

All Saints Episcopal Church
Pasadena



Together We Can Do So Much
Annual Report 2025





Priest-in-Charge Report:

Together We Can Do So Much

Alone we can do so little; together we can do so much.
~ Helen Keller

In 2025 our church, our region, and our nation faced a series of immense and, in some ways, unprecedented challenges. Time and time again these challenges asked us not only to take a measure of our hearts and convictions, but really to discover and exercise our agency as people of faith. And as we did so to such beautiful, courageous, and even stunning effect, I am reminded of this simple and familiar wisdom attributed to Helen Keller: "*Alone we can do so little; together we can do so much.*"

Although I commented on the fires of January 2025 in last year's annual report, let me make a few brief comments here (**see the report of Thomas Diaz, Director for Pastoral Care, on page 9**). Just as the grief lingers and the recovery struggles persist, our efforts to support individuals impacted by the fires continued throughout the year. Organized by **Thomas**, support groups were established, artfully facilitated by **Claudia Shields, Wendy Edwards and Elisabeth Eilers** (Elisabeth's group continues to meet monthly as 2026 unfolds). I am so grateful to these two skilled clinicians and healers for the generous offering of their gifts. Also throughout 2025, **Thomas and Amanda Baughman**, Director for Children, Youth, and Family Ministries, fostered communal connections, enabling All Saints to host a variety of healing days which offered survivors access to hair stylists and massage therapists. **Mark Chase**, Associate Pastor for Justice, Advocacy and Organizing, leveraged his wider community engagement to get replacement goods into the hands of many. **Jane Brust and a band of volunteers** organized a series of suppers for fire survivors, which seemed to feed not only the bodies but the souls. Throughout the year, parishioner **Laura Thompson** worked tirelessly, making phone calls to parishioners, signaling to them that they were neither forgotten nor alone. And, it should be said, so many of you, parishioners of All Saints,

donated monies to our fire relief fund. In response to an unparalleled tragedy that displaced so many from their homes and community, the community of All Saints came together to provide at least some balm for that wound—leaving me amazed and grateful.

Speaking of amazed and grateful, I was all that and more after **May's spring concert**. **Weicheng Zhao**, Director for Music, selected a beautiful composition, and, with the accompaniment of **Grace Chung**, Associate Choirmaster and Organist, led the choir in a masterful performance. To bathe in the sound of the choirs' perfectly joined voices (I can't imagine how many hours they worked in preparation?!) was one of the most moving experiences of all my years in church. And, on a slightly more personal note, I could not have been more honored (nor nervous) to stand next to **church matriarch, Alma Stokes**, as we offered a brief spoken-word interlude. The night was a demonstration not only of how inspiring and healing music can be, but also of what might happen when a group of individuals come together for a common purpose.

A similarly inspiring, uplifting, and joy-filled event took place a month later, on a Sunday in June, **as we gathered with our siblings from St. Barnabas to celebrate Juneteenth**. In 2024, **Chase** had preached at their church with many from All saints in attendance, and this 2025 celebration represented another stitch in knitting the two communities together. The green was packed with St. Barnabas and All Saints members dining together, and besides the scent of delicious food, the air was filled with warm chatter and hearty laughter. I look forward to our future gatherings.

Much work remains to "telling the whole story" of how white members from All Saints in the early 1900's

3 Icons



"Another 2025 outward and visible sign of our growing appreciation for the sacredness found in diversity was the placement of three icons, each featuring faces of color. Another step on the journey of "telling the whole story" by expanding the iconography at All Saints Church to truly represent all the saints."



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literally and figuratively turned away black residents seeking a community for worship, resulting in the birth of St. Barnabas. The possible richness and integrity of community was compromised those many decades ago, and truth be told, has been compromised in many ways since.

But a new, thoughtful, committed, and **multi-faceted effort to truth-telling, understanding, reckoning, repentance, and healing** began in 2025. Over eighty White parishioners participated in the Episcopal Church's **Sacred Ground** program and some forty BIPOC members completed a parallel offering called **Sacred Being**. I can only imagine how powerful it was for each of these two communities-within-a-community to gather on a regular basis. I am grateful to **Monique Thomas and Connie Chung**, collaborators with **Mark Chase**, for Sacred Being. And likewise to **Lori Kizzia, Mary Ann Ahart**, supported by **Susan Russell**, who presided over the Sacred Ground offering.

A second Sacred Ground offering has checked in full beginning February 24. Expect to hear more soon about a 2026 follow-up to Sacred Being.

In addition to these two initiatives, **All Saints also engaged the Rev. Canon Dr. Stephanie Spellers** as a consultant. In the autumn of 2025, Stephanie made the first of what will be three visits to All Saints, meeting with a range of parishioners, including members of the Racial Justice Ministry committee, the Racial Justice Advisory Board, the Advisory Board for Liturgy and Representation, and the choir. She also met with our wardens and senior staff.

I must tell you, Stephanie is brilliant! She asked fabulous questions, listened closely, and generally facilitated profoundly important conversations. I am excited for her return at the end of February, leading, among several things, a retreat with the vestry and a joint conversation with Sacred Being and Sacred Ground graduates. She also will be with us one more time in May to help us assess our learnings and growing capacity, as well as identify the work that waits us. We are blessed to have her as a friend and companion for the journey.

