

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

June 1, 2025

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

EXCUSED Staff excused unless presenting or discussion requires.

ALSO PRESENT Mark Chase, Susan Russell, Karen Meier, Kathy Onoye

The meeting was called to order at 12:02 p.m. by Priest-in-Charge Tim Rich in the Forum and via Zoom. Cruz Jackson then offered an opening prayer.

Rich welcomed the visitors.

Nancy Naecker acknowledged the Tongva land All Saints sits on, 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 Pitzer, seconded by Tamblyn, and the vestry unanimously approved the minutes of the May 4, 2025 meeting. It was then moved by McCarrel, seconded by Briggs, and the vestry unanimously approved the minutes of the May 28, 2025 electronic vote approving the listing price of the Woodland Road property.
- Committee Reports: It was moved by T. Jackson, seconded by Naecker, and the vestry unanimously approved the current meeting committee reports.

Financial Report

Meier reported that we are doing \$100,000 better than budget on the revenue side. This is primarily a combination of our preschool income that is new since the budget was approved and strong pledge income. People are giving steadily which is hopefully good for us over the summer and through the end of the year. After questions, it was moved by Keig and seconded by Rainer, and the vestry unanimously approved to put the April financials on file.

Parochial Report

Russell explained the report which was completed by Sarah Nolan. Hill-Williams moved the vestry receive the report. Martin seconded the motion. Discussion followed. Meier stated that we are at our 12% diocesan obligation. The vestry unanimously approved to receive the report. Thanks to Sarah Nolan for putting it together.

SACRED GROUND UPDATE

Russell reported that the small groups are now meeting, with a total of 90 people in attendance. Lori Kizzia and MaryAnn Ahart are the coordinators of the 11-week course. There will be a second round in January. Russell encouraged Vestry to join.

SACRED BEING INTRODUCTION

Chase reported that Sacred Being is a program for people of color to reclaim their “being,” and is different from Sacred Ground. An info session is planned for June 18. Community-building meetings will happen over the summer. The second phase -- the Community Resiliency Model – is centered on resiliency, healing and trauma work, will happen in October. Race is a super charged subject in our country. This work moves from the cognitive to our bodies to help us liberate our bodies. The third phase is Solidarity for our siblings and will take us to January, when Sacred Ground and Sacred Being will join together. John Williams from the Center for Restorative Justice is developing this program. Communication is critical to the vestry and the parish. Coming together needs to be articulated to the congregation. Discussion followed.

VESTRY RETREAT RECAP

Rich recapped that the goals of the retreat were spiritual development, leadership development, and congregational development during this liminal time. Vestry had time to share.

CHURCH ROOF REPAIR ACTION

Terry Knowles, chair of the Finance Committee, reported that the committee has been exploring ways to finance the roof repair including the Episcopal Church Loan Fund; however, due to an interest rate of 7.5% -8% as well as several other factors, it was decided not to pursue that path. The Finance Committee brought forward the following recommendation:

The Vestry of All Saints Church authorizes borrowing up to \$750,000 from All Saints New Building Fund for the purpose of funding repair of the church roof. The loan will bear an interest rate of 3% and a 30-year amortization, and repayment will be an expense in All Saints' annual operating budget.

It was moved by T. Jackson and seconded by Cavena. Extensive discussion followed. The recommendation passed with 23 yea, 1 nay and 1 abstention.

Knowles reported that the Finance Committee suggested a communications strategy to inform the parish of this decision, including the history of the capital campaigns and fundraising in that context. The committee has discussed that All Saints faces significant challenges regarding deferred maintenance. Rich has established a small working committee with members of the vestry, Finance Committee and Buildings & Grounds Committee to study and analyze the needs, estimated costs, and timelines of the necessary work. This information will be brought back to the vestry for information and decisions on how to proceed.

One process take-away is that the vestry would appreciate an executive summary and the resolution given to them prior to the meeting. There was also an expressed interest in doing a capital campaign fundraiser.

COMMITTEE STRUCTURE PRESENTATION

Tony Jackson noted that one of his duties as Junior Warden is to make sure that all vestry members are involved in at least one vestry committee. Jackson spoke with committee chairs, clergy and staff to define what each committee does and what their priorities are. He found that there are gaps in our existing committees including pastoral care and communications. He shared the committee descriptions and encouraged each vestry member to think about where their talents and interests are. Jackson will use this information, in consultation with the priest-in-charge and senior warden to make committee assignments.

