

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

June 28, 2026

Approved by the Vestry on August 2, 2026

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

The meeting was called to order at 12:08 pm by Senior Warden Tony Jackson, in the Forum and via Zoom. Junior Warden Chris Folz then offered an opening prayer.

Folz acknowledged the Tongva land use and Jackson led the vestry in reading the Mission Statement aloud together.

Jackson welcomed the visitors.

BUSINESS ITEMS

Approval of June 7, 2026, Meeting Minutes

It was moved by Keig, seconded by Diehl, and the vestry unanimously approved the minutes of the June 7, 2026, meeting.

Approval of Committee Reports

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

Keig added a clarification of conditions and proposed cost savings rationale regarding maintenance needs. Buildings & Grounds will provide a proposal on the HVAC circulating water pump before the next meeting.

Giving Report

Nolan reported that pledges for 2026 are coming in better than had been expected. It appears that people are really committed and engaged, which is great. More volunteers from Vestry are needed to write additional thank you notes.

The 2027 Pledge Campaign committee is meeting every other week and is chaired by Monique Thomas and Ben Martin. The campaign theme is: "For Such a Time as This". Planned giving is being reviewed and the committee is debriefing the Gala. Another Gala is planned for next year. The volunteer pool and the invitation list both need to be expanded.

Finance Report.

The Controller's Notes are clear and helpful:

- A large pledge payment was made in May, creating a favorable budget variance. This puts us in a good position for summer, when we typically see expenses exceeding income.
- Three-quarters of the Filming budget was achieved in May. Currently we don't know of another filming contract but given our history there is likely to be one.
- Security costs for Safe Haven (seen under Peace & Justice: Organizing) are running higher than projected. There needs to be discussion about if and how to continue this ministry beyond 2026. Jackson indicated this could be an agenda item for Vestry to discuss in August.
- Gala income and expenses are undergoing final scrutiny and should close this month. It seems certain that net income will be \$105K, \$30K higher than budgeted.

June 2026 Financials:

Since our Controller is on vacation July 11-25, it is likely we will not have June financials in time for the next Finance Committee meeting and thus perhaps not for the Vestry's August 2 meeting.

FY2026 Projections:

Staff is working on year-end projections, which are due July 6. We have stressed two points:

- › It is crucially important that the \$338K budgeted deficit for 2026 is not exacerbated.
- › Ending the year under budget in expenses does not compromise how we budget for 2027.

It was moved by Pitzer, seconded by Berry, and the May 2026 Financials were unanimously accepted.

REVISION OF PROVISIONAL BYLAWS

Emrani moved that the revised Bylaws be approved. The motion was seconded by Thomas. Keig noted this is a provisional draft which will go to the Diocese and explained their process for final review and approval. After discussion the motion was unanimously approved. Cathy Keig, Blaine Cavena and Christy Stickney were thanked for their work.

WARDENS REPORTS

Jackson shared a summary of the Becoming a Beloved Community of Belonging Roundtable and explained the purpose. The Roundtable is comprised of representatives from ministries and other groups who are directly involved in helping parishioners connect with each other and feel a part of one inclusive church. The purpose of the Roundtable is to ensure these ministries communicate and collaborate with each other, and to catalyze new actions that foster belonging.

Jackson shared that it is time to begin the process to elect the next vestry slate and explained the timeline. He noted the current outgoing vestry members, wardens, priest-in-charge and two members from the congregation will serve on the committee. He asked the vestry to thoughtfully consider possible members of the Nominating Committee.

Folz shared that we are at the beginning of the Director of Pastoral Care search and the Director of Communications position which is now posted. The Rector's search will be in

its beginning phase shortly. The wardens and Tim will begin this month to discuss a timeline. We may need some communication about what is going on and that we are working at becoming healthier as a church which is a prerequisite to initiating the search.

LOOSE ENDS

- Emrani asked if there was any update on Safe Parking.