Another 2025 outward and visible sign of our growing appreciation for the sacredness found in diversity was the placement of three icons, each featuring

faces of color. First, an icon of the Black Christ was placed in our sanctuary—the icon a gift from the Rev. Guy Leemhuis and the Union of Black Episcopalians, LA. Second, a classic, beautiful icon of Saint Mary Magdalene was hung directly across from the Christ icon—this, a gift from an anonymous donor. Finally, on the Feast Day of Our Lady of Guadalupe, we hung a new depiction of Our Lady, a gift from parishioner John Perez. To see the procession of people laying flowers at Our Lady's feet that evening was a thing of beauty.

Following that service, we moved to Sweetland for a fabulous "convivio" sponsored by the recently resurrected Hispanic/Latino Ministry team. This was the second such party of the year (the first taking place the week of Dia De Los Muertos), and I am so grateful to **Rosemary Muñiz, Carlos Carillo, and Oscar Alcantara** for their leadership and efforts. There's no question, if we are to be a full representation of the "beloved community" in Pasadena, we must **resume our outreach to our Hispanic and Latino siblings**.

Speaking of our Hispanic and Latino siblings, one of the most heart-wrenching challenges of 2025 came as ICE agents descended upon Pasadena, kidnapping individuals merely based upon the color of their skin. These actions were an attack on our kin, an assault on justice, and perhaps one of the greatest challenges our generation has faced when it comes to discerning a sense of agency.

That said, while many of us were left wondering, "What can I do in the face of emerging fascism and brutality," I have found some comfort, courage, and even power in the many communal protests and gatherings. **Chase** has been a constant presence and important voice on the streets. And I am so grateful to **Maddie Gavel-Briggs and Patrick Briggs** who have, on one more than one occasion, been lead organizers of Pasadena events.

There's really no shortage of those here at All Saints for whom I am grateful. And while it would be impossible (not to mention foolish) to try and name all the parishioners of this community who have left me amazed and thankful, I do want to say **a brief word about our ministry leaders and wider team**.

Amanda Baughman was hired to resurrect a strug-

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gling CYF program and has done so beyond my wildest dreams (not to mention with a stunning degree of kindness and wisdom). I am so excited to see the Seekers program return, and the overall CYF ministry revitalized.

Manny Carillo, our sound engineer, meets our sound demands with expertise and patience. Just listen to a recording from another church and you will realize how important Manny's work is to our communal experience.

Mark Chase has been a wonderful pastor, preacher, and prophet. Our community is challenged and shaped daily by his presence.

Grace Chung assists Weicheng not just with the grace suggested by her name but by displaying her own significant assortment of talents. It is obvious how important and beloved she is to all the choir members (and Weicheng as well).

Thomas Diaz is what, in baseball parlance, one calls a 5-tool star. He is so sensitive as our initial point of contact for grieving families, supportive when it comes to tending to a host of small group endeavors, creative as he presides over our general congregational life, pastoral towards anyone who calls or seeks comfort, and he's even jolly if not plump when he serves as the Santa at the senior saints Christmas celebration. (Oops, should I have issued a spoiler alert before saying that?)

Nader Eldhaby, our Director of Technology, has worked diligently to keep us safe, current, and operational. Not to mention he has to put up with my considerable technological inadequacies!

Melissa Hayes performs constant miracles, organizing our weekly liturgies and the millions of people who participate in them. And in her spare time, she even organizes some of our small group ministries. I bet she could even herd cats if necessary!

Keith Holeman provides us with such wonderful visuals each time we worship and on other occasions as needed. He might be our most important "evangelist!"

Samantha Kramer has done the seemingly miracu-

lous. As our newly established "Office Manager" she has taken lead in organizing our calendar and calendaring process, moved us closer to establishing job descriptions for each staff member, assisted me in implementing ministry reviews, and made sure milestones and birthdays are celebrated. All with a smile on her face and the constant refrain of, "Perfect!"

Amanda McCormick has stepped beautifully into her new role as Associate for Development. In addition to assisting Sarah ably, she has been instrumental in improving our data tracking. Our record-keeping, although not perfect, has improved dramatically because of her efforts.

Mark Morris, our bookkeeper, might be quiet and unassuming but he has superpowers nonetheless. He is as unflappable as he is competent, always quick to laugh, and I am grateful to work with him.

Sarah Nolan, among many things, presided over an annual campaign that not only saw an increase in the numbers participating in the campaign (with special thanks to the campaign co-chairs, **Monique Thomas and Ben Martin**) and in increase in income, but also an increase in joy as we "walked in love." Just wait til you hear about the Gala planned for this April!

And, at the risk of burying what some would call "the lead" she has fostered numerous generous gifts which have dramatically helped improve our financial footing (making the work of the amazing **Terry Knowles** and her Finance Committee a little easier).

Erin Sacco-Pineda, our controller, has been critical to improving our accounting, budgeting, and overall financial performance. We are so lucky to have her talents!

Susan Russell somehow has figured out how to bi-locate, spending 40 hours a week both here and at the Diocesan office. More importantly, she is as brilliant a strategic planner as she is a dedicated pastor and priest. All Saints would not be the same community without her years of service and contributions.

Jonathan Stoner was part-time in 2025 but joins the staff full-time in 2026. Even in his part-time capacity he has become beloved by the youth for his kindness and cherished by so many parishioners for his pasto-

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ral heart. I look forward to a full dose of his talents in the coming year.

Jenny Tisi is magical as she leads her numerous youth choirs and her talents are obvious—the youth make a beautiful and “joyful noise unto the Lord.”

Maren Tompkins, my executive assistant, might not often be seen but her impact is experienced almost daily. Besides keeping me (relatively) on track, she is a point of connection for so much of what goes on at All Saints. She is the true glue that holds us all together.

