

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

June 1, 2021

PRESENT Pat Coulter, Gary DePew, Gabriel DuBransky, Hannah Earnshaw, Elisabeth Eilers, Kimberly Farnham, Christine Hartman, Julianne Hines, Kimberli Hudson, 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 Charis Graham, Crystal Jones, Nina Scherer

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

The meeting was called to order at 6:01 pm by the rector using Zoom Webinar. Thomas Diaz offered the opening reflection and led vestry on a guided meditation on the "Spirit of Hope." He then 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 from the May 11, 2021 meeting, minutes from the May 25, 2021 electronic vote, and committee reports, as received.

Report of the Treasurer

Albarano shared a few updates:

- The last few pieces of information for the PPP loan forgiveness document are being worked on. He will report back on that soon.
- The April numbers are being reviewed. He will take them to the finance committee and then bring them to the vestry.
- The subcommittee is discussing what we learned from Missionwell's report and how to move forward.
- They are looking at the lay employee 403(b) pension plan. Per church canons, the lay plan must be administered through the Church Pension Group (CPG). Before this change is made we want to ensure that staff is not negatively impacted. There will be a presentation to staff by the Church Pension Group (CPG) and there may be options. Kinman thanked Jim Albarano and Kimberly Hudson for their work above and beyond during this transition period.

### Parochial Report Approval

Kinman explained the annual report and questionnaire during the pandemic. It was moved and seconded and, following discussion, the vestry unanimously approved the report. Milburn and Little proposed an amendment to page 6, question 1, paragraph 3, last line to read “a learning curve on technology for a significant number of our parishioners”. It was moved, seconded and the amendment was unanimously approved. The vestry unanimously approved the Parochial Report as amended.

### Giving Advisory Committee Report / Pledging

Knowles reported that we are \$100,000 above budget goal in pledges. We received two new pledges since the last report amounting to \$13,000. We are \$158,000 short of pledge income goal but we are better than we were last year by about \$90,000. Knowles shared that the 2022 Campaign will begin on September 19 and the vestry will need to make their pledge for 2022 prior to the kickoff. Please begin to prayerfully think about your 2022 pledge.

### **STRATEGIC DIRECTION UPDATE**

Thomas gave an initial introduction, and Tony Jackson presented the All Saints Strategic Direction Goal Setting Process. We need to determine what the goals should be as a community. He shared the key questions, the participants, and the phases. Key questions include:

- ✓ What do these values mean to us?
- ✓ What have we learned from the issues (pandemic, reckoning with racism, etc.)?
- ✓ What do these disruptions tell us?
- ✓ What are the greatest needs within Pasadena and the surrounding area, for each of our values?
- ✓ What does success look like in the next three years?

He reviewed the participants and then the process in phases including inquiry on key questions, synthesis of findings, and feedback on preliminary goals. The vestry was able to ask questions and get some clarification. Additional questions should be sent to Thomas and Hines to forward to the chair Tony Jackson. Kinman thanked Tony Jackson, Monique Thomas, Julianne Hines, Alfredo Feregrino, Sally Howard and Juliana Serrano for putting this process together. It will come back to the vestry for approval at the June 29 meeting.

### **PACES (Planning and Campus Enhancement Strategies Taskforce)**

Kinman reminded the vestry about the four options, and then he shared four questions:

- ✓ What best supports our values, mission and vision?
- ✓ What best represents the changing needs, aspirations and demographics of our congregation?
- ✓ What best addresses the changing needs, aspirations and demographics of Pasadena/San Gabriel Valley?
- ✓ What provides opportunities for revenue streams to sustain ASC?

He asked the vestry to put their responses in the chat feature. He asked the vestry to have a values conversation and he walked the vestry through the values and the four options presented by PACES.

## **REPORTS**

### Reopening Update

Kinman spoke on returning to in-person worship at All Saints. The vestry received a written update. Common Sense Risk Reduction was discussed. We began having small success learnings both in the church and on the lawn. He has been working with Parish Celebrations to plan for Homecoming. They are speaking of three wristbands to support people's comfort with touch. We need to keep it simple and sustainable. People want to be back with each other. We are planning to maintain masks, indoor and outdoor seating options, and there is a lot of work to do in planning for the fall. The vestry had time to share what they are hearing and thinking. Howard assured the vestry that the Congregational Response Team and the pastoral care team will have an expanded role. Kinman shared that it is an opportunity to rethink how we do Sundays, including worship and the forum. He shared that they are planning to have some in-person worship for the parish at the end of June and throughout the summer.