COMMENTS FROM GUESTS

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

The regular meeting adjourned at 12:50 p.m. with a closing prayer, *For a Leader* by John O'Donohue, offered by Chris Folz.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

July Meeting 2026

Addendum to June 28, 2026, Vestry Meeting Minutes

NO REPORT:

Audit

Children, Youth & Families

Congregational Life

Finance (separate agenda item)

Giving (separate agenda item)

Pastoral Care

BUILDINGS & GROUNDS

Submitted by Rachel Barker, B&G Committee

Meeting minutes from: Thursday, June 11, 2026

1. Opening: Meeting opened with greetings and prayer.

2. Church re-roofing project

- Second-phase scaffolding platform has been in place for several weeks.
 - Roofing replacement has commenced; first section underway from the south gable toward the front steps.
 - Work is progressing smoothly; no questions from the committee.
 - Overall 8+ week installation projection remains in place.
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3. Regas House basement – water intrusion and remediation

- Remediation is in progress and going well.
- No asbestos was found.
- Work expected to be completed next week (7–9 day duration).
- Contractor will paint the entire space, not just opened areas.
- Old phone wiring was removed during demo.
- Baseboard replacement is not yet confirmed; may be added using available cost savings.
- New parquet flooring in the Forum was noted as looking very good; committee commended the project management and competitive bidding.

Action: Verna to confirm whether baseboard replacement is included or to obtain pricing if not.

4. Regas HVAC – chilled water pump failure

- Existing pumps are based on an older design and are oversized for current equipment loads.
- Pumps currently run at full speed from approximately 6:30 AM to 9:00 PM, circulating water through all units whether they are calling for cooling or not.
- Estimated current energy cost is roughly \$15,000 per year.
- Concept under development:
 - Add a building management system (BMS) to control water flow only to units that are on.
 - Add variable-frequency drives (VFDs) to modulate pump speed.
 - Potential to reduce annual energy cost to under \$2,000, pending verification.
- A controls consultant familiar with the building will be engaged to help define scope and sequence.
- Two years of power bills will be reviewed to quantify savings.

Actions:

- Written summary of existing conditions, proposed changes, and savings rationale to be prepared and circulated before the next meeting.
- Meeting to be scheduled with the controls consultant; revised scope and proposal to be brought back to the committee.

5. Intrusive photographers on campus

- Ongoing issues with photographers and photo shoots on campus, including:
 - Large groups with lighting equipment and music.
 - Interference with staff, youth dinners, and sensitive meetings (e.g., LGBTQ+ gatherings).
 - Lack of clear boundaries and signage indicating private property and rules.
- Tim has informally indicated no photography during certain hours (e.g., after 4 PM), but this is not consistently known or enforced.
- Staff have experienced pushback and rude behavior when asking photographers to move.
- Committee agreed the situation is “out of control” and needs a clear, campus-wide policy and enforcement framework.
- Goal is to balance being a welcoming, inclusive space with clear boundaries, procedures, and support for staff.

Actions:

- Members to document:
 - Specific issues and examples (Verna and others).
 - Ideas and options previously discussed (Chris and others).
- A consolidated document will be prepared summarizing:
 - Problems, times, and locations.
 - Impact on ministries and staff.
 - Proposed policy options and enforcement tools (including signage).
- This document will be used as a basis for a focused conversation with Tim when he returns in July.

6. St. Barnabas plaque

- Homecoming date for plaque presentation is set for September 13, 2026.
- Final plaque design is believed to be complete; next step is to send the file to the fabricator.
- Fabrication lead time is approximately 5–6 weeks; installation to occur in advance of the September date.
- Mounting method: stud-mounted with epoxy, similar to existing Regas plaques.
- Lighting:
 - Power to be taken from the original light fixture location.
 - 120V fixture required (no space for a transformer).
 - Cable to be run in a ground-out mortar joint and re-mortared (code-compliant).
- Placement:
 - Plaque will be centered in the selected stone field.
 - A full-scale mock-up will be used on site to confirm final height and proportions relative to the stone coursing and base.
 - A simple drawing will document final dimensions and location for installation.

Actions:

- Design file to be sent to fabricator; proof to be shared with the committee when received.
- Full-size mock-up to be printed and used on site to finalize placement.
- Placement drawing to be prepared once measurements and mock-up review are complete.