Verna Zamora works so hard, tending carefully to our buildings and grounds. If you think for a moment about all of the spaces on campus as well as the constant use of those spaces, only then can you fully appreciate the magnitude of her job. Fortunately for Verna (as she says all the time), she works with a wonderful team: **Gloria Lopez, Mendez, Eric Retolaza, Blas Tapia, and Hector Vargas**. They are as pleasant and kind as they are dedicated. Please make sure to thank them for all that they do!

And last amongst the paid staff, there are no words to adequately capture **Weicheng Zhao**'s talents. As I have already mentioned, not only am I moved by his musical gifts, but my heart is warmed daily by the pastoral concern he shows his choirs.

Do you see the good fortune of our parish community? Is there any wonder we have been able to accomplish more than we might have dared imagine?!

But for the record, any discussion of our community's good fortune should also include a thanksgiving for three others, as vital as anyone to all that we do.

Marilyn Coffman and Nancy Naecker work more hours and tend to more of our communal life than you can possibly imagine. Marilyn tracks prayer requests, Sunday giving and attendance, and columbarium registration, just to name a few pieces of her work. Nancy's sphere of influence is equally diverse and critical. She cares for the front-desk volunteers, organizes the Senior Saints, tends to a host of our small-group demands, and generally sees to it that as little as possible falls between the cracks. Both of them do all this work out of the love and devotion of their huge hearts, and for a reward that only will be realized in heaven! Thank you, Marilyn and Nancy!!

And last but certainly not least, let me say a few words about **Al Hughes**, who has redefined what it means to serve faithfully and tirelessly as a senior warden. I wonder if any other senior warden in recent memory has endured so much in one tenure. He has been omni-present at critical parish gatherings and (nearly) omniscient as I have turned to him for institutional knowledge and wisdom. I have been so fortunate to share leadership with him. Al “retires” as of the annual meeting, (happily for all of us, to be replaced by **Tony Jackson**), and deserves our most sincere thanks.

Wow! With all the challenges of 2025 and all that has been accomplished, you would think that we'd get a breather in 2026. But in truth, these earliest weeks suggest no such thing.

Marianne Williamson, American author and spiritual leader once wrote, “*In every community there is work to be done. In every nation there are wounds to heal.*” She offered this observation several years ago, but the wisdom of her words could not be more obvious than today. Indeed, there remains much work—internal and external—for our community to do. And each day it seems I read another story about the wounding of this nation. It is almost enough to overwhelm, if not invite despair.

But I will not be overwhelmed nor despondent. In part, because to do so only allows the evil powers to grow stronger. And in part because I move through these times with all of you.

Williamson finishes the above observation this way: “*(But) in every heart, there is the power to do it.*” After over a year and a half with you, I have seen the immense power within your hearts. And based upon what we have shared, I have faith that, together, we can do so much more!

Gratefully submitted by:

The Rev'd. Tim Rich
Priest-in-Charge



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Eaton Fire Response

On the first night of the Eaton Fire, All Saints Church Pasadena opened its campus as a place of refuge for those affected. What began as an emergency response quickly grew into a three-week community resource center, offering safety, welcome, snacks and care. Alongside immediate wellness support, we launched **Rising from the Ashes**, a trauma-informed support group led by licensed mental health clinicians, providing space for healing, connection, and resilience. In all, **83 households** from the All Saints congregation lost their homes. Many more at All Saints were displaced long-term by smoke and debris damage.

In the months that followed, we continued to accompany the community through ongoing recovery efforts, including **Self-Restorative Wellness Days** with holistic treatments, yoga, and sound baths, as well as regular **Dinner in Community** gatherings that fostered belonging and mutual care. In partnership with Deer Park Monastery, founded by Zen Master Thich Nht Hnh, we also hosted a **Day of Mindfulness** for the wider community.

At the one-year mark, All Saints offered a week of intentional prayer and healing, honoring both grief and hope. This ministry was made possible by the countless hours and deep commitment of volunteers, clinicians, clergy, staff, and community partners whose generosity and presence embodied our call to show up for one another in times of crisis and recovery.

Emergency Shelter at All Saints Church

210 people and **67** pets sheltered at All Saints Church on the first night of the Eaton fire. And, except for one puppy, not a peep all night. The relief upon entering the sacred space, at finding shelter both for themselves and their pets, was palpable. Many had been turned away because of their cats and dogs, and hotel vacancies had quickly disappeared. An additional **27** evacuees joined us the second night.

5 staff members worked overnight with those sheltering on the night of January 7th. **Keith Holeman**, after verifying it was possible to stay open, hurried to campus and pushed out the "we're open" message on the

website, social media and in the press. **Susan Russell** arrived as an evacuee and staffed the reception desk. **Manny Carrillo** was halfway home when he turned around and came back to help. Former All Saints staffer **Veronica Flores**, who came as an evacuee, took charge of signage and the organization of the sign-ins and sign-outs (later in the night her family lost their home), Buildings & Grounds' **Eric Retolaza** worked tirelessly until the early morning, A **Rabbi** from Highland Park came to help when he heard we were opening up to all in need, until he had to leave when his brother in Altadena was told to evacuate. **Amanda Baughman** came to church at 9:30 p.m. after making sure her family was safe, and worked until midday on the 8th. Many other staff devotedly helped in the ensuing days.

Parish-wide Volunteer Response

61 All Saints volunteers made **1,350** check-in calls to parishioners in the affected areas of Altadena, Pasadena and Sierra Madre. **Carolyn Ellis** completed 200 of those phone calls! All organized under the direction of **Christine Hartman**.

