

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
November 7, 2023 [Corrected 12/5/2023]

PRESENT Jonathan Berry, Blaine Cavena, Rainer Colombo, Elizabeth Eilers, Bill Gould, Julianne Hines, Al Hughes, Crystal Jones, Cathy Keig, Staci Kennelly, Walter Little, Karen Meier, Rosemary Muñiz, Janet Carol Norton, Jonathan Quinn, Claudia Shields, Tim Stratz, Erica Tamblyn, Risë Worthy Deamer

EXCUSED Greg Adams, Mason Baughman, Hannah Earnshaw, Nicole Gatto, Eliza LeMoine, Norweeta Milburn, Andie Reid, Sarah Nolan

ALSO PRESENT Mark Chase, Thomas Diaz, Alfredo Feregrino, Melissa Hayes, Keith Holeman, Sally Howard, Mike Kinman, Samantha Kramer, Susan Russell, Nina Scherer, Erin Sacco Pineda, Verna Zamora, Kathy Onoye

The meeting was called to order at 6:02 pm by the Rector in the Sweetland Hall and via Zoom. He started the vestry with silence. He focused on their sadness and dreams. He then offered an opening prayer.

Worthy Deamer welcomed the visitors.

Keig led the vestry reading the mission statement of All Saints Church aloud together.

ITEMS FOR DECISION

Approval of the Consent Agenda

- Report of the Clerk: It was moved and seconded and the vestry unanimously approved the minutes from the October 3, 2023 meeting and the committee reports from this meeting.

Report of the Treasurer

Meier reported that they are caught up to October 31.

It was moved and seconded that the following Resolution for Grant Signature Authority be approved:

“~~RESOLVED~~, that the ~~Board of Directors~~ [Vestry] is hereby authorized and approved to grant signing and authority to conduct business to any two of the following role(s): Rector, Treasurer and Director of Giving/Development. The foregoing signing and authority granted shall include, but shall not be limited to, the Charles Schwab Investment Account, and other investment accounts, including IRA’s and other bequest instruments of whatever nature bequeathed or transferred to this Corporation.”

Following the discussion, the resolution was approved with one abstention.

Meier reported that the ~~Budget Oversight Committee~~ [Economic Stability Task Force] is meeting weekly.

FINANCE COMMITTEE

Stratz reported that the Finance committee has reviewed the financials through September. It was moved by Hughes and seconded by Hines to approve the financials. The vestry unanimously approved the financials for July through September.

Cavena provided a status update on the Economic Sustainability Task Force, which is meeting weekly and plans to have recommendations or options to present to Finance in December.

We are currently running a \$450,000 deficit. They are planning town meetings, which will:

- Restart consistent communication pertaining to fiscal accountability
- Provide a summary of current financial picture
- Offer an opportunity for dialogue about concerns and fears

The areas that we will keep a priority are CYF, retaining members with Pastoral Care, and Communication.

GIVING REPORT /PLEDGING

Nolan is at a national meeting but her report is in the committee reports. One note is work ongoing:

- 1) Partner with ASC program departments to continue to build community, strengthen bonds and meet needs.
- 2) Re-establish thank you process
- 3) Develop caller/text/email team to stay in connection with parishioners throughout the year
- 4) Partner with Communications to develop effective giving campaigns

REPORTS

Telling the Whole Story

Chase reported that they are tabling St. Barnabas until they work with the community from St. Barnabas.

The Land Update is on the website.

Youth Report

Scherer shared that there is no report.

Lapsed Parishioner Report

Kinman thanked Lorna Miller and Gerry Puhara who have reached out to lapsed parishioners. Kinman shared the questions that they have used. They have contacted 45 people at this point.

WARDENS' REPORTS

Worthy Deamer also said that Sally Howard and Samantha Kramer are working on the rector's evaluation tool. The form will be shared at the January 9 meeting. They expect full participation from the vestry.

Presentation Sunday will be on November 17. The vestry needs to complete all their pledges. The vestry was reminded of the Safe Church training.

Keig reminded the vestry that the Vestry/Staff Conference is on the weekend of February 21. The vestry had time to give ideas and input on what they would like to see in the conference.

RECTOR'S REPORT

Kinman reported on our actions regarding Gaza. He shared that he has been in frequent contact with our Jewish and Islamic friends. He thanked Chase, Keig and Thomas for their work to make meaningful statements. Chase reported that there is a group meeting on Mondays at 5:00 p.m. in front of Representative Judy Chu's office on Lake to encourage her to oppose the war.

