REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
August 2, 2026

PRESENT	Greg Adams, Jonathan Berry, Blaine Cavena, Cress Diehl, Luca DiMassa, Barbara Andrade DuBransky, Mehdi Emrani, Chris Folz, Clara Hill-Williams, Al Hughes, Tony Jackson, Cathy Keig, Mark Moreno, Nancy Naecker, Gloria Pitzer, Billie Rainer, Christy Stickney, Monique Thomas
EXCUSED	Oscar Alcantara, Patrick Briggs, Connie Chung, Ben Martin
ALSO PRESENT	Karen Meier, Sarah Nolan, Tim Rich, Susan Russell, Kathy Onoye
GUESTS	Terry Knowles, Jerry Higgins

The meeting was called to order at 12:00 pm by Priest-in-Charge Tim Rich, in person in the Forum and via Zoom. Rich offered an opening prayer.

Naecker acknowledged All Saints' use of Tongva land and Emrani led the vestry in reading the Mission Statement aloud together.

Rich welcomed the visitors.

BUSINESS ITEMS

Approval of June 28, 2026, Meeting Minutes

It was moved by Pitzer, seconded by Hughes, and the vestry unanimously approved the minutes of the June 28, 2026, meeting.

Approval of Committee Reports

It was moved by DuBransky, seconded by Thomas, and the vestry unanimously approved the committee reports to put on record.

Finance Report.

There is no financial report for the record this month.

Knowles reported on the FY2026 Projection purpose and process:

Although it has not been All Saints' habit to create year-end financial projections at mid-fiscal year, it is an important discipline that going forward will be undertaken annually. The purpose of the work is to identify where the variances from budget are significant enough that they need to be addressed and possibly the course of work revised to accommodate unexpected circumstances.

The methodology of this work is simple and straightforward: Staff with budget responsibility review actual income and expense for the first 6 months of the fiscal year. Subsequently, using the best information available to them, they forecast income and expense for the second 6 months of the fiscal year. Annotation provides context for significant variances, and all is reviewed with the Finance Committee and Vestry.

This is an important undertaking every year, but for FY2026 – in the face of a budgeted $338K deficit – it is especially crucial that income and expenses be watched very closely so that number is not exacerbated.

FY2026 Projections:

The numbers and related annotation were transmitted to vestry prior to the meeting. Knowles cautioned that the fiscal year will almost certainly not close precisely as these numbers forecast. Another projection process like this one will not be done this year, but staff with budget authority will continue to closely monitor both income and expenses, addressing issues if and as they arise.

On behalf of the Finance Committee, Knowles expressed gratitude to Rich and the staff for their commitment to this important work as well as to other steps toward much more rigorous financial stewardship. It is hugely important, and the efforts are appreciated. Rich thanked Karen Meier and Terry Knowles for their work raising the bar and instituting this process.

HOMECOMING AND PLAQUE UPDATE

Naecker shared that Parish Celebrations is being reorganized. She reported that a committee to plan Homecoming has been formed and Carol Lundberg has agreed to chair it. Other members include Norweeta Milburn, Clara Hill-Williams, Joel Lavy and Debbie Bump. Chase is staff liaison. Homecoming will be a beautiful celebration, including lunch, and will take place on September 13. Rich suggested that the vestry consider volunteering and serving that day.

Russell spoke of connecting Homecoming with the theme of Belonging. The Reckoning, Lament & Commitment Plaque is at the foundry. It will be blessed and placed prominently near the cornerstone as part of the Homecoming service and a public dedication celebration will happen on Monday the 14th. Communication about the significance of the plaque is being worked on. St Barnabas has been invited.

Rich thanked Nancy Naecker, Susan Russell and Mark Chase for their work on this event. Being a Community of Belonging is a theme that will run throughout the year.

REGAS HOUSE HVAC SYSTEM AND BIDDING PROCESS

Jerry Higgins, chair of Buildings & Grounds Committee, was introduced. Higgins gave brief recap of his background and then explained the HVAC system in Regas House has a 30-yr-old water pump that is leaking. If it is not addressed the entire system will shut down, resulting in no heat or air conditioning in the building.