45 Volunteers helped as process companions, grocery and pharmacy deliveries, pet care and delivering clothes under the direction of **Scott Heringer**.

80 follow up check-in calls and emails to families who lost their homes were made by **Laura Thompson** six months after the fire.

4 Community Dinners for those affected by the fires with **15 volunteers** who prepped, cooked and serviced **50 dinners**, led by **Jane Brust**.

Emergency Response Center

100 community members from across Los Angeles and across the country donated water, non-perishable food, meals, clothing, diapers, bedding and toiletries. Palettes of donated goods arrived daily.

10 local restaurants brought lunches for our Response Center volunteers.

15 volunteers staffed the resource center for 3 weeks under the leadership of **Billie Rainer, Troy Wise, Kaia Duke, Gloria Antall** and **Laura Thompson**.



Pastoral Care

We affirmed again that we are people who need people—created for connection, sustained by presence. Through hospital visits, phone calls, grief support, and quiet check-ins, we extended our arms wide to one another. Pastoral Care at All Saints was not only about responding to the spiritual needs of our community but also about seeing and being seen—ensuring that no one's joy went uncelebrated and no one's sorrow went unnoticed. In a culture that often moves too fast to pay attention, we chose attentiveness. In a world that can feel isolating, we practiced belonging. By caring for one another with tenderness and intention, we embodied beloved community in its most tangible form: reminding each other that we are not alone, and that love shows up. Being Christ's present with each other.

Pastoral Services

2 weddings

41 funerals/memorials/ **7** inurnments

18 baptisms of babies & youth, **6** adult baptisms

Visitations

Both clergy and pastoral staff made visitation as requested by the congregation. The **Lay Visitation Ministry** will be relaunched in Spring of 2026.

We give thanks for the faithful leadership of retired clergy member **the Rev. Dori Torrey** and her deep dedication to the Spiritual Direction program at All Saints Church.

Groups & Offerings

8 Continuously Ongoing Small Groups

5 Twelve-Step Support Groups (ACA, SAA, SIA, OA, LA CADA All Recovery Anonymous). LA CADA All-Recovery Anonymous serves **30-50** people weekly.

12 monthly Labyrinth offerings, as well as during Holy Week. The Labyrinth is now offered once a month during the Wednesday Taizé evening service.

Healing

1 Healing Sunday was held in January. With Eaton Fires, we had over **60** volunteers who contributed to healing and recovery with those impacted by the fires.

The Taizé Style of Worship Services met **34** times in the chapel and the church throughout the year, averaging over 20 attendees. The highest attendance was the Wednesday after the election, when **50** came to church and **39** streamed it live.

All Saints Sunday

292 names were in the necrology. **161** letters and email invitations to the All Saints Sunday service were sent to those who lost loved ones in the past year.

6 healers healed at the rail on Sunday services at 10 a.m. throughout the year.

Prayer Ministry

1,549 Prayer requests were received. **250** cards were sent to acknowledge prayer requests.

Children, Youth & Families

A Year of Stabilization and Renewed Energy

In January, our community was devastated by the Eaton fire. Many families connected to CYF were impacted by the fires, losing homes or enduring weeks and months of displacement. Several children and youth lost not only their homes but their schools as well. The disruption scattered some of our families—some relocated within the region, while others found themselves out of state. In response, our CYF staff and volunteers showed up with care packages, 10

warm meals, gift cards, and hugs. In May, we gathered youth from our parish and the wider community for a day of restoration—offering free haircuts, books, beauty products, and beautiful quilts lovingly crafted by folks from across the state.

This year in Children, Youth, and Families (CYF) ministry reflected clear and encouraging reliability across participation, engagement, and visibility. Under new CYF leadership, the department's goals were to

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bring greater stability, consistency, and accountability, while also taking stock of what was working and where there was room to grow. By year's end, the leadership team agreed these goals were met. We experienced a year of consistency for our programs and families, which in turn led to increased interest, trust, and excitement around getting involved.

Sacramental Life

- **Baptisms: 18 infants and children** were baptized this year, many from our parish, suggesting families' interest in deepening their faith commitments within our community.
- **Seekers: We have 7 seekers**, youth exploring faith and confirmation, and **7 adult mentor/faith partners** to journey alongside them. For the first time, Seekers used an established Episcopal curriculum called Confirm not Conform for the program.

Participation in Worship & Formation

- **Acolytes: 29 youth on 5 teams** served as acolytes, continuing a strong commitment to youth participation in church leadership.
- **Children's Chapel: We had 535 children** attend over 32 weeks. Average weekly attendance reached **17 children**, reflecting the need for continued volunteer support. The **Godly Play curriculum** was successfully implemented with reliable and caring adult volunteers leading.
- **Childcare: Childcare** served a total of **252 children** with an average of **8 children weekly** this year, with frequent full or near-capacity Sundays—highlighting both growth and the need to relocate to a larger space, which we did in January 2026.
- **Family Worship Rug: There was a visible increase** in the numbers of families with young children using the worship space in the chapel.

Youth Ministry Engagement

- **Youth Group: 421 youth** attended over 29 weeks in 2025 (which straddles 2 program years). Average weekly attendance was **14.5 youth**, with strong consistent attendance from our middle school cohort and deeper relational connections among all participants.
- **Youth Dinners: 35 meals** were shared over the year, **17** from parent potluck groups, **16** from ASC ministries, including a first-time participant, and

2 provided by CYF.

