

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

October 6, 2024

PRESENT Jonathan Berry, Blaine Cavena, Connie Chung, Rainer Colombo, Barbara Andrade DuBransky, Elisabeth Eilers, Nicole Gatto, Bill Gould, Al Hughes, Cruz Jackson, Cathy Keig, Eliza LeMoine, Walter Little, Dan McCarrel, Karen Meier, Gloria Pitzer, Tim Rich, Erica Tamblyn, Monique Thomas, Lorynne Young

EXCUSED Greg Adams, Chris Folz, Tony Jackson, Janet Carol Norton, Billie Rainer, Andie Reid, Claudia Shields, Thomas Diaz, Alfredo Feregrino, Sally Howard, Jonathan Stoner

ALSO PRESENT Mark Chase, Melissa Hayes, Keith Holeman, Samantha Kramer, Sarah Nolan, Susan Russell, Erin Sacco Pineda, Verna Zamora, Kathy Onoye

The meeting was called to order at 12:05 p.m. by the Senior Warden in the Forum and via Zoom. Connie Chung then offered an opening prayer.

Hughes welcomed all to the vestry meeting.

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

BUSINESS ITEMS

Approval of the Consent Agenda

- Report of the Clerk: It was moved by Thomas, seconded by Berry, and the vestry unanimously approved the minutes of the September 22, 2024 meeting with the addition in Giving Report that we have \$2.6 committed “in the 2024 budget.”

Giving Report

Nolan shared that there is little change since the report two weeks ago. We are looking at incoming fulfillment in next meeting.

Financial Report and Designated Fund Summary Review

Sacco Pineda reviewed how to read report. August is not representative but extraordinary. The report does reflect the budget approved by the vestry. The net operating reflects the rector’s transition. She explained net assets and net liabilities, as well as unrestricted and restricted. We have used more of our unrestricted reserve than we have available. The first three quarters are more negative but the fourth quarter has traditionally been strong.

One way to cure the negative operating fund balance is to release/transfer from non-operating funds. Vestry's ability to direct release of non-operating funds is driven by whether the source of those funds was restricted donations. The only significant non-operating funds available to Vestry are funds that have primarily been funded by undesignated bequests. The "D" citations on the enclosed Designated Fund Summary indicate examples and does not reflect a review of all funds.

Discussion and questions followed. December has been extraordinary and an existing trend. The vestry needs to review our policies and procedures especially for the new vestry members. There were some questions about the rector's discretion funds. People need to know how much they have and how much we can spend. Rich shared that the Finance Committee needs to do a wholesale review of funds – the purpose of each fund, restrictions on each fund, and the accounting of each and every fund. It was moved by Meier, seconded by Berry and DuBransky, and the vestry approved the August financials.

Election of Karen Meier as Treasurer

It was moved by Pitzer, seconded by Gatto and the vestry unanimously approved Karen Meier as Treasurer. Tim Rich thanked Kathy Onoye for stepping in during the transition.

2025 BUDGET PROCESS

Terry Knowles reported that the goal is to create and sustain a rigorous process to develop an operating budget as well as to monitor progress and recommend course changes as necessary.

While the FY ends on December 31, realistically – due to somewhat unpredictable but always significant giving in December – the earliest a recommended budget could be brought to Vestry is at its late January meeting. This means that Vestry, at its last meeting of the year (this year on November 10), should pass a resolution authorizing spending as of January 1 until a budget is approved. A Budget Subcommittee of the Finance Committee has been established, whose purpose is to review early drafts, pose questions and make suggestions, monitor a budget quarterly, as necessary bring issues to the Finance Committee, and generally be a resource. The composition of the Budget Subcommittee is Priest-in-Charge, Finance Committee Chair, Treasurer, and two members of the Finance Committee – in our inaugural year that will be Barbara Andrade DuBransky and Blaine Cavena. Because this is a new process, because we are grappling with an extraordinary deficit in FY2024, and because staff now has responsibility and authority that we believe has not previously existed, we will allow a bit more time to finalize the FY2025 budget. Our commitment is to bring it to Vestry for approval at its February 16 meeting.

