

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

April 6, 2025

PRESENT Greg Adams, Jonathan Berry, Patrick Briggs, Blaine Cavena, Connie Chung, Luca DiMassa, Barbara Andrade DuBransky, Chris Folz, Bill Gould, Clara Hill-Williams, Al Hughes, Cruz Jackson, Cathy Keig, Ben Martin, Dan McCarrel, Mark Moreno, Nancy Naecker, Gloria Pitzer, Billie Rainer, Andie Reid, Monique Thomas, Lorynne Young

EXCUSED Cress Diehl, Tony Jackson, Erica Tamblyn, Thomas Diaz, Keith Holeman, Samantha Kramer, Tim Rich

ALSO PRESENT Amanda Baughman, Mark Chase, Melissa Hayes, Terry Knowles, Samantha Kramer, Jeff Nickel, Sarah Nolan, Susan Russell, Erin Sacco Pineda, Jonathan Stoner, Verna Zamora, Karen Meier, Kathy Onoye

The meeting was called to order at 12:01 p.m. by Senior Warden Hughes in the Forum and via Zoom. Sarah Nolan then offered an opening prayer.

Hughes welcomed the visitors.

Berry acknowledged the Tongva land and led the vestry in reading the Mission Statement aloud together.

BUSINESS ITEMS

Approval of the Consent Agenda

- › Report of the Clerk: It was moved by Folz, seconded by Berry, and the vestry unanimously approved the minutes of the March 16, 2025 meeting.
- › Committee Reports: It was moved by Pitzer, seconded by DuBransky, and the vestry unanimously approved the current meeting committee reports.

February Financials

Erin Sacco Pineda reported that the Foster Care Project is treated as its own major fund in the accounting record, in the manner reported on the January financials. On recommendation from the Finance Committee, it has been folded into the Designated & Restricted Fund for reporting purposes. Also, on the recommendation of the Finance Committee, prior year comparison financials are added back and found on page 5. The bottom line on operating results through February is that a net loss of \$268,000, but compared to the projected net loss of \$272,000 the difference is only \$4,300 which essentially means the operating budget is right on track.

In February and March there will be some extraordinary personnel expenses as severance is paid in lump sums to help laid off employees establish new employment and new financial health. Those expenses begin to show here, with additional impact coming in March.

The last thing to highlight is the large variance in pledging in the year-to-date detail on page 4 or page 5 of the financials. Last year the amount of prepaid pledges was substantially lower

than normal. Pledge budget in 2025 is allocated out over the 12 months based on how pledges were received last year, so some up and down variances from month-to-month are expected, especially since some significant donors elect to pay either quarterly or semi-annually, so those will swing our month-to-month variances. So far for the year pledging is pretty well on track.

After a question and answer period, it was moved by Keig, seconded by Chung, and the vestry unanimously accepted the February Financials.

INTRODUCTION OF NEW VESTRY MEMBERS

This is the first meeting for new vestry members Luca DiMassa, Patrick Briggs, Clara Hill-Williams, Ben Martin, Mark Moreno, and Nancy Naecker. Monique Thomas was eligible for re-election and begins her new term with this meeting. They each gave self-introductions. Hughes welcomed them and thanked them for their leadership.

VESTRY FUNCTIONING & RESPONSIBILITY WITHIN ALL SAINTS AND THE DIOCESE

Russell presented a PowerPoint outlining the leadership roles and responsibilities of vestry, which follow the canons of the church. The presentation connected All Saints to the diocese and the diocesan leadership.

SACRED GROUND

Russell reported that registration for Sacred Ground began today. It is an eleven-session curriculum with film-based dialogue dealing with conversations about racial reconciliation, healing and history of unexamined privilege. Coordinators are Lori Kizzia and MaryAnn Ahart, and they have put together a great team of facilitators and group leaders. Sessions begin on May 8.

Chase reported that we will also soon be launching Sacred Being, a place for people of color to find solidarity in different ways in which white supremacy has ranked and othered them, and reclaim their identity as sacred beings. The program will be announced to the parish as soon as timing is firmed up.