7. Holy Rakers and irrigation

7.1 Irrigation system repairs

- Current irrigation repairs are unsatisfactory; system operation and controls were not adequately explained.
- Jennifer (Holy Rakers) wishes to be present for follow-up but is managing a family situation.
- Coordination with Garden View will proceed once her availability is known.

7.2 Parkway and Maryland wall landscaping irrigation

- Proposal and funding for irrigation of the Parkway and Maryland wall landscaping are under review.
- There is potential for funding through Finance Committee or a designated donor; if not, it may be included in a future budget cycle.

Actions:

- Follow-up with Garden View to be scheduled when Holy Rakers leadership can attend.
- Irrigation proposal to be routed through appropriate channels for funding consideration and shared with the committee.

8. Plumbing leak at Regas House restrooms

- Leak traced to a cracked second-floor drain line, causing damage to first-floor restrooms.
- Pipe replacement and drywall repair are underway; painting is expected to be completed shortly.
- Approximate cost is around \$15,000.
- Suggestion made to camera the plumbing lines to assess broader conditions and prevent future failures.

Action:

- Obtain a proposal for camera inspection of plumbing lines and bring back for review.
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9. Request-for-proposals (RFP) process initiative

- A structured RFP/RFQ process is being developed to improve consistency, transparency, and long-term planning.
- Emphasis on avoiding “painting ourselves into a corner” with piecemeal projects (e.g., archives, restrooms, acolyte room).
- The framework is intended to support better sequencing, budgeting, and coordination with other committees and master planning.

Actions:

- Draft RFP/RFQ process documents to be shared with the committee.
 - Members to review and provide comments prior to the next meeting.
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10. Permanent home for the church archives

- Archives Team is under the Vestry Committee on Congregational Development, which is acting as the “client”; B&G provides technical support.
- Two architectural firms have been engaged for feasibility discussions; a third is being sought.
- Initial feasibility scope has been outlined, including needs from Archives, staff, PACES, volunteers, and B&G.
- Committee stressed the importance of considering archives, restrooms, and adjacent spaces together to avoid conflicts and rework.

Actions:

- Continue solicitation of a third architectural firm.
 - Integrate archives planning into the broader RFP and long-range facilities planning discussions.
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11. Next meeting: Next monthly meeting scheduled for **Thursday, July 9, 2026 at 6:30 PM (Zoom).**

COMMUNICATIONS

Submitted by Connie Chung, Communications Committee Chair

Communications Committee Meeting Notes, June 23, 2026

Next Committee Meeting will be after 8/9, exact date TBD.

1. Appreciation for Keith!

We expressed our deep gratitude for Keith and the many ways he has served our community for over 21 years.

2. Summer Priorities

A. ASC Plaque Dedication

Preparations are underway for the plaque dedication to take place during Homecoming, including how to communicate about it inside and outside ASC.

B. New Website Development

We are partnering with an outside consulting group on the development of a new website. The site will be image-driven, and we will be inviting parishioners with strong writing skills to assist

with content creation. Writers should be collaborative, comfortable working within a team process, and open to editing and feedback. An invitation to apply will be going out soon.

C. Communications Director Search

The job posting for the Communications Director position is now live. Please share it with anyone you believe may be a strong candidate.

Job Description:

<https://allsaints-pas.org/wp-content/uploads/2021/04/ASC-Communication-Director-Job-Description.pdf>

D. Transition Planning

Keith and others continue to work on a comprehensive transition plan.

E. Summer Youth Programming

Willow shared that youth leaders would like to actively promote the many exciting CYF summer activities. Keith offered communications support to help amplify their efforts.

F. Humans of ASC

The Humans of ASC project is currently on pause. Willow will check in with Jonathan Stoner about possible next steps. Susan suggested simplifying the project by centering interviews around a single question: "What brings you joy these days?" It beautifully reflects one dimension of our core values while making participation easy and accessible.

G. Beloved Community Circle Poetry Sharing?

Connie shared the possibility of making the poems created during Beloved Community Circles more widely available to the parish. She will bring the idea to the July facilitators' meeting and again at the August retreat for broader discernment. Lynndi reflected on how the poems revealed both the diversity and the commonality of participants' experiences - a theme that may be particularly meaningful to highlight.