FORTHCOMING CONGREGATIONAL TOWN HALL

Knowles shared that this next Sunday (October 13) will be a Congregational Town Hall Meeting to update the parish on the financial situation and the fall campaign. There will be a joyful update on the upcoming program year. We will be honest, realistic and transparent. Rich shared that Vestry members are asked to attend; they are the leaders of the church and as leaders need to be informed and up to speed.

STEWARDSHIP ROLLOUT

Pitzer reported that the campaign started this Sunday. All vestry members need to get their pledges in this Sunday by the end of the meeting. Pitzer shared her story of her pledging to tithing.

RJAB RECOMMENDATION PROCESS UPDATE

Rich reported that since we last met, the collaborative consultative body has taken shape. The group includes staff members Susan Russell, Mark Chase, Weicheng Zhao, Melissa

Hayes and Tim Rich, along with parishioners Norweeta Milburn, Connie Chung and Rosemary Muñiz. Two others have been asked but have yet to respond. The group plans to meet quarterly.

Rich is meeting with the priest-in-charge of St. Barnabas next week to get to know her. Rich met last week with the leadership of RJAB including Bert Voorhees, Bill Gould, Barbara Andrade DuBransky, Norweeta Milburn and Bonnie Rice. The next meeting is in the process of being scheduled.

VESTRY 2025 NOMINATING PROCESS

Little presented the proposed Vestry Nominating Committee: retiring members Rainer Colombo, Elisabeth Eilers, Eliza LeMoine, Walter Little, Karen Meier, Janet Carol Norton and Nicole Gatto. Staff members are Tim Rich, Al Hughes, and Thomas Diaz, and at-large members are Nancy Naecker and Lynndi Scott. It was moved by Tamblyn, seconded by DuBransky, and the vestry unanimously approved the nominating committee. Vestry was advised that there may be a special meeting in December to present a slate for approval.

WARDENS' REPORTS

Hughes reported that there is a conference that Connie Chung, Jonathan Berry, Tony Jackson, Mark Chase and Al Hughes will be attending on Tuesday and Wednesday at the Diocesan Center, and again for two full day sessions in November. It will focus on leadership through political and cultural challenges. It is put on by the Colossian Forum and fully paid for by a grant from Trinity Church Wall Street.

Little reported that Hughes and Little attended a meeting of the deanery five wardens. It is a subgroup of the churches on the west end of the San Gabriel valley. Nine parishes were represented. They were able to talk about common challenges. Many are going through similar transition challenges. They plan to meet quarterly.

PRIEST-IN-CHARGE REPORT

Rich reported that he is having conversations with groups of parents to learn their hopes for our CYF program. He has had conversations with former and current teachers and announced that Godly Play for K-4th graders will launch during Advent. Invite your friends with children to join us.

Rich has been working with Knowles and Tony Jackson strategic planning. We are doing both work on the dollars and blending the mission and strategic plan together in the plan. We want a budget that reflects the mission, values and priorities of All Saints, and they are working on blending the budget with a strategic plan.

Rich is now meetings twice monthly with each of the senior leadership.

LOOSE ENDS

- Hughes welcomed youth members Eliza LeMoine, Rainer Colombo and Cruz Jackson and asked them to share their thoughts. They all plan to be at the Town Hall.
- Hughes shared there will probably be a December vestry meeting.

- Rich reminded the vestry that our Jewish friends are entering High Holy Days. This has been a very difficult year as October 7 is approaching. On Saturday Rich will be worshipping at Pasadena Jewish Temple and Center. Please be about the “both/and”.
- Tamblyn shared that Safe Haven has placed the 39th person in housing.
- Berry appreciated that the playground has beautiful bark that is up to code. Thanks to Verna Zamora and Phil Naecker for pushing it through.
- Meier asked if we could have an update on the artist in residence.
- Gould requests that we support St Barnabas.
- Eilers asked if there is a connection with our Muslim community.
- Gatto shared that on November 9 from 9:00am to 1:00pm we are having training for lay visitation ministers.
- McCarrel invited the vestry to join in a transformational journey to St John’s Cathedral this evening for the Compline Service and tour following, led by the Rev. Mel Soriano.
- Hughes reminded us that we are not just a fiduciary body but we are also a spiritual body.

GUEST COMMENTS

Parishioners had an opportunity for open comment.

The meeting was adjourned at 1:30 p.m. with a closing prayer by Mark Chase.

Respectfully submitted,
Kathy Onoye