RECTORY SALE UPDATE

Jeff Nickell and Terry Knowles gave brief background information on the process of obtaining permission from the diocese to sell the rectory. The Readiness Package was prepared under the leadership of Tony Jackson. At their initial meeting, the Corporation of the Diocese had clarifying questions. At the following month's meeting the Corporation approved the sale and sent the request to the Standing Committee at their March meeting, where final approval to sell was given.

Nickell explained the process of selecting a broker, and the work with the selected broker to finalize a listing agreement.

The Finance Committee recommended the following two resolutions:

- 1. The Vestry of All Saints Church, Pasadena, authorizes the Priest-in-Charge to execute a contract with realtor Eva Lin to sell the Woodland Road rectory, wherein the listing price is \$4.9M and the realtor's commission is 2.5%.*

It was moved by Pitzer, seconded by Cavena and the vestry approved the resolution authorizing Rich to execute the contract with realtor Eva Lin.

2. *The Vestry of All Saints Church, Pasadena, approves an expenditure of \$70,000 to prepare the Woodland Road rectory to be put on the market. These funds will come from the Building Fund and will be reimbursed from net proceeds of the sale.*

It was moved by Cavena, seconded by Folz and following discussion the vestry approved the resolution authorizing the expenditure of funds to prepare the rectory for sale.

Russell reminded the vestry that communication to the congregation needs to be clear and transparent.

GIVING REPORT

Nolan reported that we currently have \$2,618,886 in pledges from 509 households. Last year we received \$2,609,118. Nolan expects that pledges will be around \$2.7 million by year end.

Our Fire Relief Fund: \$134,717 from 495 donors. Funds are in the process of being distributed.

22 people participated in a 3-hour strategic planning workshop on March 29. They looked at historical trends and giving campaigns, discussed shifting contexts and then broke out into four different working groups: Annual Pledge Campaign, Planned Giving, 2025 Fundraising Event, Messaging and Communications. Each group developed an initial set of next steps for their respective focus area. There was a lot of great energy in the room. Giving looks forward to having more people involved in the work.

PAROCHIAL REPORT

Nolan described the areas for which information is still needed. She will bring the completed report to next month's meeting for vestry certification.

SENIOR WARDENS REPORT

Hughes shared that we still have a deficit and still face grave financial challenges. He noted that a lot of progress has been made on the list of necessary deferred maintenance projects; however, still needing repair is the slate roof on the main sanctuary which will cost about \$700,000. The vestry is not asked to take any action today; Hughes just wants vestry to be aware of the situation as this expenditure request will come to the next vestry meeting.

LOOSE ENDS / COMMUNICATIONS TO THE PARISH

- › McCarrel shared that there will be a Transformational Journey on June 8 to Project Angel Food, thanks to Ben Martin.
- › Hill-Williams feels the "ask" at offering time needs to be stronger.
- › Russell shared that Golie Haynes' memorial service will be on April 11, and Elsie Sadler's memorial will be on April 12.

Comments From Visitors: Parishioners had an opportunity for open comment.

The meeting was adjourned at 2:04 p.m. with a closing prayer by Mark Chase.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

April Meeting 2025

Addendum to April 6, 2025 Vestry Meeting Minutes

NO REPORT:

Finance/Giving

Pastoral Care Healing & Health

Peace & Justice

Personnel

CHILDREN, YOUTH & FAMILIES

The Children, Youth, and Families (CYF) department is entering April with strong momentum. On Sunday mornings, we are averaging six children in childcare (birth through Pre-K) and are exploring alternative or additional spaces to increase capacity and enhance the overall experience for families. Godly Play (K-5th grade) continues to thrive with an average of eleven children each Sunday and is now supported by a fresh group of passionate volunteers. We plan to train more volunteers so that by Fall 2025 we can offer dedicated K-3rd and 4th-5th grade groups.

On Wednesday evenings, we have an average of 20 youth participating in Youth Dinner at 6:30 pm, and 16 youth attending Youth Group from 7:00 to 8:30 pm.

This spring, we adapted the Seekers program to prepare and offer confirmation to two graduating seniors at St. John's Cathedral in May. A year-long Seekers program for 10th-12th graders will launch in the fall of 2025, culminating in confirmation in spring 2026. Youth Sunday is scheduled for June 1st, featuring youth preachers, a blessing for graduating seniors, and a celebration on the lawn following the service.