Program Expansion & New Offerings

In response to expressed needs and an effort to rebuild community, several new CYF initiatives were launched:

- **Youth Lounge (Sunday mornings):** A dedicated, welcoming space for youth to connect before service.
- **Parent Mixers: 3 gatherings** held on and off campus aimed at building relationships among parents.
- **Youth Gatherings/Outings: 4 summer outings** provided opportunities for connection beyond the church walls. Additionally, fun events on campus, like our Stranger Things watch party, strove to build community and bring joy.
- **Family Room:** A newly established space designed to support families with young children and increase accessibility during worship.
- **Young Adult Ministry:** This new ministry offers CYF the opportunity to remain engaged with youth who have graduated by mailing cards and care packages and hosting events during the holidays that create a space for young adults to gather and reconnect. In 2025, we mailed 2 cards to young adults who graduated within the last 2 years and hosted an "alumni cookies and cocoa" after the 5 pm Christmas Eve service with dozens attending.

Service & Outreach

- **Angel Tree:** This year marked a **record-breaking Angel Tree season**, with approximately **300 gifts donated**, demonstrating broad congregational participation.

Summary

Taken together, these numbers tell a clear story: CYF ministry is experiencing positive momentum across age groups and programs under clear, consistent, and collaborative staff and volunteer leadership. Participation is increasing and relationships deepening, new initiatives are being embraced, and families with young children are becoming more visible and engaged in the life of the parish. This year's consistency and growth provides both encouragement and a stable foundation for continued expansion and deepening in the year ahead.

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Justice & Community Organizing

It has been well noted that for those of us in Pasadena and Altadena, **2025 was a year of Fire and Ice**. What is also worth noting are the ways in which those challenges were met: with Love and Justice.

In the wake of the devastating Eaton Fire we witnessed Sweetland Hall transform into a resource distribution center that served hundreds of displaced Altadena and Pasadena Residents. Members of All Saints stepped up and stepped in, **led by our LGBTQ+ ministry leaders** we partnered with local community groups like MyTribeRise to deliver food, water, toiletries, clothes, blankets, air purifiers, masks, and much needed smiles, prayer and hugs to well over **100 households** at the time of their greatest need. We partnered with local philanthropic organizations like The Change Reaction, and faith based organizing groups like the Community Clergy Coalition, to deliver close to **\$60,000** worth of financial assistance to members of our own parish, and households in the wider community. We partnered with our neighbors across the street at DayOne, to host a community rebuilding fair that saw over **300 people** get connected to local architects and builders to see a vision for what rebuilding in their beloved Altadena could look like. We rallied in the streets in solidarity with the Pasadena Job Center, as we advocated for our neighbors who were left by their landlords without heat and gas for weeks following the fire. As a church community we fought fire with love.

Then came the ICE, as our nation's Executive leadership began targeting our most vulnerable neighbors. They came for our neighbors in the streets, and so we took to the streets in protest. We grieved and lamented together, and said out loud the names of those who had been taken so that they would not be forgotten. We resisted with our memory and we resisted by mobilizing. As a church community we hosted and conducted trainings that equipped dozens of our community members and local residents with the tools to exercise their legal rights and keep one another safe. We resisted and advocated in collaboration with our own **Immigration Task Force**, the Immigration Resource Center, Pasadena Job Center, NDLON, Pasadena Mennonite Church, and the Community Self Defense Coalition. We responded to the ICE, with a

warmth that only Love and Justice organizing in collaboration can bring.

In addition to the chaos we've responded to, we also persisted in the work of justice in a variety of ministry areas. Through our Monday campus ministries which include food, showers and various health services, we provided over **1,614 showers, 325 haircuts, 3,217 meals, 40 HIV tests and 126 doctor/mental health professional visits**. Our **Safe Haven Ministry** also housed its **64th person** since 2020. Safe Haven built new bridges with many service providers and announced a new relationship which will provide **monthly free vision and dental clinics**. Our **Prison Ministry** shared communion with over **2,500** of our siblings experiencing incarceration.

In addition to its response to ICE, our **Immigration Task Force** connected over **50 individuals and families** to vital immigration services, agencies and community programs. Our **Middle East Ministry** continued to hold space and ensure that the sufferings of our Palestinians siblings were not forgotten, holding over **40 vigils**, and advocating tirelessly for the city of Pasadena to divest from companies profiting off the horrors being inflicted on Gaza.

At the **Action Table**, over 51 weeks, we wrote over **6,500 letters** to our elected officials at all levels and branches of government, lobbying our representatives to pursue justice and equity.

Our **Interfaith Study Group** held **8 events** that connected hundreds of people across different faith traditions, keeping dialogue and relationship open which are vital pillars of true peace.

Our **Racial Justice Ministry**, in collaboration with our **Telling The Whole Story Committee** and LGBTQ Ministry, continued to move us toward truth telling and repair as we celebrated **Juneteenth** for the second year in a row with our siblings at **Saint Barnabas**. This Juneteenth celebration was historic, as it marked the first time St. Barnabas as a parish had been invited and attended services at All Saints. Our **Racial Justice Ministry** also hosted a special screen-

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ing of **All The Walls Came Down**, a documentary of survival after the Eaton Fire, even as some of its members had lost their own homes.

Foster Care Project served foster children and youth more than **2,000 times**, everything from donating **198 birthday gifts** to funding **15 youth** in sports programs. We helped homeless youth feel celebrated with **246 lunches** at My Friend's Place and donated **110 backpacks** stuffed with school supplies.