B&G feels this is an opportunity to modernize the system and make it more efficient. Option one is to keep the same system and just replace both pumps, costing an estimated $96K. The second option is to install a computerized system that is more efficient and doesn't run the pumps continuously, costing an estimated $222,000.

Higgins also explained the reasons B&G would like to use the current contractor instead of getting bids. This would violate the policy of obtaining multiple bids for projects of a certain size but B&G feels it is important in this situation that we use a contractor who is familiar with the All Saints campus buildings, which would actually save a substantial amount of money and time. Discussion followed and Higgins will take input from vestry back to the B&G committee.

VESTRY NOMINATING COMMITTEE

Jackson shared that the committee is still being formed and will be presented to vestry at the September meeting. Their job will be to develop the slate for election at the Annual Meeting.

PRIEST-IN-CHARGE REPORT

Rich reported that he and Jackson, Folz, Russell and Chase will meet with Stephanie Spellers on August 26 to discuss her executive summary of her last visit.

Rich reported on his search to fill the open positions. There was a national search for the Congregational Life and Pastoral Care position. Twenty-five applications were received and Rich narrowed the number to five who will meet via Zoom with the interview committee. The top candidate will then meet with senior leadership and Rich.

Applications are also coming in for the Communications position. Rodell Jefferson is currently working part time as the interim Communications Director. In addition to these two positions, there is a part-time youth associate position and a full-time administrative support position open. Rich shared that as a practice he does not hire from within.

Rich reported that job descriptions for Senior leadership are complete and he is now scheduling meetings to do reviews.

WARDENS REPORTS

Jackson reported that the Finance Committee is introducing term limits for members. The three longest-serving members will term out at the Annual Meeting in February. Discussion followed on committee leadership tenure.

Folz shared that it is time to do the annual evaluation for the priest-in-charge. This is an annual vestry responsibility.

LOOSE ENDS

- Berry shared that he attended the Deanery 5 Meeting on July 25 to meet the new Bishop, Antionio Gallardo. Russell, Tim and Diane Rich, and Berry attended. He hoped that All Saints can continue to support the smaller churches.
- Russell shared that we hosted a wonderful celebration of the consecration of Bishop Gallardo. She thanked all those involved.
- Thomas announced that on August 16 we will have an open mic poetry event as the 9:00am offering.
- Rich appreciated the event with Kimberlé Crenshaw. He thanked DuBransky for stepping in to be in conversation with Professor Crenshaw and act as moderator. It was a great moment.
- Rich announced that Meier is a grandmother.

COMMENTS FROM GUESTS

Parishioners had an opportunity for open comment. Visitors were thanked.

It was moved by Folz, seconded by Berry and the vestry unanimously approved adjourning the regular meeting at 1:22 p.m. Closing prayer was offered by Rich and the vestry moved into executive session.

Respectfully submitted,
Kathy Onoye

Executive Session

Vestry discussed the Safe Parking permit and the upcoming hearing at the end of August. The session was for information only; no decisions were made or votes taken.

Vestry Committee Reports

August Meeting 2026

Addendum to August 2, 2026, Vestry Meeting Minutes

NO REPORT:

Audit
Children, Youth & Families
Communications
Finance
Giving
RJAB

BUILDINGS & GROUNDS

Submitted by Rachel Barker, B&G Committee

Meeting minutes from: Thursday, July 9, 2026

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1. Opening: Meeting opened with greetings and prayer.

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2. Church Re-Roofing Project

The committee received an update that the current reroofing phase is substantially complete. Scaffolding is being removed, and only lower-roof tile replacement remains.

The scaffolding used for this phase cost **$16,000**, which was considered a favorable price given the height, complexity, and safety requirements of the work. The platform allowed efficient access to the upper roof areas and contributed to the smooth progress of the project.

Copper detailing and finish work were reported to be of high quality. The underlayment beneath the roofing was found to be fully deteriorated, confirming that the project was initiated at an appropriate time. During the work, the team discovered that the parapet walls are brick rather than concrete, correcting earlier assumptions about the building's construction.

