

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

August 31, 2021

PRESENT Pat Coulter, Gary DePew, 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, Norweeta Milburn, Dave Moreno, Rosemary Muñiz, Janet Carol Norton, Jim White, Steve Williams, Risë Worthy Deamer

EXCUSED Gabriel DuBransky, Juan Mejia, Monique Thomas, Alfredo Feregrino, Melissa Hayes, Susan Russell, Kathy Onoye

ALSO PRESENT Jim Albarano, Thomas Diaz, Keith Holeman, Sally Howard, Terry Knowles, Kelly Erin O'Phelan, Nina Scherer

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

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

BUSINESS ITEMS

Update on 2022 Budget Planning Team

Kinman shared the assumptions that they used in estimating the budget. The team goal was to frame out a draft budget. They found that there was a \$500,000 gap. The two drivers are the personnel expense and the parking income. For now, they are estimating a 10% increase in personnel costs, due to two factors: 1) giving COLAs to staff that cover both 2021, when this was not done, and 2022, and 2) anticipating a significant increase in the cost of benefits, although this has not been confirmed. The parking lot traditionally raised \$250,000 in income. Due to the pandemic we have had a significant loss in parking income. We were advised to plan for just \$100,000 in parking income for 2022. The pandemic may last for another year and we need to plan using our planning assumptions, values and mission statement.

The 2022 pledge campaign goal is \$3.3 million. The story we tell will depend on the final draft 2022 budget. We have found an estimated increase in attendance in both streaming and in-person attendance.

Kinman asked the vestry to keep Juan Mejia and Monique Thomas in their prayers.

Reflections and Planning Assumptions Discussion

Kinman asked the vestry to reflect on "what have you learned and what might we be learning?" Following discussion Kinman then shared the Assumption Themes from last year:

- **Change** – We will not go back to the way things were.
- **Community** – We will probably not be able to gather in the same way for at least a year, maybe longer. Connection will remain and increase in importance.

- **Disparity** – Disparities based on economics, social location, race, gender, sexual orientation/identity, and politics are being revealed and are deepening.
- **Emotions** – PTSD and a sense of loss and other emotions will affect us all. As we continue, there will be waves of various emotions. We will lean into healing, understanding that it will look different for everyone. We are optimistic about ASC’s present and future.
- **Financial Insecurity** – For everyone, especially those most vulnerable, financial instability is with us; our income as an institution will be reduced.
- **Opportunity/Creativity** – To thrive, ASC must innovate across the organization and use the talents of our staff and parishioners as well as new ways of thinking, to bolster church revenues and to live more fully into our mission, values and goals.
- **Uncertainty** – Unstable national leadership and times make the ASC community and the world beyond feel uncertain.

Hines asked the vestry to share their thoughts on the current state of the All Saints congregation, and the biggest issues the people of ASC are facing. Time was given for pair sharing and share out to the larger group.

Hines then asked the vestry to focus on the planning assumptions. She asked them to discuss what planning assumptions they are prepared to consider as we get ready for 2022. Small group discussion followed. Small group work was shared with the entire group and the notes will be shared through a Google doc. Kinman shared that the information gathered will be used by the Budget Planning Team to develop a rough draft budget. The fixed costs will be clarified. The draft budget will then go to the Finance Committee for review.

Kinman then paused for the vestry to look at each other and focus on God and the richness in each person here.

RECTOR’S REPORT

Kinman reported that he and the wardens will be meeting with CCEJ tomorrow to flush out the work to be done. Schedules will be developed and shared with the vestry at the next meeting.

Kinman shared that the strategic direction team under the leadership of Tony Jackson, including Alfredo Feregrino, Monique Thomas, Julianne Hines, Hannah Earnshaw, Sally Howard, Terry Knowles and Mike Kinman is in the listening phase as they develop the strategic direction. A variety of small community leader gatherings are planned. They will be asking about the needs for partnerships and what All Saints do to better help the community.

Kinman shared that the 1pm service is ending, but there has to be a way that the Hispanic-Latino community will be served. We need to look at how we can celebrate the rich history of the 1pm service. Muñiz shared that there was isolation in the 1pm. They want to be part of the community and hope that the 11:30 service will be more multicultural.

Kinman reported that the 7:30 am service will start on September 26. We will be trying on services at 7:30, 9 and 11:30. The Rector’s Forum Revisioning Team recommends that the forum be longer beginning in October. We will “try on” and then adjust and adapt. We will be looking to try different things at the services, while also maintaining familiarity.

On Sunday, September 12th, the 20th anniversary of 9/11, our guest preacher will be Ani Zonneveld. Ani is the founder and executive director of Muslim's for Progressive Values

COMMUNICATION BACK TO THE PARISH

- Vestry had a discussion on the assumptions for the 2022 budget.
- On Saturday, September 11, at 4 pm, the National Religious Campaign Against Torture will receive the George Regas Courageous Peacemaker Award at All Saints. This is being organized by Interfaith Communities United for Justice & Peace (ICUJP) founded by George Regas.

APPRECIATIONS AND REGRETS

- Lashley-Haynes shared concerns about the expectation that the Acolytes are serving at both services.

The meeting was adjourned at 8:30 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,
Kathy Onoye