H. Summer Communications Workshop

Lynndi and Connie will begin planning for the August 9 Summer Communications Workshop. The workshop will provide ministry leaders with a hands-on opportunity to learn and create using Canva. Committee members and parishioners who are already comfortable with Canva are warmly invited to support!

*****Eventide Pride Service**

We are excited for this Sunday's Eventide Pride Service at 5:30 p.m.

The service is a beautiful example of how All Saints creates and holds space at the intersection of joyful spirituality, justice, and beloved community.

Something to work on would be how to even more broadly communicate about events like these...

3. Fall Priorities

A. Outward-facing communication opportunities for the following events and others will be a priority: We remain committed to strengthening our outward-facing communications so that the story, mission, and ministry of All Saints can be shared more broadly and effectively. We do so much so well - how can we more effectively share that with the communities outside of ASC?

Examples of activities to share more broadly...

1) Homecoming

Planning and communications support for Homecoming will continue to be a major focus.

2) Midterm Elections

The committee discussed ways we can communicate during the election season that:

- Reduce anxiety and fear
- Encourage hope grounded in our values
- Promote civic participation and engagement
- Emphasize strength, agency, and community

Maddie, Norweeta, and Carol Lundberg will lead a postcard-writing and voter engagement effort beginning in late August and early September.

B. Working with New Communications Director

Supporting a successful transition and onboarding process will be an important priority.

C. Fall/Winter Communications Workshops

More communications workshops are planned for the fall/winter season. Date(s) to be determined.

D. Other activities TBD - see A above.

4. Closing Prayer: Keith blessed us with imagination, creativity, and joy as we do this work of sharing the stories of ASC with the broader community.

PEACE & JUSTICE

Submitted by Lorynne Young, Peace & Justice Committee Chair

Civic Engagement

Submitted by Maddie Gavel-Briggs and Patrick Briggs

At the July Peace & Justice Ministries Committee meeting, we featured Katy Hickman, the regional coordinator from the [Center for Common Ground](#), a non-partisan, Black- and women-led voting rights organization founded in 2018. The organization does non-partisan voter outreach via postcards and phone banking. The crucial mid-term elections are upon us and our church can make a difference.

The Center for Common Ground has been successful in their contacting of people of color in specific southern states to increase voter turnout. This is especially important because of the [Supreme Court Callais decision](#).

P&J has coordinated non-partisan postcard efforts before via the Action Table but this time, we want to ask for a **church-wide effort**, under the auspices of the Center for Common Ground, to post card to people of color to turn-out for the mid-term elections.

After the presentation was completed, Norweeta Milburn from the Racial Justice Advisory Board **made an important point**. The Callais decision is a radical attack on Black voting power in the South! **Given that our church has done so much work focusing on racial understanding and reconciliation (Sacred Ground, Sacred Being and Sacred Circles), she suggested we should walk the talk by taking on this post carding effort church-wide.** We can see the effectiveness of this organization's focusing on the very people most adversely affected and in many of the geographic locations where racial gerrymandering will hurt black voting rights the most.

Watch for details on dates and times for postcarding events after church on a Sunday and some evening events.

Foster Care Project.
Submitted by Rosemary Hyde

On the weekend of June 5th a training was held at All Saints for Coach/monitors. The coaches help families connect through visitation after the child has been removed from the family by Court Order.

On July 11th we will hold a "Shopping Spree " when 15 to 20 children will shop at Kohl's with a \$250 gift card. Primarily, they will purchase school clothing and other needed clothes and shoes. Each child will have a personal shopper. We are currently soliciting shoppers and financial donations.

Filled back packs are also requested donations and we have lists of school supplies suitable for different ages.

Five Acres, Hathaway and Hillside's child agencies have been contacted to see how many children they would like to have attend Episcopal night on September 3rd when the Dodgers play the Cardinals. These tickets are donated by ASC parishioners.

On June 28th lunch will be provided and served at My Friend's Place. The lunch will have a July 4th theme. The youth will also decorate cookies.