The Vestry Nominating Committee is formed and starting to meet.

Kinman shared that they are working on affordable housing and how we can help the unhoused. He shared that they are starting a committee about the Rectory. He asked for volunteers.

Kinman said that the Diocesan Convention is this weekend. He congratulated Terry Knowles for her election to a diocesan committee. He also congratulated Thomas Diaz and Susan Russell. We have representation on the diocesan level. They are hoping to have a forum with Diaz and Russell.

Kinman asked the vestry to attend the Town Hall Meeting on Sunday, November 17. They hope to hold them quarterly.

LOOSE ENDS

- Jones asked about the letter regarding CYF and what happens. Kinman commended Scherer and Kennelly for their CYF Committee. They are working on addressing issues.
- Keig reminded the vestry to pay Risë Worthy Deamer for the dinner.
- Howard thanked Nina Scherer and Stacy Kennelly for their work. The CYF has a great committee.
- Mike stated that he is working with a lawyer to draft the document regarding the artist in residence.

COMMUNICATION BACK TO THE PARISH

- Finance
- Town Hall Meeting on Finance
- Giving Report with 64 pledgers to date for \$479,000 and the target of \$3 million
- Telling the Whole Story.

APPRECIATIONS AND REGRETS.

- Hines shared that the election results are in and Ohio protects a women's right to decide her own reproductive medical treatment.
- Scherer thanked Jonathan Berry for his work with our children and youth. He provides consistency and it means a great deal to our children and parents.
- Worthy Deamer commended the church on a wonderful All Saints Service. The music was spectacular. She commended Melissa Hayes for her work. She said a big thank you.
- Norton commended the Thursday, the Dia de los Muertos. It was wonderful. She commended Alfredo Feregrino. The Ofrenda was beautiful.
- Jones appreciated all the work in growing the church. She commended Mike Kinman, Sarah Nolan and everyone involved. The kick off with fellowship and food was amazing. Chase and Thomas Diaz did a great job with the art on the lawn.

The meeting was adjourned at 7:46 p.m. with a prayer by Cathy Keig.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports
November Meeting 2023
Addendum to November 7, 2023 Vestry Meeting

NO REPORT:

Finance
Personnel

Buildings and Grounds

Submitted by: Erica S Tamblyn

Minutes of the in-person meeting held on October 12, 2023 in the Learning Center, Regas House

Attendees: Lonnie Schield, chair, Risë Worthy Deamer, Phil Naecker, Chris Runco, Erica Tamblyn, Ryan Wijesinghe,

Staff: Veronica Flores, Verna Zamora, Mike Kinman

Opening Prayer: Mike Kinman

The minutes of the September 14 meeting were approved.

Roofing project is done. Waterproofing will be done on the return air vents within 2 weeks.

The only thing we have left to install is a drip edge. A quote was received from California Restoration. The quote was too high, so we are looking for others to perform the work more cheaply.

The painter that was being used by Cal Restoration decided that it did not want to continue the job so we got money back from them off their contract, \$125,000. The bid from the contractor they recommend was \$129,000. We turned to a painter who has done some projects at the church and some residential work as well. That painter gave us a price of \$21,000. He walked the job with Lonnie, and after he rebid the job for \$27,000. We are always looking for the best price and the relationships we have with long-term contractors matter and have a positive effect. The estimated completion for this job is 3 to 4 weeks. At that point, the scaffolding will be removed.

The status of the artist-in-residence was discussed. Having a mold test (after the first rain) was discussed. The issue of the legal document was raised and Mike stated that it is being worked on and he is waiting to hear back about it.

We discussed the pending electrical maintenance projects, the potential need for fire watch.

The beehive in the north transept area was discussed. The process was discussed, there is already honey dripping down. The cost is \$1,200. We will proceed with the safe removal of the bees.

The archive project was discussed. Hundreds of hours have been spent by the librarians who have been working on this. They will be done in a few weeks, and we need to find a place to store the archived material. Dozens of boxes are involved. We will put visqueen over the material temporarily to prevent damage from potential leaks. Long term we need to find an appropriate location. The basement of the church was suggested. There is a lot of space. Phil is handling. There was discussion of the incredible things that they found. Phil will work with Verna to reduce the B&G related supplies in the basement to make room for archived materials.

The Print Shop status was discussed, given that it likely will not make it through the winter. Items that need to be kept will be moved to Scott Hall and the things that need to be carefully handled will be addressed. There was a robust discussion of the options (coffee cart, taco cart, pocket park with a monument sign). It will remain on the agenda.