Briggs moved the Communication and Pastoral Care committees be reinstated. It was seconded by Keig and the vestry unanimously approved the motion.

Rich and the vestry thanked T. Jackson for his extensive work to define and organize the committees. T. Jackson plans to share assignments at the next vestry meeting on June 29.

ARTWORK INSTALLATION

Chase reported that during Black History Month, the Reverend Guy Leemhuis, an Episcopal priest at St. Luke's of the Mountains, gifted All Saints a wonderful icon of a Black Jesus which was painted by the Rev. Warner Traynham. A committee including Monique Thomas, Connie Chung, Clara Hill-Williams, Rosemary Muñiz, Bill Gould, Steve Williams, Norweeta Milburn, Chris Runco (from Buildings & Grounds) and Tim Rich is considering the best location for the icon. It will be hung in the sanctuary on Juneteenth Sunday, replacing Our Lady of Guadalupe which will be relocated for her feast day in December. Rich thanked Chase for leading this work.

PRIEST-IN-CHARGE REPORT

On Juneteenth Sunday, June 22, we will host St. Barnabas at All Saints. The Rev. Marianne Zahn, priest-in-charge at St. Barnabas, and Marco White, St. Barnabas senior warden, will join St. Barnabas parishioners for worship at All Saints. The Rev. Mark Chase will be preaching. The service will be followed by a celebration on the lawn, including food and cake. The office will be closed on the Juneteenth (June 19). Rich encouraged vestry to participate on the 22nd and make the visitors feel welcomed. Gould reminded the vestry that this is the first time St. Barnabas has been invited formally to come to All Saints Church.

Rich reminded the vestry that we have many buildings and grounds challenges. We are working to reinvigorate that committee. Rich has joined it.

Sarah Nolan is heading a committee working on a fundraising event planned for the fall. Rich is working with them as time permits.

Rich is looking at our role in Hispanic and Latino ministries as we start to consider the addition of a full-time clergy as we move forward. We are thinking about what the needs are and what skills are needed. We need to do a lot of work on communications. We need to consider the anniversary of the cancelation of the choir concert last year is approaching. It is not forgotten. We are working on healing.

LOOSE ENDS / COMMUNICATION BACK TO THE PARISH

- Naecker reminded vestry that there is a Ministry Leaders Forum on June 7. The workshop will help train ministry leaders on the new management system and how to book events.

- Andrade DuBransky reminded the vestry that it is time for the review of the RJAB recommendations at the June 29 meeting.
- Martin shared that they are working with Diaz on reinvigorating the Welcome Ministry. He reminded the vestry that they are part of welcoming visitors to All Saints.
- Thomas announced that Young & Healthy will be having a Pickleball Palooza on September 27 from 11:30-4. This is in place of the Gala.
- Folz was helping at Special Olympics. She recommends that we check the batteries on our AED.
- Gould recommends that we do more communication about the event and history prior to the St. Barnabas event.
- Chung recommends that there be a space in our communications to the parish about prayer, whether it regards the roof or other concerns that we are working on as a church.
- What will be the communications about the roof repair?

COMMENTS FROM GUESTS

No visitors remained so there were no comments.

The regular meeting transitioned directly into Executive Session to discuss the electronic vote regarding the sale of the Woodland Road rectory.

The meeting was adjourned at 2:02 p.m. with a closing prayer by Ben Martin.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

June Meeting 2025

Addendum to June 1, 2025 Vestry Meeting Minutes

NO REPORT:

Congregational Life
Pastoral Care, Healing & Health
Personnel

PEACE & JUSTICE

Submitted by Lorynne Young, P&J Committee Chair

Peace and Justice hosted a very successful Non-Violence Civil Disobedience Training on April 27, with leaders from Sacred Resistance, CLUE and NEFESH. We welcomed 120 people from All Saints, other Episcopal Churches and the local community.

The individual ministries are working on a comprehensive Evaluation and Reflection of their work, including a history of the ministry. We hope this will provide insights that will help us plan for the future.

Committee to End Gun Violence

CTEGV is urging everyone to participate in the June 6-8 weekend to promote the end of gun violence by wearing orange. There will be a table on the lawn on June 1 and 8 with information and orange ribbons for parishioners.

EDEN

EDEN hosted the annual Earth Day Celebration on April 27, delayed a week due to Easter. There were informational booths on climate issues, recycling and gardening, plus the always-popular rabbit petting area.