Middle East Ministry (MEM) Report JUNE 2026
Submitted by Doni Heny-Lamb

Pasadena 4 Palestine Monday Vigil—New Place, New Time! The weekly street vigils take place at the corner of Fair Oaks Ave. and Colorado Bl. every Monday from 5:30-7:30 PM.

Although the group was able to get the City Council to agendaize and pass a broader Environmental, Social and Governance investment policy in May to exclude weapons manufacturers, fossil fuels, private prisons and tobacco, at P4Ps urging, the Council also passed along a request to the Fire and Police Retirement System (FPRS) to consider a similar policy for their investments (which are definitely still invested in egregious companies that profit from the occupation of Palestine, the war machine, and fossil fuels). Randy and other members of the P4P leadership attended the May FPRS Board meeting where the Council's request was subject to some agenda discussion. The FPRS, while expressing some concerns, did ask the City Staff to bring additional data and a recommendation to the July Board meeting. The P4P group will again seek to provide community comment in favor of divestment.

With the LGBTQ Ministry: Film Night, "The Bubble" May 29, 5:30 PM, 20 attended. The film night, scheduled for April 17, had to be postponed when ASC would not accommodate our event, saying the space was applied for less than 6 weeks out; one of many recent events turned down by staff. Rescheduled for May 29, "The Bubble", an Israeli film about gay life in Tel Aviv, tells of 3 roommates & how life changes when one of the roomies falls in love with a Palestinian man.

Postponed: With the Latino Ministry: Sunday, July 19, 11:30 am: Film screening, "Ojala Supieras": This has had to be postponed due to a conflict with the filmmaker's schedule. We hope it can be rescheduled for the future.

With the Latino Ministry: Convivio & Art Show 8/2: The MEM will co-sponsor a convivio and art event on August 2, 11: 30 AM "Sacred Images: Seeing the Holy through Art". More info to follow.

MEM Summer Film Series ? We are still considering viewing some of the 3 Oscar-nominated films (2006) about Palestine this summer: "The Voice of Hind Rajab", Oscar winner for best international film (Rev. Jonathan Stoner and Rev. Mark Chase would be present to lead exercises and help people process it); All That's Left of You; and Palestine 36. More info to follow...

We look forward to a **MEM Leadership Team Meeting** probably in July—we are working on dates for a meeting in a private home since we would not likely get any space at All Saints.

And watch for details about a Summer Sales event of Palestinian wares and Activist Training in mid-August.

Racial Justice Ministry Report Submitted by Carol Lundberg

The Racial Justice Ministry was involved in the DENA Juneteenth celebration with 15 volunteers working at a booth to distribute T-shirts and help My Tribe Rise with their census of people impacted by the Eaton fire. Every participant who registered was asked if they were impacted by the fire. If so, My Tribe Rise collected additional information to be able to connect them with services and support.

On Sunday, June 21, the Racial Justice Ministry presented an educational program at the 9:00 hour to teach about Juneteenth's history and meaning today. A valuable discussion ensued about the ways education is changing to remove Black history and how federal actions are gutting the Voting Rights Act. In light of the presentation with The Center for Common Ground at the Peace and Justice meeting last Thursday, we are interested in participating in the effort to protect and restore voting rights.

Over the course of the weekend, between the DENA Juneteenth and the celebration at All Saints on Sunday, 23 All Saints members helped with programming. It was encouraging that so many responded when we asked for help.

RACIAL JUSTICE ADVISORY BOARD

Submitted by Bill Gould, RJAB Steering Committee member

Steering Committee: Bill Gould, Norweeta Milburn and Bert Voorhees

Members: Mary Bucci Bush, Barbara Andrade DuBransky, Johari DeWitt Rodgers (Ex officio), Audrey Halaas-Voorhees, Clara Hill-Williams, Andie Reid, Bonnie Rice, Claudia Shields, and Monique Thomas

Report: The June RJAB meeting included a comprehensive update from the Priest-in-Charge Tim Rich about ongoing activities related to our Becoming a Beloved Community work at ASC, and brief updates from the ministries and groups that RJAB members are engaged in. RJAB will not meet in July and August (unless there is some pressing issue that must be addressed). We will discuss potential new recommendations at the September meeting.