### Safe Haven

Howard reported that there have not been any major incidents. Security cost sharing with the Maryland Condominium Complex is going well. We are working with the security company to protect our community members. Photos are not allowed on campus without asking. Union Station has the funds for hiring the Housing Navigator and we are waiting for this person. We have helped several community members get the COVID vaccination. Community members are taking responsibility to keep the campus clean. We continue to wait for the city on our conditional use permit. The community loved hearing the youth sing and thanks to Erica Tamblyn for the better quality of food served on Sundays.

### Racial Justice Advisory Board

Milburn shared that the next meeting is on June 7 and will include the newly appointed RJAB members. The Vestry/RJAB Working Group is meeting tomorrow with CCEJ to continue the conversation for implementation from the vestry/staff retreat.

### Congregational Development

Earnshaw reported that there was an appreciation in May for the Partners in Ministry volunteers. Thanks to Amanda McCormick, Christine Cox, Alfredo Feregrino, and Thomas Diaz for the display in the chancel of 800 butterflies representing the volunteers. The Congregational Development committee will be sending a thank you post card to each of these 800 volunteers.

Kimberly Farnham and the Leadership Development Committee will be sending handwritten cards and a small gift card to the ministry leaders and small group facilitators to thank them for their leadership.

The social media website content team meets Mondays to organize the social media content. Walter Little is chair of this group that includes Keith Holeman, Susan Russell, Ella Baker and Amanda McCormick.

June is LGBTQ+ Pride Month. Activities and events will be advertised on the LGBTQ at All Saints Facebook page, as well as in This Week At All Saints.

As we have in-person worship services we will begin having vestry members on the lawn each Sunday. Janet Carol Norton will be chairing and organizing the vestry. We will use signup genius. The notes will be digital for the vestry to communicate anything to staff.

## **WARDENS REPORT**

Thomas reported that the Search Committee has narrowed the applicants to six for the Associate Rector position. The candidates are great, and interviews are happening.

## **RECTOR'S REPORT**

Kinman shared that, sadly, Jay Belloli has passed away. He was a recent member of the vestry and very active with the Foster Care Project and the accessibility ministry. He was a Lay Eucharistic Visitor and member of the Giving Advisory Committee. There are so many All Saints members who have passed this year. Jim Watterson also recently passed and his service was in Palm Desert this past weekend. Bill Rodiger had a service this past week in the chapel. There are many services yet to schedule. There is a major backlog of funerals and there are also weddings to schedule over the next six months. Howard also shared that Jack LeVan passed away.

Kinman reported that the 2022 Budget Working Group has begun their work. The group includes Monique Thomas, Julianne Hines, Jim Albarano, Terry Knowles, Kimberly Hudson, Karen Meier and Mike Kinman. We need a draft budget by late August or early September to tell a compelling story of needs for 2022. The vestry will need to meet to approve the budget once it's developed.

Kinman reported that they are in conversation with Dean Kelly Brown Douglas on building our relationship with the Episcopal Divinity School at Union Theological Seminary. We are talking about ways to support each other and the online platform has opened new opportunities.

Kinman announced that today is Susan Russell's 25<sup>th</sup> anniversary of ordination and Juliana Serrano's 11<sup>th</sup> anniversary of working at All Saints Church. Serrano then announced that she will be taking a position as Vice President of Advocacy and Equity at Planned Parenthood of Pasadena and San Gabriel Valley. It is with gratitude that she says good-bye. We will celebrate her in the fall. Kinman shared that it is an opportunity to look at what is next, and to rethink the position.

## **LOOSE ENDS**

- Meier asked if the vestry could have a list of vestry names with the correct pronunciation guide.
- Thomas reminded the vestry that June marks the 100<sup>th</sup> Anniversary of the Tulsa Massacre and June 19 will be the Juneteenth holiday. Perhaps RJAB is planning something to remember our history.