Concerns were raised about significant gaps in the tower mortar, particularly around window openings. These gaps present a growing water-intrusion risk and will need to be addressed in future maintenance planning.

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3. Regas House HVAC System – Upgrade Options

The committee reviewed the condition of the Regas House HVAC system. The main system is approximately fifty years old, and the circulating pumps are roughly thirty years old, having been maintained well beyond their expected service life.

Two upgrade paths were presented:

- Replacement with a similar pump design at an estimated cost of **$96,000**
- A modernized upgrade including variable-speed pumps and a Building Management System (BMS) at an estimated cost of **$228,000**

The modernized option is projected to reduce pump energy consumption by roughly $11,000 per year and provide additional savings through improved outside-air economizer control. The estimated payback period is approximately ten years. A BMS would also provide zone-level visibility into energy use and allow the system to operate in compliance with current Title 24 and ASHRAE 36

requirements. The existing system currently runs at full capacity for extended hours each day without modern controls.

Next steps include committee review of the written summary, followed by presentations to the Finance Committee and then the Vestry.

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4. Water Intrusion Repairs – Basement & Forum

Repairs related to water intrusion in the basement and Forum areas are progressing. Patch and paint work has been completed, and LVP flooring has been ordered with delivery expected within about one week. The new flooring will match the material previously installed and will extend through the music office.

The total cost of water intrusion repairs is estimated at **$85,000**. The selected remediation contractor provided a significantly lower bid than competitors and included patching and painting within their scope.

A separate plumbing leak affecting the ground-level lobby restrooms required repairs costing approximately **$15,000–$16,000**, which fully utilized the available maintenance and paint budget lines for the year. A follow-up item remains to confirm whether mold inhibitor was applied inside the opened wall during remediation.

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5. Cooling Tower Spray Pump & Mitsubishi Unit

The spray pump for Cooling Tower has been ordered and is expected to arrive Monday, with installation scheduled for the following week. One Mitsubishi fan unit has debris lodged in the blower and requires repair using a scissor lift; this work is scheduled for the current week.

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6. Campus Signage & Photography Use

The committee discussed ongoing issues with unauthorized photography sessions on church grounds, including professional shoots that interfere with scheduled events and create confusion about property boundaries.

A concept was introduced for removable, stake-mounted signage that would welcome visitors while clarifying that the grounds are private church property and encouraging appropriate use. The committee also discussed whether voluntary donations would be effective or whether a more structured fee approach for professional photographers might be necessary.

Jerry will meet with Tim to obtain guidance and approval before any signage or policy changes proceed.

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7. St. Barnabas Plaque

The plaque design has been approved and payment submitted. Fabrication is expected to take **5–6 weeks**, with installation planned for early September. The unveiling is scheduled for **Homecoming on Sunday, September 13**.

Mark will resend the lighting options spreadsheet, including part numbers and luminosity specifications, for review by the electrician.

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8. Space Planning & Architect Solicitation Process

The committee discussed concerns that several projects – including archives, restrooms, and Scott Hall – are being scoped too broadly before architectural engagement, which could lead to misaligned

proposals. A more formal RFP framework was recommended to ensure clarity in scope, deliverables, and budget expectations.

Phil requested that the existing architect solicitation document be tailored to the combined Archives / Toilets / Music scope. Two firms (ONYX and Perkins & Will) have already responded, and Studio Practice (Alex Wu), who is familiar with the campus from prior master planning work, will be invited as the third firm.

The music department has recently expressed interest in archive-related space, creating a new competing need. Jerry will discuss this with Tim.

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9. Door & Lock Control System

The campus access control software is currently running on a fourteen-year-old server that has become unstable. A vendor proposal for system upgrades is expected by the next meeting, with anticipated costs in the low thousands.

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10. Action Items

- **Phil:** Finalize HVAC/BMS summary with energy-savings context; circulate within one week; present to Finance Committee before Vestry. Follow up on door/lock control system proposal.
- **Verna:** Obtain remediation report confirming mold inhibitor application.
- **Mark:** Tailor architect solicitation document; resend plaque lighting spreadsheet.
- **Jerry:** Share solicitation document with Mark; invite Studio Practice; meet with Tim regarding signage and archive space.
- **Ryan:** Install spray pump next week; complete Mitsubishi blower repair.