Additionally, All Saints has welcomed the B'nai Simcha Jewish Community Preschool to our campus. The Learning Center and playground are in use Monday through Friday from 7:30 am to 5:30 pm. We are excited to have their vibrant energy on campus and are actively exploring ways to continue and strengthen this partnership.

Finally, we are looking to connect with parishioners who are passionate about or curious about youth ministry. If this is you—or someone you know—please reach out to Amanda Baughman or Jonathan Berry to get involved in CYF.

Jonathan Berry, Chair

BUILDINGS & GROUNDS

Meeting: Thursday, March 13, 2025 @ 6:30pm via Zoom

Attendance: Lonnie Schield, Erica Tamblyn, Ryan Wijesinghe, Phil Naecker, Rachel Barker

ASC Consultant/Staff Attendees: Verna Zamora

Opening Prayer

God Dwells in You

Opening Prayer Led By: Lonnie Schield

Minutes Approval

Meeting Minutes from 02/13/24 reviewed by committee members and approved.

Jewish Preschool Learning Center rental space discussion

Current situation of the Jewish Preschool renting space in the learning center, plans and options, and concerns of the committee discussed with focus on playground compliance and use enhancement. The preschool is currently allowed to use the playground on a temporary, emergency license. After six months, they will need a playground that meets code. Discussion of how big kids and little kids can be segregated in the playground, including netting issues, fencing installation concepts, use of Scott Hall backyard, and Scott Hall demolition impacts on enhanced space use and availability that's contiguous with the playground area.

Discussion regarding easement for sidewalk widening

Easement request from the City of Pasadena and need for review to continue moving the project to Vestry discussed. Committee will review sidewalk widening easement at the next meeting.

Sump Pump failures and repairs discussion

Issues with sump pumps dating back to past repairs and installations discussed. Repairs, including return visits have been performed, but additional confirmation to fully verify that all pumps and related components are working is still needed.

Woodland Road Rectory sale discussion

Status of Rectory and Woodland Working Group discussed - Diocese approval is needed to proceed with requested sale of Rectory and full due diligence packet has been submitted for review and approval.

Repair of stolen copper downspouts discussed

Options for replacing stolen copper downspouts discussed, including focus on using different material and moving away from traditionally used copper. Existing contacts are being engaged for proposals as needed and the committee will revisit the topic at the next meeting.

Replacement of fused disconnects in the Main Electrical Panel discussion

Final bids are needed from the electrical contractors who have been inspecting the issue and the committee will review incoming bids at the next meeting.

Failing 208V to 240V transformer and remove that transformer discussion

Impacted equipment, including (1) office building HVAC outdoor unit and (2) Scott Hall HVAC units discussed. Ryan is providing more details regarding HVAC unit controls that won't require the transformer so the committee can continue moving forward.

Scott Hall and the Print Shop/Corner Building demolition discussion

Options, considerations, and logistics for proposed demolition of Scott Hall and the Print Shop/Corner discussed, including options for converting and/or using the Forum for storage, moving Scott Hall storage to Forum, and potential for tearing down both buildings in a single contract.

Holy Rakers update rescheduled for next meeting due to attendance

Valve and shut-off labeling and documenting discussion

Metal tags for valves, labeling, and documentation underway discussed. Ryan has taken lead on organizing the valves and shut-offs in a spreadsheet, and the committee will remain available for additional assistance needed to finish organizing everything in both physical form and documentation/instructional form.

Sanctuary Roof & Leak Repairs discussion

Condition of campus through rains discussed, and need for Sanctuary Roof repairs escalated. Repair work needed is extensive and traces back to work performed previously that's now far past the end of its lifespan.

Motion by Phil to perform repairs this season rather than risking additional/return damage for an estimated cost of \$700,000 - 2nd by Erica - unanimously approved by committee to proceed.