The **Alternative Christmas Market**, offering socially-conscious gift giving opportunities for the season, raised over **\$35,873** in donations for **19** different non-profit organizations. The Middle East Ministry

raised a total of \$9,055 at the ACM, included **\$974 for the Palestine Heirloom Seed Library** and **sales of over \$8,081 in Palestinian goods**, which went to Palestinian farmers and artisans.

With the advent of **Sacred Being**, we also launched a new ministry that provided safety, belonging, spiritual formation and healing from racialized trauma for our BIPOC parishioners. For 6 months, **over 40 of our BIPOC parishioners** went on an intentional journey of community building, healing and resiliency, and solidarity and allyship. It was a ground-breaking time for many parishioners who experienced All Saints in a way they never had before, paving a way for us to continue to become **Beloved Community**.

Sacred Ground

In May 2025, All Saints launched our congregational participation in **Sacred Ground**: the Episcopal Church's eleven session film and book dialogue series focused on examining the history of racism and oppression in America. As part of our **ongoing commitment to Becoming Beloved Community**, our initial offering of Sacred Ground drew over **80 members** of All Saints into **10 dialogue circles** which met every other week over twenty-two weeks. The program included viewing documentaries, reading prophetic writings, contemporary historians and religious leaders and small group reflections. The series concluded with a retreat day led by Rev. Canon **Stephanie Spellers** – prolific author and one of the architects of both Sacred Ground and the Episcopal Church's Beloved Community initiative.

Quotes from a few participants who completed our inaugural cohort of Sacred Ground:

- *This was a wonderful, painful, challenging, enlightening, overwhelming and community-building experience.*
- *I found it gratifying how open the members were in sharing their past experiences and thoughts while being receptive to new ideas and information.*
- *I feel like my eyes were opened and I had answers for things that I previously couldn't understand.*
- *This experience was transformative and brought me closer to All Saints as well as my own thinking about the role of race in my life.*
- *It was challenging and beautiful, heartbreaking and hopeful.*

Congregational Development

In a year marked by disaster, uncertainty, noise, and rapid change in the world around us, All Saints chose to root ourselves more deeply in one another. Rather than allowing the chaos of society to fragment us, we intentionally focused on strengthening the fabric of our congregational life—through small groups that fostered spiritual growth, one-off gatherings that sparked joy and connection, pastoral touch-points that reminded us no one walks alone, and the countless everyday ways we reached out to check in, pray, and show up for each other. In every ministry, event, and conversation, we asked not only

what we were doing, but how it helped us remain grounded in relationship. The anchoring thread in all we undertook this year was our shared commitment to beloved community: choosing presence over polarization, connection over isolation, and faithfulness to one another as the way we embody Christ's love in uncertain times.

Formation & Education

34 9:00 a.m. Adult Ed Offerings had **5363** attendees in-person and online, up 25% from 2024.

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24 attended **Education for Ministry (EfM)** classes.

14 participated in **The Way of Love**.

52 people completed **Getting Connected Class: An Introduction to All Saints**. Facilitators were: Gloria Antall, Isabel Ramirez, Billie Anne Rainer, Gabriel Ryder, Jenny Berman, Yvette Chappel, Grace Jeffrey and Thomas Diaz.

12 attended **Leadership Support & Development Training** for Small Group Facilitators in Spring 2025.

24 attended the **Leading a Ministry or Committee** training in the Fall.

125 volunteers enjoyed grilled burgers at the **Volunteer Appreciation BBQ** on the Quad Lawn, organized by Thomas Diaz, Staff prepped, cooked and served!

Small Group Ministry

427 people participated in **Small Groups**. **123** participated in ongoing Small Groups. **137** participated in seasonal small groups. **167** took part in Lenten Groups.

Parish Life

8-40+ **40s, 50s and Friends** gathered 1-3 times a month for potlucks, service activities, spiritual book discussions, trips to the Hollywood Bowl, and hikes.

Senior Saints held **10** monthly lunch gatherings ranging from a field trip to Pacific Asian Museum to a Christmas Party sing-along!

21 was the number of major events, receptions, screenings, and parties that **Women's Community** hosted, serving nearly **1400** guests, and raising **\$4,500** for social justice non-profits. The **Voices of the Heart Luncheon** honoring **Melissa Hayes** was one of the largest in history!

LGBTQ+ Ministry

60+ attended **Annual Pride Month** social events.

32 people in-person and **13** streamers attended the **Interfaith LGBTQ+ Prayer Service** on 6/29.

70 people in-person and **25** streamers attended the **Transgender Day of Remembrance**

5-10 people regularly attended the weekly **LGBTQ+ Tuesday Evening Sharing Group**.

The **Latino/Hispanic Ministry** relaunched in 2025 with reestablished leadership under co-chairs **Carlos Carrillo** and **Rosemary Muñiz**. As part of the ministry's renewed commitment to parish engagement, they offered two wonderful parish-wide celebrations this year: **Día de los Muertos** and **Our Lady of Guadalupe**, which included the **blessing of the new icon** now located in the chapel. These events helped strengthen cultural connection, community participation, and spiritual enrichment within the parish.

The **Asian American & Pacific Islander Ministry** (AAPI) celebrated Lunar New Year and AAPI Heritage Month with the parish.

Welcome Ministry

194 **Welcome Cards** were received.

194 **Welcome Emails** were sent.

29 **Greeters** led by **Ben Martin** and **Cindy Bishop** offered a warm welcome every Sunday.

39 attended the **Newcomers Coffee** that was restarted in July.