The gas meter relocation project was discussed. Work starts on October 20.

The project manager, Mike Verdugo was discussed. He is terrific.

The robing room project should be completed in the next few weeks.

The removal of the temporary office in Regas Lobby was discussed.

The rectory residence was discussed. Robin has suggested adding handrails in the space that goes from the foyer to the living room to facilitate safety issues when hosting events. Price received is \$1900. It was decided to proceed.

We also discussed the requests to place a railing for the Chancel steps. It would need to be removable for filming. Lonnie will get a price. Chris Runco will do a rendering so we can look at appropriate placement. We also discussed the handicap elevator up to the chancel and its potential replacement.

Items on hold:

- Campus signage
- Location of turn off switches (Verna and Phil will work on this)
- Parking lot lightning
- Removal of protection boxes on the south-side
- Possibility of Federal Grant for energy upgrades

Upcoming meetings:

11-9-23	6-13-24
12-14-23	7-11-24
1-11-24	8-8-24
2-8-24	9-12-24
3-14-24	10-10-24
4-11-24	11-14-24
5-9-24	12-12-24

CONGREGATIONAL DEVELOPMENT

Submitted by Nancy Naecker

Last Gathering: October 17, 2023

Next Gathering: January 16, 2024

Welcome Ministry

- Welcome Cards received for October 2023: 27
 - Interests checked
 - AAPI: 0
 - CYF: 3
 - CYF Choirs: 0
 - Latino/Hispanic Ministry: 3
 - LGBTQ+: 14
 - Music: 4
 - PCHH: 5
 - Peace & Justice: 12
 - Senior Saints: 2
 - Spiritual Formation: 7
 - Small Groups: 4
 - 20/30's: 2
 - 40/50's: 5
 - Women's Community: 5
 - Volunteering: 13
- Welcome Emails were sent by our Welcome Team Volunteers (Charlotte Maya, Marianne Ryan, Anina Minotto and Janet Stevenson) to all those who filled out a welcome card in October.
- Welcome Coffee
 - October 8 with staff member Mark Chase and greeters Dan McCarrel and Walter Little.
 - 3 people participated.
 - Next Welcome Coffee is November 12 immediately following the 10am service.

Congregational Development Vestry Committee Goal 2023-2024

1. Improve volunteer engagement and interest by enhancing our volunteer experience.

Greeters

- New Greeters – Natalie Sullivan, Nicole Gatto
- Jenn McGaw continues to host the online coffee after the 10am service with 5 – 8 attendees.

Latino / Hispanic Ministry

- Latin Hour: Next Latin Hour is December 10 with live music on the lawn.
- Escuela de Ministerios: in partnership with the Diocese of Oregon. The program, taught entirely in Spanish, started on Sept 23. The next classes are November 4 and November 18.
- Misa de Sanación: Next service is November 26 at 5PM.

- Dia de los Muertos is Nov 2. Potluck prior to the service organized by Women’s Community.

Senior Saints

- October 5 Senior Saints was well attended with 28 seniors, Ukelele Troubadour, and parishioner Cory Brendel.
- Next Senior Saints is Thursday, November 2 at 12:30 p.m. in Sweetland Hall with special guest, Carolyn Ellis and The Art of Flowers.

LGBTQ+ Ministry

- October 20 Disco Halloween Party in Sweetland Hall was enjoyed by all!

40/50’s & Friends

- 40/50’s & Friends Fall Retreat at Mater Dolorosa Retreat Center in Sierra Madre on Oct 28 – 29, with 18 folks was a huge success!

20/30’s Ministry

- 20/30’s October 22 Social – Pumpkin Carving and mimosas, with Sarah Nolan, Director of Giving and Thomas Diaz.
- November 26 Social on the South Driveway – Advent Wreath Making.

Getting Connected Class

- Small group facilitators: Maddie Briggs, Patrick Gavel-Briggs, Ben Martin, Isabel Ramirez, Billie Rainer.
- Welcome Ceremony and Reception at Kinman home on November 12.
- We are welcoming 28 folks to All Saints Church!

Women’s Community

- November 2 Dia de los Muertos – Women’s Community is organizing a Potluck Dinner in Sweetland Hall before the service.

Front Desk Volunteers

- Susan Houser recently joined the front desk volunteer team with Ken Roehrs, Sara McGah, Marshall Rutter, Cindy Bishop, Marilyn Coffman, Nancy Naecker and Mary Pillot.

CYF COMMITTEE REPORT

Submitted by Staci Kennelly:

We gathered for our second Children, Youth, and Families (CYF) meeting on October 17th.