Foster Care Project

Foster Care provided Easter Baskets for 90 families. They include practical items as well as treat. They added two new members to the group and are planning for the Back- to-School shopping trip. Foster children each receive a \$200 gift card.

Immigration Task Force

The Immigration Task Force held a workshop on Sunday, May 4 at 11:30 am. On "Know Your Rights, Know Their Rights. Training for immigrant Allies in Workplaces, Schools and Churches with Jonathan Fung, from the Immigration Resource Center of the San Gabriel Valley.

Interfaith Studies Group

IFSG is planning for fall monthly meetings. They are also working with Amanda Baughman on ways to involve CYF in some interfaith activities.

Middle East Ministries

The Weekly Vigil is continuing in a new location for the time being. Last week, it met for an hour on Colorado Bl, then the group moved to the Pasadena City Council Chambers. This week it was across from Paseo Colorado for the full two hours. Next week, May 19, it will meet from 5-6 ish across from Paseo Colorado before moving into Pasadena City Council Chambers where some

will again be speaking during the public comment for the city to divest its funds from 3 companies that profit from the genocide and occupation of Palestine.

On May 18 at noon, MEM co-sponsored an event in the Forum with Professor/Author Gary Burge on "Christian Zionism's Impact on Palestine and Israel". Dr. Burge is a professor at Calvin College and has authored a number of books on Christian Zionism. Co-sponsors are Muslim Public Affairs Council and FOSNA.

Film Screening: "No Other Land," Saturday, June 14 . Doors open at 5:15; film begins at 5:30 pm. Come to the Learning Center to view the 2025 Academy Award Winning Documentary, filmed entirely in the West Bank. Light refreshments will be served before the film, and a discussion will follow. MEM and the Racial Justice Ministry are sponsoring.

Racial Justice Ministries

In March, RJM honored Rev. Dr. Pauli Murray, Rev. Zelda Kennedy and Bishop Barbara Harris (the first woman and African American Episcopal Bishop) in celebration of Women's History Month. Video clips were shown, and a historical overview was read of Bishop Harris. Over 60 people attended the event in the Guild Room, with several giving reflections of the honorees.

On May 17, there was an orientation for persons interested in becoming involved in RJM.

CHILDREN, YOUTH & FAMILIES

Submitted by Jonathan Berry, CYF Committee Chair

- The Youth choirs had a hugely successful concert on May 18th!
- CYF hosted a Youth Day of Restoration on May 25th for youth affected by the recent fires.
- Wednesday Night Youth Group had its final meeting of the program year on May 28th with tacos, games, sharing and a senior send off.
- CYF committee scheduled summer events for children and youth throughout the summer months.
- Amanda Baughman's office is now located in the main office building and the former office will serve as a parent/child room during Sunday services.

GIVING

Submitted by Sarah Nolan, Director of Development, Giving and Economic Justice

2025 Pledge Overview

Pledge \$\$: \$ 2,635,556

(2024 Year End - \$2,727,847 pledged | \$2,609,118 actually paid towards pledges)

Pledge #s: 522 households

(2024 Year End – 587 households)

Median Pledge: \$2,300

Updates:

- **Fire Relief Funds:** \$164,000 from 520 donors. We are currently in the process of distributing. Laura Thompson is reaching out to all displaced families, including those whose home is still standing but currently uninhabitable and reminding them of the grant funding.

- **Database Transition:** We are implementing the final leg of our database transition. Once this is finalized, we should have more access to giving data to help with comparisons, analysis, etc.
- **Giving Subcommittee Meetings:**
 - May 22 – Annual Pledge Campaign subcommittee meets every other Thursday. Currently Ben Martin will serve as one of our 2026 campaign co-chairs, we are finalizing second co-chair.
 - May 28 – Fundraising Event Planning for a September 2025 ticketed event (meets every other Wednesday)
 - Planned Giving – TBD

BUILDINGS & GROUNDS

Submitted by Rachel Barker, B&G Committee member

Attendance: Lonnie Schield, Erica Tamblyn, Phil Naecker, Rachel Barker, Jim White, Craig Johnson

ASC Consultant/Staff Attendees: Verna Zamora

Opening Prayer

(meeting video 02:45-03:05)

God Dwells in You

Opening Prayer Led By: Lonnie Schield

Minutes Approval

(meeting video 03:06-03:20)

Meeting Minutes from 03/13/24 reviewed by committee members and approved.