Front Desk Volunteers

10 **Front Desk Volunteers**: **Marilyn Coffman, Tina Crosby, Judy Felton, Susan Houser, Sara McGah, Nancy Naecker, Cheryl O'Colmain, Mary Pillot, Ken Roehrs** and **Diane Wilson**.

Archives Ministry

The church-wide publications dating from 1885-present were sorted, catalogued and rehoused in acid-free folders and boxes including service liturgies (1900-2024), The Bulletin (1941-2005), Saints Alive (2002-2020), Year Books and Annual Reports (1940-2019), The Record (1890-1939). Archive Ministry volunteers: **Kim Douglas, Sally Layne, Gail Gunther, Jamie Castenada** and **Kathy Flannagan**.

Homecoming 2025: All Saints Parish Fair

678 people attended the Homecoming service (**1137 with streamers**) followed by a festive lunch on the lawn led by **Jim Jansen and his team from Parish Celebrations**. Oh, and the Priest-in-Charge was dunked by one of our youth!

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Giving

This year, your generosity enabled our parish to respond quickly to urgent needs, strengthen how we steward resources, and plan thoughtfully for the future.

Wildfire Response

In January, the Eaton and Palisades wildfires created immediate and evolving needs for displaced families and affected communities. The parish supported a rapid response appeal, receiving both financial gifts and material donations. Staff and volunteers coordinated intake and distribution in collaboration with local partners. We received **\$175,000** in financial donations. Donations supported emergency assistance, community partners (especially those working with most impacted households), and provided direct aid grants to All Saints members who lost their home or were displaced.

Immigration Support

In June, shifts in immigration conditions increased the need for accompaniment, material support, and emergency assistance. The parish raised **\$25,000** within two weeks for the Diocese of LA's Sacred Resistance to support legal fees and material needs for families impacted by immigration detentions.

Strengthening Our Systems

Strategic Workshop: On March 29, **22 parishioners** participated in a three-hour strategic planning workshop focused on generosity and sustainability. Together we: Reviewed historical giving trends and recent campaigns; discussed shifting contexts and emerging opportunities; worked in four focus areas: **Annual Pledge Campaign, Planned Giving, Fundraising Event, and Communications**. Each group identified initial priorities and next steps. The gathering generated strong energy and provided clear direction for the work ahead, which we are now seeing come to fruition.

Database Conversion: We completed an ongoing database conversion from our previous platform (Arena/Shelby Next) to **Church Staq**. This has brought a host of efficiencies, more user friendly on the back end and better technology. However, it has also come with a big learning curve and some new

quirks for providing timely statements and other issues. We have thankfully worked through most of those and hope for a smoother process in 2026.

Walk-in-Love Annual Pledge Campaign

We are deeply grateful to the co-chairs, calling facilitators, callers, witnesses, committee members, and all who contributed to a strong and thoughtful campaign. We had over **80 volunteers** and contacted over **600 parishioners**. A retrospective review will be conducted in the coming months as we begin planning for the upcoming campaign this fall.

2026 Commitments (to date)

- **Pledging households:** 517
- **Total pledged:** \$2,813,326
- **New pledges:** 27 households
- **No longer pledging:** 16 households (7 no longer attending, 9 deceased)
- **Outstanding Pledge:** 95 households
- **Median Pledge:** \$2,080

Notable trends: **36% of pledges** include an increase, totaling **\$303,042 in additional giving**. If current trends continue and there are no significant decreases or non-pledges, this positions us well toward approximately **\$2.9 million** in pledges for 2026 from over **580 households**.

2025 Results

- **Pledge payments received:** **\$2,650,439** (as of January 28, 2026)
- **Total pledged:** **\$2,703,731** from **555 households** (\$2,746,350 as of 2/7/26)
- **Outstanding payments:** **\$52,292** (approximately a 2% non-fulfillment rate)

This non-fulfillment rate is notably strong. Many churches experience a 3–5% rate; All Saints has historically assumed 3%.

We celebrate with gratitude the generosity, leadership, and care that shaped our shared work in 2025. Together, we are strengthening a parish rooted in care, courage, and commitment for the years ahead.

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Communications

Communications sent All Saints out into the world more than ever in 2025, through live streaming, our website, social media, traditional media publicity and weekly in-house information platforms — to inform the parish, to offer shelter, and for calls to action in service to the community-at-large.

The Communications Vestry Committee was formed in July to assist Communications Director **Keith Holeman**, led by **Connie Chung** and including **Abigail Austin, Willow Baughman, Luca DiMassa, Hannah Earnshaw, Maddie Gavel-Briggs, Keith Holeman, Ben Martin, Mark Moreno, Anna Proulx, Billie Rainer, Susan Russell, and Lynndi Scott.**

ASC enlisted a **new video streaming platform, Resi** (short for resilient!), starting in September, both for increased quality and functionality, and to save nearly **\$3,000/year.**

Keith Holeman and **Connie Chung** led an All Saints **Communications 101 Workshop** in November, attended by **18 ministry leaders**, to teach the ins and outs of communicating at ASC.

25,829 total streamers for all 2025 services.

23 countries and **50 states + Washington, D.C.** tuned in during 2025.

Live-streaming was **45.8%** of total attendance. Total in-person & live-streaming combined attendance on Sundays was **51,631**, for an average of **993** per Sunday — a **6% increase over 2024.** **96%** of viewers are from the U.S.; **85.9%** from California — offering significant outreach to online parishioners, many far beyond the Pasadena community. **455** on average streamed services each Sunday. In all, we streamed **98 services, events & memorials,** and **34 9:00 a.m. Formation Hours.**

1,224 streamers over **4** services from **6 countries** and **28 states** joined us on Christmas Eve. **895** enriched us from afar on Easter. **ASC's website** reaped **318,817 views** from **100,016 visitors.**

386,571 parish-wide emails were sent, with an excellent **51%** average Open Rate.