## **COMMUNICATION BACK TO THE PARISH**

- Mel Soriano approved for postulancy.
- Strategic Direction process discussed.
- PACES follow up
- Re-opening discussed
- Juliana Serrano takes a new position with Planned Parenthood
- The next vestry meeting on June 29 will be an in-person meeting.

### **APPRECIATIONS AND REGRETS**

- Hartman appreciated everyone involved in Youth Sunday. It was a wonderful Sunday. She thanked Nina Scherer and Kelly Erin O’Phelan for putting together the summer kick-off this past Wednesday. It was a joy and fun. Thanks to the B&G staff for their work and everyone for putting it together.
- Little appreciated being on campus on Sunday and Parish Celebrations being included this past Youth Sunday. It was great. He regrets being in Florida and will not meet the vestry in person at the end of the month.
- Hines thanked and appreciated Tony Jackson for his work on the Strategic Direction group. She appreciates his thoughtfulness and he is fabulous.
- Kinman appreciated Juliana Serrano for her amazing work over the past 11 years.

The meeting was adjourned at 8:17 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,  
Kathy Onoye

# Vestry Committee Reports

*June Meeting 2021*

*Addendum to June 1, 2021 Vestry Minutes*

## **NO REPORT:**

Buildings & Grounds  
Finance  
Pastoral Care Healing & Health  
Personnel

## **CHILDREN, YOUTH & FAMILIES**

The Children, Youth, and Families Committee met via Zoom on Tuesday, May 18.

*Attending: Beatriz Beltran, Jonathan Berry, Joy Bustrum, Jessica Ewing, Katie Ford, Christine Hartman, Kelly Erin O'Phelan, Kim Roura, Nina Scherer*

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

- Potential group camping activity still being looked at; depends on when group camping sites open. Kelly Erin is working with Kenyon on this.
- Planning events in June. More details soon.

### Youth Ministry Update – Nina Scherer

- Youth Sunday is May 30.
- Wednesday night Youth Group will take a hiatus for the summer, keeping game nights virtual (June 11, July 9, August 13) and also discord server will continue to be active.
- June 24 & 25 and July 1 & 2 there will be online workshops focusing on green and clean living with a vegetable fabric dye project.
- Nina has convened a group to review the Seekers program that will be implemented in the fall.

### Other Items for Discussion/Follow Up

- Summer Kick-Off Celebration 5/26/21: We reviewed the program and volunteer needs from the committee.
- Parent Education Series: Christine and Jessica met to further discuss the parent education series, based on interests expressed from our survey. We are planning to start this fall with virtual options. Proposed fall program: September – Family Health (including mental health!) and Intro to All Saints; October – Family/Kid Finance Education; November – Family Traditions (how to bring spirituality into existing traditions or introduce simple new ones). Also thinking about live events for spring (February/March/April) including Planned Parenthood; Tech/Social Media; Gender Identity. Goal is to have everything finalized for the fall series by end of June.

*Our next meeting is at 7:00 p.m. on Tuesday, June 15<sup>th</sup>.*

*Other upcoming meetings:*

*July – NO MEETING; August 17<sup>th</sup>, 7 p.m.*

## **ADDENDUM TO MINUTES:**

*The Kick-Off event went very well. Families had a great time on campus (everyone was wearing masks) and clearly folks really enjoyed reconnecting in person as well as the virtual dance party. Thanks to Mike and Sally who gave out prizes in the sanctuary, the committee members who volunteered, and especially to Kelly Erin and Nina!*

## **PEACE & JUSTICE/OCC**

Submitted by Lorynne Young, committee chair

We welcomed four new Vestry members at our May 20 committee meeting, making a total of six vestry members. The committee is very excited about our new members and the varied interests and experiences they bring to the group.

Our ministry chairs each gave a brief overview of their work and what the ministries have been doing during the past year. As we talked about work in the coming year, we were thrilled to learn that our new members were specifically interested in areas we had wanted to explore, including expanding our social media presence to reach out to other members of the congregation and finding ways to involve our children and youth in social justice projects.

We will have an end-of-year celebration meeting in June and then take a break in July. Although we usually take the whole summer off, we decided it may be necessary to meet in August to talk through plans to resume some in-person programs in the fall.

