

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

March 16, 2025

PRESENT Jonathan Berry, Blaine Cavena, Rainer Colombo, Barbara Andrade DuBransky, Elisabeth Eilers, Nicole Gatto, Bill Gould, Al Hughes, Tony Jackson, Cathy Keig, Walter Little, Dan McCarrel, Karen Meier, Janet Carol Norton, Billie Rainer, Andie Reid, Tim Rich, Erica Tamblyn, Monique Thomas, Lorynne Young

EXCUSED Greg Adams, Connie Chung, Chris Folz, Cruz Jackson, Eliza LeMoine, Gloria Pitzer, Thomas Diaz, Samantha Kramer, Erin Sacco Pineda, Jonathan Stoner

ALSO PRESENT Amanda Baughman, Mark Chase, Melissa Hayes, Keith Holeman, Sarah Nolan, Susan Russell, Verna Zamora, Kathy Onoye

The meeting was called to order at 12:03 p.m. by Senior Warden Hughes and Priest-in-Charge Rich in the Forum and via Zoom. Rich then offered an opening prayer.

Hughes welcomed the visitors.

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

**BUSINESS ITEMS**

Approval of Consent Agenda

- Report of the Clerk: It was moved by Eilers and seconded by Gatto, and the vestry unanimously approved the minutes of the February 16, 2025 meeting.
- Committee Reports: It was moved by Little and seconded by Keig, and the vestry unanimously approved the committee reports as submitted.

Giving Report

Nolan reported that we are currently have \$2,606,911 in pledges for 2025 from 501 households. A letter was sent on February 27 asking parishioners to consider increasing their pledges or make a one-time special gift to help lower the deficit. The response was good. Volunteers are making calls to those who have not yet pledged. Nolan expressed optimism.

There will be a strategic planning retreat on March 29.

January Financials

Meier reported that a new column has been added to the financial report to keep track of the Foster Care Project funds. The financials reflect the approved budget. The reduction in personnel expense will be evident in the March statement. It was moved by Cavena and seconded by DuBransky, and the vestry unanimously accepted the January financials.

### FY21-FY22 Financial Reviews

Meier presented the financial reviews for fiscal years 2021 and 2022; a strong step forward but not an audit. These were done by an audit firm and do not contain an opinion. We will go back to a full audit for fiscal year 2023. These documents will be sent to the diocese and published on our website. It was moved by McCarrel and seconded by Little, and the vestry unanimously accepted the financial reviews.

### **SACRED RESISTANCE, SACRED GROUND AND ALL SAINTS AFFINITY GROUPS**

Russell reported that Sacred Resistance is a network throughout the diocese for those who want to stand in solidarity with both faith-based and secular organizations respecting the dignity of every human being, initially established primarily to support immigrants and refugees. The enabling resolution includes anyone who is a target of being dehumanized. The task force coordinators are Francisco Garcia, Greg Kimura, who is rector of Saint James, South Pasadena, and Jamie Edwards Acton, who is a priest at Saint Barnabas in Eagle Rock. All Saints is a founding partner of the work.

Russell explained that Sacred Ground is the national church program designed primarily but not exclusively for white people to talk to other white people about unpacking their unexamined privilege by looking at our collective history of how whiteness developed and how racism came to be. It focuses on anti-black racism as well as Latino and AAPI cultures. The team at All Saints is coordinated by Lori Kizzia and MaryAnn Ahart. Leaders are being trained and small groups will begin after Easter. Vestry members are encouraged to participate.

Chase shared about internalizing racial oppression, work that is an outgrowth of the National Church summit at Virginia Theological Seminary in September attended by Russell, Rich, Chase and Steve Williams. While there, they met Reverend Canon Ron Byrd, who specializes in workshops around healing internalized racial oppression. He will be doing a workshop for All Saints in the future.

Rich confirmed our commitment to this healing. There is tenderness over the hurt. He thanked Chase for his leadership and for following up. The national church could not do the workshop in March but it may happen in May. We do have local organizations that can help us in the work.

### **LAW ENFORCEMENT INTERACTION POLICY UPDATE**

Chase reported that the procedural part of the policy is being adjusted. We have been able to train our people who serve and work with our most vulnerable populations to help them with interactions with law enforcement as well as understanding their rights. This includes those in the food ministry and Safe Haven. Tamblyn reported that Union Station has asked Chase to train their outreach workers.

### **HOW WE LEARN TO BE BRAVE BOOK GROUPS**

Rich reported that Russell is leading an online group on Wednesdays at noon and he is leading an in-person group on Wednesday evenings. Rich had 43 come to his first session. People are hungry for this topic.

## **ANNUAL MEETING FOLLOW-UP**

Rich thanked the vestry for being at the meeting. The reorganization continues, and extra grace is needed. Vestry members will be leading committee meetings. Vestry need to minister to our parish and work to involve more people in committees. Tony Jackson is working on rolling out the committee assignments.

Rich expressed thanks to the staff for carrying a heavy load as we transition and reorganize. Staff is meeting to determine who parishioners should go to with specific needs such as baptisms, memorials, etc. and the various parts of each of those situations, like fees, liturgy planning, etc.

