

ALL SAINTS CHURCH, PASADENA
ANNUAL PARISH MEETING
Sunday, February 23, 2025

I. Welcome and Opening Prayer

Priest-in-Charge Tim Rich called the meeting to order at 12:00pm with an opening prayer.

II. Determination of Quorum

It was established that a quorum (defined in the Bylaws as 40 parishioners) was present.

III. Statement of Purpose: Why are we here?

Rich shared the purpose of the Annual Meeting, which includes the election of new vestry members, officers and delegates to Diocesan Convention. It is important that All Saints' story include both looking back at 2024 and looking forward to the year that awaits in 2025. Meier will discuss the 2025 budget. There will be time for questions at the end.

IV. Approval of Minutes from Annual Meeting 2024

Thanks to Maren Tompkins and Kathy Onoye for the minutes from last year's annual meeting. It was moved and seconded and the parish approved the minutes.

V. Comments from Priest-in-Charge

The Challenges of 2024

Rich spoke of Richard Rohr and his focus on Practicing Radical Resilience which requires us to go to the deepest place of our being with focused attention, and to recover from hardship and challenges. It requires faith. Before looking forward to 2025, Rich spoke of the challenges of 2024 and acknowledged that it was a hard year. He then asked parishioners to share some of the joys, successes and celebrations they experienced. Among those mentioned were Christmas Eve, housing for the unhoused, Centennial celebration, joint service at St. Barnabas, support during the election week, Philadelphia eleven, youth choir, hiring of CYF director, Alfredo Feregrino's farewell celebration, Telling the Whole Story, the Advisory Board for Liturgy and Representation, and more.

2024 Highlights

The annual report was presented in video format with music, produced by Keith Holeman.

Staff Appreciation

Rich thanked and celebrated all the staff and ministry teams for their amazing work this year. He acknowledged that some are no longer here and expressed appreciation for Alfredo Feregrino, Sally Howard and other staff who have left.

Vestry Appreciation

Rich appreciated the vestry for their amazing work. Retiring Junior Warden Walter Little appreciated each retiring vestry member, including: Rainer Colombo, Nicole Gatto, Elisabeth Eilers, Eliza LeMoine, Karen Meier (who will serve as treasurer), Janet Carol Norton, Monique Thomas (who filled an unexpired term and is eligible for re-election) and himself

VI. Comments from the Senior Warden

Senior Warden Al Hughes shared the many roles he has taken this year. He appreciated the listening sessions and the opportunity to get to know parishioners. He thanked those nominated for vestry for their willingness to serve, and thanked Terry Knowles for taking on the role of chair of the Finance Committee. He thanked the parish for their encouragement and support. He appreciated the opportunity to be of service and work with such talented and dedicated people of the vestry and the parish.

VII. 2025 in View

The Election of Vestry Members, Officers, and Delegates to Diocesan Convention

Rich thanked the Vestry Nominating Committee: chair Al Hughes, Rainer Colombo, Thomas Diaz, Elisabeth Eilers, Nicole Gatto, Eliza LeMoine, Walter Little, Karen Meier, Janet Carol Norton, Tim Rich and Lynndi Scott. He expressed gratitude to the candidates for being willing to serve and then introduced each one.

Candidates for Vestry: Patrick Briggs, Cress Diehl, Luca DiMassa, Clara Hill-Williams, Ben Martin, Mark Moreno, Nancy Naecker and Monique Thomas

Officers: Al Hughes, Senior Warden; Tony Jackson, Junior Warden; Karen Meier, Treasurer and Kathy Onoye, Clerk

2025 Diocesan Convention Delegates: Greg Adams, Connie Chung, Al Hughes, Tony Jackson, Terry Knowles and Rosemary Muñiz

2025 Diocesan Convention Alternates: Blaine Cavena, Nicole Gatto, Cathy Keig, Gloria Pitzer, Andie Reid and Monique Thomas

Rich asked for a motion to accept this entire slate by acclamation. It was moved by MaryAnn Ahart, seconded by Cathy Keig and the members in attendance unanimously approved the slate by acclamation.

Money Matters – 2025 Budget

Rich thanked Karen Meier for agreeing to continue as treasurer and Terry Knowles for taking on the role of Finance Committee chair, which required her to lead us through some difficult waters. Rich then explained the budgeting process. Going forward, the budgeting process needs to be clearer than in the past.

Karen Meier encouraged parishioners to review the handouts which included the 2024 operating results (unaudited) and the 2025 Operating Budget. This year an audit will be done of both the 2023 and 2024 financials.

Meier explained how All Saints got to the current financial point. In the past two years, budget deficits were covered with government funds, including PPP money and Employment Recovery Credits. 2024 was a very challenging year with unexpected expenses and no additional government funds to balance the budget. All Saints has been deficit-spending for years as giving income has declined. With the challenges this past year and an increase in deficit spending, 2024 ended \$1.1 million to the negative. Seventy percent of the budget is personnel. This large deficit cannot be corrected in one year because such severe cuts would eliminate the ability to fulfill All Saints' mission. Funds will be transferred to the operating

fund from quasi-endowment as we work to right the ship. On the expense side, priorities are being maintained, including accounting for the full 12% of our mission share to the diocese.

Disposition of the Rectory

Tony Jackson shared that it costs us \$35,000 a year to maintain the Woodland Road rectory and anticipated \$100,000 in future expenses for deferred maintenance. A committee was formed to explore the options for best use of this asset. The committee determined that selling the rectory would be the most beneficial option for the parish and after discussion the vestry approved selling the rectory. The first step was to get approval from the diocese. Another committee was formed to prepare the necessary documents for the diocese, including the statement of rationale. The Readiness Package was approved by the vestry and has been submitted to the diocese. The plan for the sales proceeds is to invest it for rector housing and as an innovation fund for the future of All Saints' mission.

Renewal and Reimaging

Rich explained that we are reimaging our staff and shared a reorganization chart. He commended Samantha Kramer for the chart. He spoke about the positions that have been eliminated. All Saints currently has just 1.5 Episcopal priests and the plan is to hire an assistant level priest to fill Alfredo's open position. Rich clarified the roles and responsibilities of the clergy team.

Rich briefly explained the leadership roles on the chart. Duties are being clarified as we strive to find the right balance between Mission and Ministry and live up to our fiduciary responsibilities. The reorganization will reduce the deficit by 20%. It has been thoughtfully discerned and is the first step for All Saints to return to stability, vitality and responsibility.

Rich spoke of renewal for 2025. Volunteers will be key to continued vitality moving forward. We need to consider our capacity and discern what still has life and what can be let go. Roles and responsibilities need to be clarified, and we need to be clear on process. We will renew our Forum series, renew our planned giving and continue our racial work with Sacred Ground and Sacred Being.

A brief Q & A and comment session followed.

Announcement of date for next Annual Meeting: February 22, 2026

Rich gave a concluding prayer and blessing. The meeting adjourned at 1:50 pm.

Respectfully submitted, Kathy Onoye, Clerk