All Saints' **YouTube** channel enjoyed **300,918** total views, **14,937** live views and **6,433** live viewing hours; we reached **5,287,956** views, and surpassed **23,375** subscribers.

ASC's public **Facebook** page reached **5,883** followers, our **FB Public group** page reached **3,532**, and **Instagram** had **2,324** followers at year's end.

Buildings & Grounds

2025 was a busy year for the Buildings & Grounds team, with over **3,400 events/meetings** set up.

Fires: Members of our Buildings & Grounds team were affected by the Eaton fire as well. Despite these challenges, the team came together in remarkable ways—supporting one another and working tirelessly, often through the night, to assist our church families. Countless hours were spent organizing and ensuring our spaces were welcoming, functional, and ready to serve those in need.

Preschool: All Saints opened its doors to B'nai Simcha Preschool who lost their facilities when the Pasadena Jewish Temple & Center was destroyed in the Eaton Fire. To help and support B'nai we worked with the Pasadena Fire Department to secure a temporary

permit for 11 months. This arrangement also generated **\$66,000 in revenue** for All Saints.

Filming: Use of our campus for filming generated **\$78,045 in revenue.** In 2025, we announced a collaboration with an experienced location scout who was extremely helpful in managing contracts with film production companies. We look forward to continued film revenues in 2026.

Sustainability: In collaboration with our IT Director, the Buildings & Grounds team collected obsolete tech equipment for recycling. Over the course of two days we worked with an e-waste management company to remove 10 pallets of outdated equipment.

Large Events: The B & G team supported major

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events, including the Pasadena Symphony and the **Deer Park Day of Mindfulness**, providing setup and teardown, logistics management, and on-site troubleshooting. Together, these events generated **\$30,000** in revenue.

Roof Repairs: Efforts focused on the ongoing sanctuary roof replacement project, which will extend the roof's lifespan at an approximate cost of **\$500,000**. Completion is expected in 2026.

Music & The Arts

Choirs

7 Choirs, totaling **175 singers**, from pre-Kindergarten through adults, led us in the liturgical festivals every Sunday with music that challenged and inspired us.

The Adult Choirs, led by Music Director **Weicheng Zhao** and Associate Organist/Choirmaster **Grace Chung**, continued to broaden their repertoire worldwide, including music from diverse faith traditions, historical periods, and cultures. They also introduced new works by living composers, underrepresented voices, LGBTQ+ composers, and continued to promote works by female composers.

94 choristers comprise the **Canterbury** and **Coventry Adult Choirs**. During the 2025 program year, the choirs performed music in **11 languages**—including English, Latin, Spanish, Korean, Mandarin, Tagalog, isiZulu, Swahili, Bengali, German, and Hebrew—and dedicated over **21,000 person-hours** to rehearsing, preparing, and performing this music, in addition to their personal practice.

Selections from Mark Miller's soulful songbook "**Roll Down Justice – Sacred Songs and Social Justice**" were introduced to the congregation. Inspired by Biblical calls to justice, the music celebrates diversity and human dignity while promoting compassion, peace, and care. These songs unite us in joy and conviction, awakening hope and guiding us toward a world of love and justice.

Canterbury and Coventry Choirs gave the West Coast premiere of **Our Wildest Imagining – a choral anthem commissioned in honor of Bishop Gene Robinson**, celebrating both his 50 years in ordained ministry and his message of radical welcome.

Their **spring concert, Creation**, featuring an orchestra and dance ensemble, celebrated the beauty, diversity, and interconnectedness of life, presenting a vision of the world that highlights humanity's capacity for love, compassion, and justice.

5 children's and youth choirs also helped lead us in worship in 2025: **33 Trouveres** (6th -12th), **19 Unidada** (1st - 5th), **16 Chamber Choir** (4th - 12th treble voices), and **6** in **Vox Cambiata** (6th - 12th changed voices). The **Minisinger** program returned in Fall 2025 after a 6-year hiatus: **7** choristers!

Children & Youth Spring Concert - Unidada, Trouveres, Youth Chamber Choir and **Vox Cambiata** performed their first Jazz concert in May.

Trouveres traveled to the 4-day **Sing a Mile High Choral Festival** in Denver in June, joining over 250 other youth from U.S. and international choirs.

Trouveres combined with **Canterbury Choir** to sing *Bach Cantata, 140, Wachet auf*, under the direction of **Weicheng Zhao**, and joined by **chamber orchestra**.

Trouveres were invited by the **LA Master Chorale** to be a part of **LA Sings at Disney Hall** in November.

Unidada worked with composer, **David García Saldaña** on a piece he wrote for them, *Niño Manuelito*, that was offered on Christmas Eve.

21 alumni came home on Christmas Eve to sing *Carol of the Bells* with **Trouveres**.

Jazz Vespers

Bill Cunliffe, January 26

LA Jazz Quartet, February 23

John Clayton Trio, March 23

Ernie Watts, May 25

Mina Choi Orchestra, July 13

Bill Cunliffe Trio, October 19

Theatre Ministry

All Saints' Theatre Ministry went to **15 plays** throughout 2025. In partnership with local theatres A Noise Within, Antaeus Theatre, Boston Court and Pasadena Playhouse, they enjoyed different genres of theatre and provided great thought-provoking discussions with cast and directors at several of the productions.