## **PRIEST-IN-CHARGE REPORT**

Please keep Samantha Kramer and Greg Adams in your prayers during loss of family members. Rich shared upcoming memorials, including Julie de Bruyn Kops, Leota Ruth Moore, Eric Fischer, Elsie Sadler and Bob Denham. There is a lot happening right now in pastoral care. We need to build more capacity and that is being worked on.

Rich shared the backstory about the union members who attended church today. The executive director of CLUE let us know on Friday they were planning to come. Rich told him that all are welcome and expressed to him that our worship is a sacred space, regardless of the issue or alignment. They were all respectful of that, and several expressed an intent to come back with their families because of our values. Rich also told him that pamphlets are not allowed to be passed out, and mostly they adhered to that. In all cases we are challenged to look at any concern through the lens of Scripture and our faith.

## **LOOSE ENDS / COMMUNICATION TO THE PARISH**

- Tony Jackson shared that the readiness packet for sale of the rectory has been submitted to the Corporation of the Diocese. They had several questions which have been addressed, and the hope is that it will move forward to the Standing Committee at the end of March.
- Nolan named the dynamic of how quickly we move on from disasters, and one of the roles of this community is to stay committed to this work and continue to be on the long journey with our members who have been impacted by the fires. We partner with other groups in the community. We need to have a task force to work on this. We need to be responsive to the needs. Chase shared that Day One will have monthly resource flea market to help the victims. Chase also shared that the forum on March 23 with LA Voice will discuss to our elected officials accountable to providing the economic safety measures needed.
- Russell shared that the diocese has a weekly call regarding disaster relief. The diocese will have a two-year position that will focus on the fire response. The funds will be from Episcopal Relief Funds.
- Tamblyn shared that thanks to Union Station, three more people were housed in the last week, making 53 people housed so far through Safe Haven.
- Russell reported that the transgender banner and pride flag have been slashed. We continue to stand with our community. Thomas thanked Russell for working DEI into her sermon.

**THOUGHTS FROM OUTGOING VESTRY MEMBERS**

Retiring members Janet Carol Norton, Nicole Gatto, Elisabeth Eilers, Rainer Colombo, Walter Little and Karen Meier shared meaningful reflections of their time on vestry.

**COMMENTS FROM VISITORS**

Parishioners had an opportunity for open comment.

The meeting was adjourned at 1:33 p.m. with a closing prayer by Mark Chase.

Respectfully submitted,  
Kathy Onoye

## Vestry Committee Reports

March Meeting 2025

Addendum to March 16, 2025 Vestry Meeting Minutes

### **NO REPORT:**

Buildings & Grounds

CYF

Finance/Giving (report sent as a separate document)

Pastoral Care Healing & Health

Peace & Justice

Personnel

### **CONGREGATIONAL LIFE**

Last meeting: February 18, 2025

Next meeting: March 18, 2025

### **Welcome Ministry**

- Welcome Cards received for February 2025: 25
  - Interests checked
    - AAPI: 3
    - CYF: 4
    - CYF Choirs: 3
    - Latino/Hispanic Ministry: 2
    - LGBTQ+: 9
    - Music: 13
    - PCHH: 3
    - Peace & Justice: 9
    - Senior Saints: 4
    - Spiritual Formation: 6
    - Small Groups: 6
    - 20/30's: 6
    - 40/50's: 1
    - Women's Community: 8
    - Volunteering: 9
- Weekly Welcome Reports were prepared by Front Desk volunteer Tina Crosby.
- Welcome Emails were sent by our Welcome Team Volunteers - Charlotte Maya 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 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**

- Senior Saints met for their monthly lunch gathering on Thursday, March 6 with a presentation by Ken Gruberman on “Internet for Seniors Everyone”.
- The April gathering is a field trip to the USC Pacific Asia Museum in Pasadena.

### **Small Groups**

- Lenten Small Group:
  - How to Learn To Be Brave Book Group led Tim Rich in-person and Susan Russell on Zoom
  - The Good Place led by Mark Chase
  - From Dark Wood to Mysisc Rose with Dante Alighieri by Wendy Furman Adams
  - Sacred Collage led by Dori Torrey

### **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**

- LGBTQ+ Support Group continues to meet every Tuesday evening facilitated by Billie Rainer and Troy Wise. Weekly meeting for the lesbian, gay, bisexual, transgender and queer community to check-in about the highs and lows in both our lives and the wider world.

### **40s & 50s & Friends Ministry**

- **Hike and Brunch at Griffith Park, Saturday, March 22 at 8:30am**

### **20/30’s Ministry**

- Oscar Night Party in the Learning Center

### **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
- This five-week class is designed for anyone — from brand new to long-time seeker — interested in exploring the essence of All Saints and getting more connected through active participation.
- Each class consists of a presentation by a staff member followed by a small group experience.

### **Latino / Hispanic Ministry**

- Healing Service in Spanish on Sunday, March 16 at 5:00pm in the Chapel.
- Sunday mornings in the Guild Room at 9:00am to gather for inspiration, formation and fellowship. All are welcome.

### **Front Desk Volunteers**

- Merrily Dunlap started in February as our newest front desk volunteer.
- The Front Desk is fully staffed M-Th from 9am-4pm, and Fri 9am-12pm by Diane Wilson, Ken Roehrs, Sara McGah, Merrily Dunlap, Cheryl O'Colmain, Marilyn Coffman, Susan Houser, Nancy Naecker, Tina Crosby and Mary Pillot.