Jewish Preschool Learning Center rental space discussion

(meeting video 03:21-06:33)

Current situation of the Jewish Preschool renting space in the learning center, plans and options, and concerns of the committee discussed with focus on operator obtaining final licensing approval that's underway. Measures to segregate big kids and little kids in the playground underway for compliance. Fire Department approval underway.

Parking Lot Tree (New/Added Business - Not in Agenda)

(meeting video 06:34-09:06)

Discussion regarding tree in parking lot by dumpster area led by Erica - Shower of Hope has been involved in discussion of adding a barrier around the tree or removing it and replacing it with a light due to nefarious activity happening behind the tree. \$375 cash versus \$490 check price for tree removal obtained by Verna.

Discussion regarding easement for sidewalk widening

(meeting video 09:07-10:56)

Easement request from the City of Pasadena and consideration of cost discussed. Phil and Lonnie are working on the project and ensuring there's no cost to the church for the work.

Sump Pump failures and repairs discussion

(meeting video 10:57-17:16)

Overview of sump pumps, locations, past failures, and attention needed discussed. Calendar reminders needed for September/October to clean the drains and March to clean gutters.

Woodland Road Rectory sale discussion

(meeting video 17:17-19:24/20:36-21:12)

Rectory sale currently underway discussed. Eva Lin's team is listing the house and recommending a lower price than initially presented due to the political climate. Staging costs came out to be less than originally projected as well.

Door and lock issues throughout campus

(meeting video 19:25-20:35/21:13-23:39)

Per Verna, Johnson Controls and Access Doors are engaged to inspect door closer issues and provide costs to repairs. Per Phil, many of the door closers have failed, and recent power outage revealed that access control system didn't work without electricity)

Sanctuary Roof & Leak Repairs discussion

(meeting video 23:40-33:42)

Discussion of current leaks, including Scott Hall that is leaking more and water intrusion affected the archives in the last round of rains, and church roof replacement needed.

Cost estimate for repairing Sanctuary Roof

Current Budget - \$700,000. In the process of developing specifications for the bidding process.

Safe Parking

(meeting video 33:43-38:11)

Discussion regarding updated Conditional Use Permit that has been submitted and hearing that will be in the planning dept on June 18th at 6pm - foresee it going smoothly and likely to start the project in August. Erica will continue to keep the committee apprised of progress.

Replacement of fused disconnects in the Main Electrical Panel discussion

(meeting video 38:12-44:27)

Bid from The Power Connection received for a total cost of \$34,193 - includes all labor and material. Cause of damage re-discussed (sump pump failed and improper sealing that caused leaking through electrical conduits).

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

(meeting video 44:28-47:09)

Discussion regarding the transformer located in the main electrical panel room that's audibly loud and starting to fail. Impacted equipment, including (1) office building HVAC outdoor unit and (2) Scott Hall HVAC units and potential bypass options discussed. The Power Connection will be contacted by Phil to get pricing for the work needed so a consolidated request for funds can be escalated for all electrical work needed.

Scott Hall and the Print Shop/Corner Building demolition discussion

(meeting video 47:10-1:00:36)

Items in Scott Hall and the Print Spot/Corner Building discussed. Organization and relocation of all possessions inside the buildings is needed. Committee discussion to meet for assessment in person. Update on Phil and Chris' efforts to reconfigure/reimagine/remodel

Scott Hall, including discussion to perform partial tear down of Scott Hall and reconstruct as industrial/storage space which would be major cost savings. \$25k seed money to hire architect being canvassed as an option as well.

Chancel Railing

(meeting video 1:00:37-1:04:25)

Need for railings up the front steps of the chancel discussed, including structure of new/current chancel built directly over old chancel resulting in challenging access for assessment, installation, and future maintenance.

Holy Rakers update rescheduled for next meeting due to attendance but all operations and projects are going well

(meeting video 1:04:26-1:05:54)

Valve and shut-off labeling and documenting updates rescheduled for next meeting due to attendance (Ryan)

(meeting video 1:05:55-1:06:06)

New Business

- Per Verna - Location Scout hired and actively working on bookings for church campus. Upcoming filming schedule discussed. Income projected around \$40k.
- Reminder to re-visit sign proof already designed to encourage anyone taking photos/videos on church campus to donate

Next Meeting:

June 12, 2025

Meeting Adjourned at 7:42 p.m.