Inclusion in Liturgy and TWAS:

One of the critical topics of discussion during our meeting was the need for increased visibility of CYF events in the church’s literature and digital channels, including the church bulletin and “This Week at All Saints” (TWAAS) announcements.

We noted that information about our Child Care on Sundays, Wednesday Night Youth Group, and the monthly Not So Fun Night was not consistently mentioned. To address this, we propose that CYF be given space in these publications and space for liturgy attachments, and we are ready to provide the necessary content.

Acknowledgement and Appreciation:

We want to express our gratitude to Jonathan Berry for his dedicated work in creating curriculum, music, and maintaining a safe and engaging environment in the children's chapel over the past few months. We are also excited to welcome Kara and Dan Maguire to the team as they collectively dream of new ways to coordinate activities and enhance the Children's Chapel experience.

Youth Dinner and Parent's Dinner:

We are delighted to report that our first Wednesday night Youth Dinner has seen a tremendous turnout, with 30 kids attending our first meeting. On November 15th, we will host a Parent's Dinner alongside the youth. All parents with youth in the program are invited to attend, learn more about the program, and explore ways to support our youth and families.

Welcome Table and New Families:

Amanda Baughman has been actively engaging with newcomers at the Welcome Table. As a part of our ongoing efforts to foster a welcoming atmosphere, we will establish a system to encourage CYF volunteers to assist in welcoming new families to the church.

Upcoming Events:

We are collaborating with the Congregational Development team to distribute candy on Halloween Sunday. The kids will be singing and there will be a Diwali celebration on 11/12. Additionally, on December 3rd, Advent One, we are planning a special event involving a campfire, marshmallows, and a hot chocolate bar, followed by a family-friendly movie screening on the lawn. It is important to note that this event is not exclusively for CYF; it is intended for our entire church family, fostering community and togetherness

GIVING REPORT

Submitted By Sarah Nolan:

Current Giving Financials (broad strokes):

2024 Pledge Data as of 10/27

Pledge \$\$: \$306,452

Pledge: 29 ppl

We have had more pledges come in that haven't been entered yet. We will be providing a more extensive overview for the December Vestry meeting in including Increase and Decrease data.

2023 Pledge Data

Pledges Recorded: 543 | **Pledge Contributions Recorded:** 658 (discrepancy due to data entry and follow up issues)

Current Pledge Contributions: \$2,223,907.96

Outstanding: approx. - \$751,813 (based on those 543 pledges that have outstanding balances)

Assume 10% non-fulfillment – Outstanding: \$676,631

Forecasted Year End Pledge Total - \$2,900,538

Budget Pledge Income - \$2,897,160

2023 Overall Giving Data vs. 2022 Giving (***) This is generally accurate but rough data drawn from our giving database. There will likely be some recategorizations that will happen.)

As of Oct. 31, 2023

Compared to Oct. 31, 2022

Pledge Contributions –

Total Dollars: \$2,223,907

Median: \$1,050

Contributors: 658

Total Dollars: \$2,194,460

Median: \$1,020

Contributors: 727

Plate Contributions –

Total Dollars: \$69,443

Median: \$72.50

Contributors: 192

Total Dollars: \$72,644

Median: \$72.50

Contributors: 206

Online Contributions -

Total Dollars: \$48,867

Median: \$100.00

Contributors: 178

Total Dollars: \$55,352

Median: \$122.50

Contributors: 148

Special Gifts –

Total Dollars: \$51,456

Contributors: 7

Total Dollars: \$30,000

Contributors: 2

Bequests & Memorial Gifts –

Total Dollars: \$529,776.43

Contributors: 12

Total Dollars: \$121,200.40

Contributors: 1

Current Giving Next Steps

Short Term

- 1) Re-establish trust with parishioners regarding health of financial systems (ongoing).
- 2) Follow Up with 2023 Pledge Commitments
 - a. Access to Statements sent on 9/22 (one suggestion is to change to sending attachment of actual statement or mail statements). Will send an additional statement out in November
 - b. Assess if there will be any significant unfulfilled pledges
 - c. Make follow up phone calls/send follow up statements if necessary.
- 3) Plans for 2024 Pledge Campaign
 - a. Oct. 15 kick off
 - b. Nov. 17 Major Donor Dinner
 - c. Identify target amount to raise and giving goals
 - d. One on one calls/ meetings for specific asks
- 4) Grant applications
 - a. Working with Melissa Hayes to submit a grant funded by Homeland/Security/State of California to cover security and safety costs ASC with increasing protection at All Saints from potential hate crimes.