## **CONGREGATIONAL DEVELOPMENT**

Last Meeting: May 18, 2021

Next meeting: June 15, 2021 at 6pm via Zoom

### **Welcome Ministry**

- Welcome Cards received for May: 6
  - Interests checked
    - ✓ P&J: 1
    - ✓ Spiritual Formation: 1
    - ✓ Music: 0
    - ✓ CYF: 1
    - ✓ LGBTQ+: 4
    - ✓ 20's/30's: 2
    - ✓ Volunteering: 1
    - ✓ Women's Community: 2
    - ✓ Small Groups: 2
    - ✓ PCHH: 0
    - ✓ Senior Saints: 0
- Virtual Welcome Bags distributed in May: 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 (1<sup>st</sup> Sunday), Walter Little (2<sup>nd</sup> Sunday), Dan McCarrel (3<sup>rd</sup> Sunday), Sharyn Delahousie (4<sup>th</sup> Sunday) and Peter Hulit (5<sup>th</sup> Sunday).
- June 3, 5-6pm Greeter Zoom Social to catch up with everyone and talk about in-person greeting with the team.

### **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 Brust and the CD department are planning a few virtual F&F events in June and July.

## **Leadership Support and Development Committee**

- Leading a Committee or Ministry Training – May 13, 6-8pm.
  - 9 new ministry leaders / potential ministry leaders attended.
- Kimberly is forming an LS&D task team to look at retooling 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 to roll out new curriculum by the fall.

## **Small Groups Ministry**

- Diaspora Small Group is growing with 14 members, led by Dave Lindberg
- Neighborhood Small Groups:
  - Pasadena 91104 A+B, LA 90041/90042, and Altadena 91001 finished the week of MAY 27.
- Senior Saints Writing Group and Senior Saints Reading Group are meeting in-person at parishioner's home (everyone in their group is vaccinated).
- Brother's on a Journey are asking about when their group can return to campus (they are all vaccinated). When that is possible, they were wondering if a monitor could be in the room so someone could Zoom in to the gathering.

## **Getting Connected: An introduction to All Saints**

- Alfredo and Thomas are hosting a Getting Connected Class facilitator retreat on June 19, from 9am to 12pm. We want to hear from the last three years of GCC facilitators about their experience and recommendations for future program.
- Next class (hopefully) will be a combined in-person / online class in the fall

## **Senior Saints**

- Senior Saints met on May 6 with guest speaker Terry Knowles, Director of Giving which was well received! Terry was a super hit!
- June Senior Saints on June 3 with guest speaker Elisabeth Eilers, marriage and family counselor and vestry member. Elisabeth will discuss finding meaning in elderhood and the importance of staying engaged with the world.
- Grace Galton, Senior Saints ministry leader, 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.
- June Pride Month
  - June 6, 3pm–4pm – Pride lawn social
  - June 11, 7pm – Pride Zoom social
  - 13 June 13 – PRIDE SUNDAY
  - Pride month movie nights
    - ✓ June 6, 7pm – Rafiki (2018)
    - ✓ June 13, 7pm – Pride (2014)
    - ✓ June 20, 7pm – Love, Simon (2018)
    - ✓ Sunday, June 20, 7pm – Love, Simon (2018)



- A Month In The Life – LGBTQ+ Community Pride Month Diary  
In coordination with the LGBTQ+ youth of All Saints, we are creating a daily diary throughout Pride month in which each entry comes from a member of our community, resulting in a look into a month in the life of our community. This project will then be shared with the wider All Saints community. To sign up for a day, send an email to [hannah.earnshaw@gmail.com](mailto:hannah.earnshaw@gmail.com)!

### **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 – went well, 15 participants attended.

### **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](mailto:website@allsaints-pas.org)
- **A Website / Social Media Content team** was formed with members Keith Holeman, Director of Communications, Walter Little (chair), Ella Baker, Amanda McCormick, Susan Russell, Nancy Naecker, and Will Gatlin.
  - › Meets every Monday afternoon to determine what needs to be posted in the 4 top boxes on home page for the week, determine the “upcoming events” on the bottom of home page and work on Social Media / Instagram strategy.

