to welcome three new members from Vestry to our committee.

Some upcoming events include:

- Foster Care Project continues its “Love Has No Limits” campaign, recruiting people to become foster and adoptive parents. There are currently more than 40,000 children in foster care in Southern California.
- Interfaith Study Group continues its monthly meetings via zoom. This month will feature “The Role of Women in Religion,” Sunday, May 16, at 5 pm. Our own Susan Russell is one of the featured speakers.
- The Racial Justice Ministry has also been very active during the pandemic. To honor Asian Heritage Month, the ministry is hosting a “Conversation” facilitated by Eric Law, for all those who identify as Asian American Pacific Islanders (AAPI). To attend, contact eric.law@kscopeinstitute.org.

The next meeting is Thursday, May 20.

CONGREGATIONAL DEVELOPMENT

Last Meeting: April 27, 2021

Next meeting: May 18, 2021 at 6pm via Zoom

Welcome Ministry

- Welcome Cards received for April: 13
 - Interests checked
 - ✓ P&J: 4
 - ✓ Spiritual Formation: 3
 - ✓ Music: 3
 - ✓ CYF: 1
 - ✓ LGBTQ+: 3
 - ✓ 20's/30's: 3
 - ✓ Volunteering: 6
 - ✓ Women's Community: 5
 - ✓ Small Groups: 6
 - ✓ PCHH: 5
 - ✓ Senior Saints: 1
- Virtual Welcome Bags distributed in April: unknown
- Welcome Café – Cancelled for lack of attendance

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).
- Dan, Cindy and Jenn are working to remobilize the in-person Greeter team for the fall.

Hispanic/Latino Ministry

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

Parish Celebrations

- Working on plans for in-person Homecoming in alignment with church, LA Diocese and LA county guidelines.

Feast & Friendship

- Jane and the CD team are strategizing about the best way to do summer Feast & Friendship event. Stay tuned.

Leadership Support and Development Committee

- Upcoming Training:
 - › Leading a Committee or Ministry – May 13, 6-8pm.
 - › 8 people have registered so far
- Kimberly is forming a small task team to retool the Ministry Leader and Small Group Leader training to align more closely with our current Circles Leadership model. Sally Howard has given Kimberly resource material on leadership. The plan is have a roll out of new curriculum by the fall.

Small Groups Ministry

- We have 25 currently active small groups
- Neighborhood Small Groups next to start:
 - Pasadena 91107
 - South Pasadena/San Marino
- Working on organizing a small group curriculum resource guide.
- A few small groups are meeting in-person outdoors now if everyone in their group is vaccinated.

Getting Connected: An introduction to All Saints

- The CD department and committee decided to not conduct a spring/summer online GCC. Participation has been dwindling and the online experience is fine if we have no other choice, but since we are near being able to have in-person class, we have decided to wait.
- Next class (hopefully) will be a combined in-person / online class in the fall

Senior Saints

- Senior Saints met on April 15 with guest speaker Keith Holeman which was well received! Many Senior Saints expressed their appreciation for Keith and can't wait to see him in-person soon.
- Grace is planning a summer in-person outdoor social since all the Senior Saints have been vaccinated.

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 April looked beyond the Episcopal Church (but not too far) and spoke with long-time friend of All Saints Church, Rabbi Heather Miller. Rabbi Miller talked to us about being made B'Tzelem Elohim—in the Image of God, how queerness can be found in Judaism right from the beginning, and her interfaith work in recognizing the human dignity of every person.

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 continue to make updates and enhancements to the new website.
- 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
- A Website / Social Media Content team was formed with members Keith Holeman, Walter Little, Ella Baker, Amanda McCormick, Susan Russell, Nancy Naecker, Will Gatlin and Sarah Dyer.

BUILDINGS & GROUNDS

There are two items currently pressing with B&G:

#1 The new owner of the former "Hutches Bar-B-Q" at the North lot has requested the use of several parking spaces. They have a survey that suggests our property encroaches 8.5 feet into theirs. After further research on our part and reviewing our own survey from the architectural work we did under Ed Bacon's tenure we have found the opposite, that their property encroaches 1.5 feet into ours. Their survey did not take into account a "claw back" of footage from their property when the city widened the street many years ago. We are confident in our position but the question remains: "are we willing to rent/lease a few 'dedicated spots' and at what premium costs"?

Please attachments re: parking. Open for discussion

#2 The Lawn: As many observed we sought to replace the lawn. Unfortunately, the lawn has not come in as complete and as well as expected. There was discussion at B&G to start over with sod. After taking this proposal to the Finance Committee, they suggested we explore all options other than sod and including sod. My suggestion is for B&G to do research and cost analysis on options and present to Finance and Vestry. Stewardship of water, maintenance, environmental impact, design aesthetic, and cost are criteria to consider.

(GIVING REPORT IS ON THE FOLLOWING PAGE)

GIVING

PLEDGE SUMMARY REPORT			PLEDGE INCOME		
	2020 Campaign	2021 Campaign		2021 Budget	2021 Pledge YTD
Renewals	4/26/2020	4/30/2021		1/31/2021	4/30/2021
Total Renewals	726	636	Gross Pledge (at Budget)	\$3,020,608	\$3,020,608
Renewal Amount	\$3,142,961	\$2,991,241	New Pledges (after Budget)	\$50,000	\$10,350
Average Renewed Pledge	\$4,331	\$4,703	Late Renewals	\$60,000	\$52,944
<i>Same Pledges Compared to Prior Year:</i>					
Prior Amount	\$3,108,637	\$2,850,145	Increases Since Budget	\$0	\$1,220
Total Increase Amount	\$34,324	\$138,296	Decreases Since Budget	\$0	-\$2,800
Percent Change	1.10%	4.85%	Total Gross Pledge	\$3,130,608	\$3,082,322
			<i>Minus 2.5% Delinquency</i>	\$78,265	\$77,058
New Pledges			Net Pledge Amount	\$3,052,343	\$3,005,264
Total New Pledges	116	82	<i>Income Reporting as of 3-31-21</i>	2021 Budget	2021 Actual YTD
New Pledge Total	\$149,761	\$91,081	Non-Pledge Support*	\$175,000	\$59,784
Average New Pledge	\$1,291	\$1,111	Late Payments*	\$45,000	\$36,546
Amount Change			Special Gifts	\$225,000	\$17,358
			Open Plate	\$75,000	\$13,656
Non-Renewals			Foundations	\$0	\$0
Total Non-Renewals	32	31	Special Offerings Total	\$100,000	\$49,641
Non-Renewal Amount	\$67,998	\$94,675	Easter	\$35,000	\$26,231
Average Non-Renewal	\$2,125	\$3,054	Christmas	\$50,000	\$2,990
Amount Change			Bequest	\$10,000	\$16,519
			Memorial	\$5,000	\$3,900
Total					
Total Pledges	842	718	*Included in pledge line in budget.		
Total Pledged	\$3,293,722	\$3,082,322	Notes: 		
Average Pledge	\$3,912	\$4,293			
<i>Compared to Prior Year:</i>					
Amount Change		-211,400			
Percent Change		-6.4183%			
Outstanding					
Households	184	208			
Amount	\$339,053	\$396,853			