Medium Term (suggested)

- 1) Develop plan for building up maintenance fund (% from ever general bequest over \$X amount was a suggestion Mike had).
- 2) Potential for funding campaign connected to building Centennial that brings in infusion of funding from individuals and foundations towards vision that includes developing a sustaining endowment.
- 3) Create easier pathways for non-pledge giving, such as Venmo, recurring gifts, donations to cover event costs, etc. Also – provide ways for people who visit or use church for photography to send donations.
- 4) Identify funding campaigns that invite more giving participation from entire parish, including matching campaigns.
- 5) Identify other grant/foundation funding streams that are in alignment with existing work or future plans.

Ongoing

- 5) Partner with ASC program departments to continue to build community, strengthen bonds and meet needs.
- 6) Re-establish thank you process
- 7) Develop caller/text/email team to stay in connection with parishioners throughout the year
- 8) Partner with Communications to develop effective giving campaigns

Peace & Justice Vestry Committee Report

Submitted by: Lorynne Young

Young Peace and Justice Ministries have been very active this year. Following are some highlights.

Special Honor:

Longtime Foster Care Project and Rapid Response Team member Jeanette Mann will be honored with a resource center name after her at Pasadena City College on Nov. 8 at 4 pm. Dr. Mann is also a former PCC Board member.

Action Table

There were 130 letters signed in support for de-escalating violence Middle East on Oct. 22. This was 48% of the attendance that day. On Oct. 29, 138 people signed supporting tighter regulations on background checks for gun purchases,

Eden Ministry:

Regular meetings continue and Eden participated in the LA Diocese Climate Change Summit on Sept. 16. They are coordinating with Pasadena 110 to implement the city's goal of 100% carbon-free energy by 2030. Camping trips are planned for 5/6-9/24 at Pinnacles National Park and 7/16-20/24 in Sequoia/Kings Canyon National Park, plus a potential 2024 trip to Camp Stevens,

Foster Care Project:

Foster Care Project ACAC hosted the first, post-Covid, back-to-school shopping spree. Over 50 secondary school youth were given Target gift cards for back-to-school clothes. Foster Care Project received 67 backpacks full of school supplies at the annual Back-to-School Backpack program. They also provided furniture, groceries, school supplies and clothing to multiple transition age youth and families. Number of Youth and Children Served through 9/30/23: 864.

Interfaith Study Group:

The October meeting featured Muslim and Christian chaplains sharing their experiences of providing spiritual care in a cancer setting. The next meeting will feature Mike Kinman sharing his experiences on his recent trip to India and Nepal, following in Gandhi's footsteps. It will be at the Islamic Center of Southern California, Nov. 12, 5:30 pm.

Middle East Ministry Report Speakers:

We had 3 special speakers during this period. In May, international human rights attorney, Jonathan Kuttab, executive Director of FOSNA, spoke to a packed room. A reception followed with sales of Jonathan's new book. In early July, returning special speaker, Dr. Nadera Shalhoub Kevorkian of Hebrew University, spoke to a large crowd on "Making Politics Sacred". A light breakfast was served. In August, Rev. Fadi Diab of the Diocese of Jerusalem led a forum presentation with his wife Ruba and son Andrew ("Life in Occupied Palestine")

and preached at the 10 AM service. We found housing through All Saints connections of Dan and Susie Campana and Phil and Nancy Naecker.

Actions with the Rapid Response Team/Action Table:

The most recent was a letter for our elected on October 22 concerning the recent violence in Israel/Palestine and a call for a ceasefire.

Street protests:

For a number of months, the MEM was joined by other solidarity groups on the corner of Lake and Cordova once a month for a street witness concerning Gaza and other topical issues. Recently, a number of our leadership team has been involved in the large solidarity protests in Los Angeles.

Racial Justice Ministry:

RJM is co-sponsoring an event celebrating the 200th birthday of Ellen Garrison Clark, which will include the unveiling of headstones for family members at Mountain View Cemetery on Nov. 18.

Transformational Journeys Report:

This Saturday, October 28, 17 parishioners will depart for 10 days Cuba, where we will visit historic places, attend a service in the Episcopal Cathedral in Havana, spend time with the Cuban people and learn about the impact of the American embargo that has been in effect since 1962. There will be a trip to Japan from May 12 to May 26. When the itinerary and tentative costs are available, an information meeting will be held. Twenty0 people have already signed up for the trip. The committee has added two new members (Jan Cowell and Dan McCarrell) and will be focusing its efforts on local trips.