(GIVING REPORT IS ON THE FOLLOWING PAGE)

**GIVING**

| <b>PLEDGE SUMMARY REPORT</b>                |                      |                      | <b>PLEDGE INCOME</b>                  |                    |                        |
|---|----------------------|----------------------|---------------------------------------|--------------------|------------------------|
|   | <b>2020 Campaign</b> | <b>2021 Campaign</b> |                                       | <b>2021 Budget</b> | <b>2021 Pledge YTD</b> |
| <b>Renewals</b>                             | <b>5/28/2020</b>     | <b>5/21/2021</b>     |                                       | <b>1/31/2021</b>   | <b>5/21/2021</b>       |
| Total Renewals                              | 732                  | 638                  | Gross Pledge (at Budget)              | \$3,020,608        | \$3,020,608            |
| Renewal Amount                              | \$3,153,281          | \$3,004,241          | New Pledges (after Budget)            | \$50,000           | \$10,350               |
| Average Renewed Pledge                      | \$4,308              | \$4,709              | Late Renewals                         | \$60,000           | \$65,944               |
| <i>Same Pledges Compared to Prior Year:</i> |                      |                      |                                       |                    |                        |
| Prior Amount                                | \$3,117,296          | \$2,862,145          | Increases Since Budget                | \$0                | \$1,720                |
| Total Increase Amount                       | \$35,985             | \$138,296            | Decreases Since Budget                | \$0                | -\$2,800               |
| Percent Change                              | 1.15%                | 4.83%                | Total Gross Pledge                    | \$3,130,608        | \$3,095,822            |
|   |                      |                      | <i>Minus 2.5% Delinquency</i>         | \$78,265           | \$77,396               |
| <b>New Pledges</b>                          |                      |                      | Net Pledge Amount                     | \$3,052,343        | \$3,018,426            |
| Total New Pledges                           | 119                  | 82                   | <i>Income Reporting as of 4-30-21</i> | <b>2021 Budget</b> | <b>2021 Actual YTD</b> |
| New Pledge Total                            | \$151,516            | \$91,081             | Non-Pledge Support*                   | \$175,000          | \$59,784               |
| Average New Pledge                          | \$1,273              | \$1,111              | Late Payments*                        | \$45,000           | \$36,546               |
| Amount Change                               |                      |                      | Special Gifts                         | \$225,000          | \$17,358               |
|   |                      |                      | Open Plate                            | \$75,000           | \$13,656               |
| <b>Non-Renewals</b>                         |                      |                      | Foundations                           | \$0                | \$0                    |
| Total Non-Renewals                          | 35                   | 31                   | Special Offerings Total               | \$100,000          | \$49,641               |
| Non-Renewal Amount                          | \$73,243             | \$94,675             | Easter                                | \$35,000           | \$26,231               |
| Average Non-Renewal                         | \$2,093              | \$3,054              | Christmas                             | \$50,000           | \$2,990                |
| Amount Change                               |                      |                      | Bequest                               | \$10,000           | \$16,519               |
|   |                      |                      | Memorial                              | \$5,000            | \$3,900                |
| <b>Total</b>                                |                      |                      |                                       |                    |                        |
| Total Pledges                               | 842                  | 720                  | *Included in pledge line in budget.   |                    |                        |
| Total Pledged                               | \$3,304,797          | \$3,095,322          |                                       |                    |                        |
| Average Pledge                              | \$3,925              | \$4,299              |                                       |                    |                        |
| <i>Compared to Prior Year:</i>              |                      |                      |                                       |                    |                        |
| Amount Change                               |                      | -209,475             |                                       |                    |                        |
| Percent Change                              |                      | -6.3385%             |                                       |                    |                        |
|   |                      |                      |                                       |                    |                        |
| <b>Outstanding</b>                          |                      |                      |                                       |                    |                        |
| Households                                  | 182                  | 206                  |                                       |                    |                        |
| Amount                                      | \$334,053            | \$384,853            |                                       |                    |                        |

**Notes:**

- The cells in light green when totaled represent the FY21 pledge income budget (\$3,272,343). The cells in light blue when totaled show where we are YTD with pledge income (\$3,114,756). YTD variance is [\$157,587]. At this time last year, the variance from budget was [\$246,000], so we are in a better position right now.
- Income numbers are unchanged since the report shared with Vestry at its May 11 meeting.
- This report includes 2 new pledges totaling \$13,000.
- We have exceeded our Late Renewals budget.