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11. Next Meeting: Next meeting scheduled for Thursday, August 13, 2026 at 6:30 PM (Zoom).

Adjournment: Meeting concluded at approximately 1 hour and 20 minutes.

CONGREGATIONAL LIFE

Submitted by Nancy Naecker, Congregational Life Committee Chair

July 28, 2026

Church Attendance

Date	In-person Attendance	Online Attendance	Total
6/7/26 (7:30am + 10am)	418	365	783
6/14/26 (7:30am + 10am)	368	362	730
6/21/26 (7:30am + 10am + 5pm JV)	452	448	900
6/28/26 (7:30am + 10am)	458	423	881
7/5/26 (7:30am + 10am)	362	380	742
7/12/26 (7:30am + 10am)	401	367	768
7/19/26 (7:30am + 10am)	405	391	796

Welcome Ministry

- Welcome/Connect Cards May and June 2026: 21 received
- Interests checked
  - AAPI: 0
  - CYF: 2
  - CYF Choirs: 1
  - Latino/Hispanic Ministry: 2
  - LGBTQ+: 9
  - Music: 5
  - Pastoral Care: 1
  - Peace & Justice: 11
  - Senior Saints: 1
  - Spiritual Formation: 10
  - Small Groups: 6
  - 20/30's: 6
  - 40's, 50's & Friends: 0
  - Women's Community: 5
  - Volunteering: 4
- **Follow up:** All respondents received a welcome email from Front Desk Volunteer, Merrily Dunlap, and were added to the selected groups in ChurchStaq.

Greeters

- **July 5 Newcomers Coffee:** 4 attendees. Hosted by greeters Cindy Bishop and Dan McCarrel.
- **Next Newcomers Coffee:** August 6 following the 10am service in the Chapel.

Ministry Highlights

AAPI Ministry

- ***Our Stories, Our Movement - AANHPI Organizer Speaker Series***
  Part Three: Envisioning Our Collective Futures
  Tuesday, June 16th at 6:00 PM
- AAPI & LGBTQ+ Ministry co-hosted Movie Night screening of *Margarita With a Straw*, as we honor Disability Pride Month.

20/30's Ministry

- June 14 | 12-2pm – Relaunched 20/30's ministry after hiatus with lunch at Dog Haus in Pasadena with Jonathan Stoner and Zac Commins with 10 participants.
- July 26 | 12-2pm – July Social at CPK with 8 participants and 3 new to All Saints.
- Working to grow the leadership team.

40's, 50's & Friends

- July 10 – "First Fridays" at Rocco's in Pasadena.
- June 26 – Transformational Journey to Project Angel Food.
- July 12 + Aug 16 – Summer Books & Tea discussing Ryan Holiday's *The Obstacle is Way* at offsite coffee/bakery shops.

Hispanic/Latino Ministry

- Aug 2 | 10am-12:30pm – Sacred Images: Seeing the Holy Through Art, A presentation of sacred images that will explore how religious art, icons, and symbols act as windows to the divine, designed to foster meditation, evoke spiritual emotion, and convey theological truths.

LGBTQ+ Ministry

- Pride Month Activities were a huge success!
- Leadership Team: Liz Burman-Supple, Kaia Duke, Hannah Earnshaw and Billie Rainer.

Senior Saints

- On Summer hiatus

Becoming Beloved Community

- Sacred Ground (Spring 2026) concluded on July 18 with a retreat with 45 participants.
- Ministry leaders: Lori Kizzia and MaryAnn Ahart.

Summer Fun

- July 5 to Sept 6 – Join weekly for Summer Fun events (popsicles, ice cream, games, etc) on the lawn after the 10am service.

