

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

August 3, 2021

PRESENT Gary DePew, Elisabeth Eilers, Kimberly Farnham, Christine Hartman, Julianne Hines, Crystal Jones, Staci Kennelly, Ava King, Eddie King, Mike Kinman, Walter Little, Art McDermott, Karen Meier, Juan Mejia, Norweeta Milburn, Dave Moreno, Rosemary Muñiz, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Pat Coulter, Gabriel DuBransky, Hannah Earnshaw, Charis Graham, Kimberli Hudson, Elizabeth Lashley-Haynes, Janet Carol Norton, Thomas Diaz, Keith Holeman, Kelly Erin O’Phelan

ALSO PRESENT Jim Albarano, Alfredo Feregrino, Melissa Hayes, Sally Howard, Terry Knowles, Susan Russell, Nina Scherer, Kathy Onoye

The meeting was called to order at 6:02 pm by the rector using Zoom Webinar. Kinman asked for a period of silence to focus. He then offered an opening prayer.

Thomas welcomed the guests from CCEJ, Daniel Solis and Reena Hajat Carroll

Hines had the vestry read the mission statement of All Saints Church aloud together.

BUSINESS ITEMS

Approval of Schwab Signatories Resolution

Knowles introduced the following resolution to update signatures on the Schwab account:

RESOLVED, that the All Saints Church Vestry hereby authorizes and approves signing authority to conduct business to any one of the following persons: Michael Kinman; Terry Knowles; James Albarano; and Christine Cox. The foregoing signing authority granted shall apply to All Saints’ Charles Schwab Investment Account (#1085-3295), and other investment accounts, including IRAs and other bequest instruments of whatever nature bequeathed or transferred to this Corporation.

It was moved, seconded and the vestry unanimously approved the resolution.

Knowles reminded the vestry that their pledge letters for 2022 will be in the mail in the next 10 days. The 2022 campaign will be launched to the parish on September 19. As leaders, it is important that all vestry members pledge before the kickoff.

Review of CCEJ Proposal

Daniel Solis thoroughly reviewed the proposal, and then there was time for questions and clarifications.

Training sessions will consist of:

1. Race Stories: Foundations for Racial Justice

2. Communicating in Emotion & Conflict
3. Cultivating a Values Aligned Culture
4. Building an Anti-Racist Identity in Action
5. Confronting Anti-Blackness
6. Accountability for Racial Justice

The training will be for vestry and staff. They explained the cost structure and the work to done. They discussed the roll-out to the parish. He discussed the Culture Building Series including:

1. Racial Justice in Communication & Relationships
2. Racial Justice in Visioning & Decision-Making
3. Racial Justice in Leadership with Vulnerability

There is time for planning process. Specific sessions will include:

1. Planning Session: Defining Scope and Priorities for Revisions
2. Planning Session: Visioning Alignment with Mission and Racial Justice
3. Planning Session: Identifying Culture Anchors for Racial Justice
4. Planning Session: Prioritizing Culture Anchors for Activation
5. Planning Session: Mapping Out Culture Anchors
6. Planning Session: Finalizing Changes to Vestry Recommendations

Daniel Solis and Reena Hajat Carroll explained the training design and the work to make it relevant to All Saints Church. There is time for planning and thinking about racial justice at All Saints. After extensive discussion on the work and the cost of the proposal, it was moved, seconded and the vestry unanimously approved moving forward with the proposal with CCEJ.

There will be opportunities for the entire congregation to learn about and discuss these and other topics as we move to be an actively anti-racist congregation.

RECTOR'S REPORT

Kinman reported that the Associate Rector Search Committee has no candidates left for this position. The finalist has withdrawn. The Search Committee will meet next week to evaluate the process and review the job description and other factors.

The liturgy and worship circle is talking about adjusting the structure of services for this coming year, beginning with Homecoming. There will be two primary services on Sunday mornings, probably at 9 and 11:15. They will look at the multicultural demographics. We are looking at making services more accessible for people on the neuro-diversity scale. The Rector's Forum Revisioning Team is working. They want a longer session, at least 90 minutes, for a deeper dive with the speaker. The 7:30 community is tight and we are exploring what they want. We are working to integrate the Latino Hispanic community in the main liturgy. We are blessed to have Alfredo Feregrino to help us navigate this integration.

Kinman announced the great news that the PPP loan has been fully forgiven. Huge thanks to Jim Albarano, Zach De Johnette, and Missionwell for getting all the information needed. The finance committee will make some recommendations on how to use the funds.

Kinman reported that they are finalizing the contract with Missionwell. This will be a one-year trial period. We will outsource some functions of our finance and administration to Missionwell.

We will be hiring for a half-time HR position. Roxie Bates retired and Christine Cox is taking on some of those duties. We continue to work with Peace & Justice regarding Juliana's position.

Howard announced the public hearing regarding the city conditional use permit is on September 1. She encouraged sending letters to the hearing officers. They need to be submitted to the city by August 31.

Terry Knowles announced that Robert Postma left a generous bequest to All Saints. His interest has been the homeless and our Safe Haven Program. This bequest can really support that program.

COMMUNICATION BACK TO THE PARISH

- Work with CCEJ and its rollout to the congregation
- Conditional Use Permit for Safe Haven

APPRECIATIONS AND REGRETS

- Howard appreciated Jim Albarano for his work and for joining the Safe Haven team. Appreciation to Erica Tamblyn for her incredible amount of work.
- Moreno announced that Bishop Suffragan Diane Jardine Bruce will be leaving Los Angeles in December to become West Missouri bishop provisional. We wish her good luck.
- Hines appreciated the vestry and staff for embracing the work of the CCEJ proposal and the RJAB/vestry working group. She also thanked Kinman for his sermon on Sunday.
- Kinman thanked the Racial Justice Advisory Board for getting us to this point.

The meeting was adjourned at 8:07 p.m. with a closing prayer by Alfredo Feregrino.

Respectfully submitted,
Kathy Onoye