New Business

- **Chancel Railing** - yes, we are going to pursue a new structure under the marble
- **Safe Parking** - re-applying for permit with corrected information
- **Electrical Outlets** - inside of Safe Haven Lockers might be possible

Next Meeting:

April 10, 2025

CONGREGATIONAL LIFE

Last meeting: February 18, 2025

Next meeting: TBD

Welcome Ministry

- Welcome Cards received for March 2025: 15
 - › Interests checked
 - AAPI: 1
 - CYF: 1
 - CYF Choirs: 1
 - Latino/Hispanic Ministry: 1
 - LGBTQ+: 5
 - Music: 4
 - PCHH: 3
 - Peace & Justice: 6
 - Senior Saints: 1
 - Spiritual Formation: 2
 - Small Groups: 1
 - 20/30's: 2
 - 40/50's: 3
 - Women's Community: 4
 - Volunteering: 3
- Welcome Emails were sent by our Welcome Team Volunteers - Charlotte Maya, Anina Minotto and Marianne Ryan to all those who filled out a welcome card.
- Welcome Coffee: on hiatus

Greeters

- Jenn McGaw continues to host the online coffee after the 10am service with 5 – 8 attendees.
- Ben Martin convening a small group of greeters and staff on May 1 to reimagine the Welcome Coffee.

Eaton Fire Response

- Kara Maguire is managing distribution of new bedding donated by Scandia to fire victims.
- Scott Herringer is managing the peer-to-peer support connections / companions for those in need after the Eaton Fire.
- Kaia Duke is managing the distribution of donated items to those fire victims in need through My Tribe Rise.
- Sarah Nolan continues to direct the Eaton Fire Donations and protocols
- Thomas Diaz, Director of Pastoral Care, organized three 6-week group therapy with trained therapists in our community.

Senior Saints

- 25 Senior Saints met for their monthly lunch gathering on Thursday, April 3 for a field trip to the USC Pacific Asia Museum in Pasadena.
- Gerald Rivers, a Master Drummer and Djembe player, will discuss and demonstrate the ancient communal spiritual drumming practice, which roots us in the rhythms of God in creation and binds us to one another.

Small Groups

- Lenten Small Group: All going well and wrapping up by Holy Week

Parish Lenten Supper

- Thursday, April 10, 6:00–8:00 p.m., in Sweetland Hall. You are warmly invited to join us for a special Lenten Supper, as we come together to share a meal in community during this sacred season. This will be a potluck event— we'll provide the main protein, and we kindly ask you to bring a salad, side dish, or dessert to share.

LGBTQ+ Ministry

- Honored Trans Day of Visibility March 31 at church on the lawn after the 10am service with letter writing and decorating the sidewalk. As people of faith, may we commit to building a community where our trans and nonbinary siblings are seen, cherished, and celebrated—not just today, but every day.

Latino/Hispanic Ministry

- Healing Service in Spanish on Sunday, April 6 at 5pm in the Chapel. Anyone seeking hope and healing in body, mind or spirit for themselves or someone they love is invited to attend our Eucharist service conducted entirely in Spanish with Laying on of Hands and Anointing. **Bishop Naudal Alves Gomes** presides.

Becoming Beloved Community

- Sacred Group
 - Sacred Ground: a nationwide church initiative for racial reconciliation that will move us closer to Beloved Community. Sacred Ground is a film- and readings-based dialogue series on race, grounded in faith.
 - The 11-part series builds around a powerful online curriculum of documentary films and readings that focus on Indigenous, Black, Latino, and Asian/Pacific American histories as they intersect with European American histories.
 - Registration begins on April 6. Series is 11 sessions over 22 weeks – May to Sept 2025.
- Sacred Being
 - Will provide an opportunity for people of color to come together to find a pathway of liberation from internalized racial oppression. This new program will also be open for enrollment soon.

Getting Connected Class: An Introduction to All Saints Church

- Started Sunday, **March 9 from 12:00 – 1:30pm in the Learning Center-** with 15 participants
- Class will be welcomed to the church on Sunday, April 27 at the 10am service followed by a lunch reception in the Learning Center at 12pm.

Church Management System (ChMS) migration

- ASC is moving to a new ChMS called ChurchStaq
- All parishioner profiles have migrated successfully
- Groups and Committees will be migrated to ChurchStaq mid-April
- We plan to “officially” announce the migration to the parish on May 1, 2025.

Archives Committee

- Kim Douglas, Sally Layne, Jamie Castaneda and Gail Gunther continue to work to catalogue and house the church’s archive materials.
- Most historic photos are now in the Archive Closet in the main office.