Getting Connected Class – Fall 2026

- September 27 – October 28 Five-week series on All Saints mission and values, and including pathways for connection.
- Registration is open

PASTORAL CARE

Submitted by Chris Folz, Pastoral Care Committee Chair

The Pastoral Care Vestry Committee (PCVC) has met three times since the March report. The meetings have focused primarily on creating a North Star Mission and Vision and establishing mentoring/partnering relationships between the Pastoral Care (PC) ministry leaders and members of the PCVC. One of the most pressing issues the PCVC needs to address is coming up with a clear definition of what lay Pastoral Care is and how to create a more predictable and operational process for lay parish members to access lay pastoral care resources. In some sense, the PC ministries are the best kept secret at church.

The PCVC members have partnered with PC leaders and spoken with most of the ministry leaders and, in no particular order, reported back with the following:

- Prayer Shawl Ministry – The group continues to flourish in participation (although there is ample opportunity for more knitters and crocheters to join) and at this time leadership is not an issue. The only piece that could use refining is the storage and control of shawls and clearer protocols for distribution of shawls.
- Monday Night Meditation – The group is functioning well and reported that within the group spiritual needs were being addressed.
- Lay Visitation Ministry – We have 16 individuals going through the process to become LEVs and are looking forward to commissioning them in fall. Once we have a qualified team we will begin “advertising”, establishing relationships with local hospitals and care homes and hit the road.
- Grief and Loss – The group has about 20 or so core members who attend regularly and the ministry continues to attract 2 to 5 new attendees regularly. It is surprising the referral network this group has, as it is not advertised. New attendees are referred by therapists, hospital and academic programs, doctors and so forth all of whom are unknown to the leader and members! The search for a second facilitator continues and fortunately, in a pinch regular members will step in and lead the meeting.

- Spiritual Direction – Dori continues to refer individuals interested to trained spiritual directors.
- Circle of Life – The meeting continues to meet on Zoom. Participation is low, and like so many PC ministries, needs to get the word out. (More on that later.)
- Labyrinth Ministry – The Rich and Margie Hope, the leaders, are looking for guidance on where to go with this ministry. They perceive that this ministry is utilized by "old white people" and are working with Communications on advertising and making the ministry attractive to the entire diverse congregation.
- Centering Prayer – update TBD.
- Journey of Faith – TBD.

As mentioned previously, getting the word out about these ministries continues to be a challenge. Hopefully the refresh of the website will help with this matter. PCVC also needs to work with Communications to promote the ministries in TWAS, Facebook, and Instagram. We also recognize that we need to participate in Ministry Sunday. Leadership, particularly finding young(er) leaders, continues to also be on our radar. We are discussing ways to publicly recognize our leaders for their hard work and faithfulness to their ministries.

At this point, the committee does not feel ready to take on any additional projects, although reviving the "prayer warrior" ministry (ministry members divvying up the entire population of church members and praying for them daily) and bringing in the "By Your Side" program are on the "wish list".

All in all, the PCVC leadership is very engaged and optimistic about the future of lay pastoral care at All Saints.

PEACE & JUSTICE

Submitted by Lorynne Young, Peace & Justice Committee Chair

While our individual ministries are using the summer to plan events for the coming program year, we do have a major ministry event designed to involve our entire congregation: postcarding to help get out the vote for the midterm elections. We will be writing 1,000 postcards to voters of color in North Carolina and Georgia, two voter-suppression states, to remind voters that their voices and their votes matter.

Led by Norweeta Milburn and Maddie Gavel-Briggs, we are partnering with the Center for Common Ground, a non-partisan, Black and women-led voting rights organization founded in 2018 that focuses on voter suppression in states where more than 20% of voters are voters of color (Alabama, Arizona, Florida, Georgia, Virginia, North Carolina, South Carolina and Texas).

Our first event is Sunday, Aug, 30, 11:30-2 pm in the Forum. A light lunch will be provided. A follow-up event is set for Wednesday, Sept. 16, 6:30-8:30 pm, also in the Forum. Postcards, addresses, scripts and instructions are provided.

You can register at
https://allsaints.ccbchurch.com/event_detail.php?event_id=2106&occur=20260830

Donations to help cover the cost of stamps would be appreciated. You can drop off money or stamps at the Action Table on Sundays.