

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

January 9, 2024

PRESENT Jonathan Berry, Blaine Cavena, Rainer Colombo, Elisabeth Eilers, Bernard Garcia, Nicole Gatto, Bill Gould, Julianne Hines, Al Hughes, Crystal Jones, Cathy Keig, Staci Kennelly, Walter Little, Karen Meier, Norweeta Milburn, Rosemary Muñiz, Janet Carol Norton, Jonathan Quinn, Andie Reid, Tim Stratz, Erica Tamblyn, Risë Worthy Deamer

EXCUSED Greg Adams, Mason Baughman, Hannah Earnshaw, Eliza LeMoine, Claudia Shields, Thomas Diaz, Verna Zamora

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

The meeting was called to order at 6:00 pm by the Rector in the Learning Center and via Zoom. Kinman asked the vestry to reflect about their relationship with money and what message did you get. He offered three scripture readings and then an opening prayer.

Worthy Deamer welcomed the visitors.

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

VESTRY SUPPORT FOR QUINN DISCERNMENT YEAR

Russell reviewed the process of discernment. She introduced Jonathan Quinn and their process. Jonathan spoke of their experiences this year and their journey. It was moved by Little and seconded by Kennelly, and the vestry unanimously approved Jonathan Quinn to move forward in the discernment process toward ordination.

INTRODUCING BERNARD GARCIA

Kinman welcomed Bernard Garcia who will replace Annmarette Vera who resigned. Garcia briefly spoke.

NOMINATING COMMITTEE REPORT

The Vestry Nominating Committee comprising of the outgoing class of Rosemary Muniz, Norweeta Milburn, Jonathan Quinn, Hannah Earnshaw, Julianne Hines, Mason Baughman and Rise Worthy Deamer along with Mark Chase Mike Kinman, Sally Howard, Nina Scherer, Cathy Keig, Christine Hartman and Elizabeth Tatum. The nominees for Class of 2028 are Barbara Andrate Dubranski, Connie Chung, Chris Folz, Tony Jackson, Gloria Pitzer, Billie Rainer and youth member Cruz Jackson. It was moved by Worthy Deamer and seconded by Keig, and the vestry unanimously approved the nominees.

ITEMS FOR DECISION

Approval of the Consent Agenda

- Report of the Clerk: It was moved and seconded, and the vestry unanimously approved the minutes of the December 5, 2023 meeting.

GIVING REPORT / PLEDGING

Nolan presented the current giving financials. She thanked Phil Naecker for his work on the report. As of January 9, 2024, there is \$1.9 million of goal of \$3 million. We have 146 household who have increased giving, 80 new and returning pledges, and 51 households have decreased pledges. There are 222 households who are outstanding. We are refining the categories of giving. We had a strong end of year giving. The plate contributions are up and online contribution. We are similar to last year with an increase in participations. We are up in bequests by \$1.2 million in 2023. The Financial Town Hall will be on February 11. The vestry then asked questions. She thanked those who have volunteered to call outstanding pledgers and to thank pledgers.

FINANCE COMMITTEE

Stratz reported that the finance committee has accepted the October and November financials. It was moved and seconded to accept the financials as presented, and the vestry unanimously accepted the October and November financials.

RECTOR'S REPORT

Kinman reported that Susan Russell as of January 1 has moved from 40% with us and 60% with the diocese to 20% with us and 80% with the diocese. She will giving the diocese report, working with those on discernment, working with the LGBTQ ministry and Sunday staff at All Saints. During her time with the diocese, she will create system tracking and pastoral support for retiring clergy and clergy widows and spouses. We have a donor for Susan Russell's salary and she will be retiring in June 10, 2026.

Tamblyn reported on the year-end statistics on Safe Haven. We have provided 1298 showers, 386 haircuts and 2533 meals on Mondays mornings. Eighty-three people saw a doctor, 32 people saw mental health professionals, 13 received COVID vaccinations, and 18 got flu vaccinations. On Sunday morning, Erica Tamblyn and Marilyn Coffman provided 3380 hot meals. Thirty-one people has been placed in permanent housing. A grant for \$75,000 was received from Kathryn Barger's office to continue the Monday Showers program. Erica Tamblyn was appreciated for her work. Kinman reported that the city would support the safe parking program in the evening. The city will pay for expenses. It would improve lighting and seven days of week with hot meals for our Safe Haven and the safe parking people.

The Affordable Housing Task Force will be meeting. The members include Rise Worthy Deamer, Robin Hughes, Phil Naecker, Becky Nicolaides, Dorena Rodriguez, Lonnie Shield, Bob Whitson, Mike Kinman, and Verna Zamora. The Rectory as an Asset Task Force includes Tim Hartley, Mike Kinman, Verna Zamora and Lonnie Shield

with more to come. We are looking to bring film income back. We are looking at other building use income including rental space and charging for parking. He also announced the upcoming forums and events after church. There will be more education on Israel and Palestine. The Impact Event had phenomenal viewing.

COMMUNICATION BACK TO THE PARISH

- Jonathan Quinn moving forward in discernment process
- Susan Russell’s new position
- Financials will be posted
- Safe Haven statistics for the year

APPRECIATIONS AND REGRETS

- Hines appreciated the Safe Parking Program. It seems a good fit for us.
- Tamblyn asked about the progress on our liability coverage. Kinman will follow up now that the holidays are over and he will report that information to building and grounds.
- Tamblyn announced that the cold weather shelter will be at Trinity Church. You can hand out information
- Little felt that the work done tonight is an example of All Saints at its best.
- Kennelly is so proud that we moved Jonathan Quinn forward.
- Keig appreciated the choirs, priests, custodial staff and everyone for a wonderful Christmas / Advent services. Holeman said attendance exceeded 2019.

The meeting was adjourned at 7:22 p.m. with Sally Howard.

Respectfully submitted,
Kathy Onoye

Executive Session closed

PRESENT Jonathan Berry, Blaine Cavena, Hannah Earnshaw, Elisabeth Eilers, Nicole Gatto, Bill Gould, Julianne Hines, Crystal Jones, Cathy Keig, Walter Little, Karen Meier, Norweeta Milburn, Rosemary Muniz, Janet Carol Norton, Jonathan Quinn, Andie Reid, Tim Stratz, Erica Tamblyn, Rise Worthy Deamer

ALSO PRESENT Mark Chase, Alfredo Feregrino, Sally Howard, Mike Kinman, Samantha Kramer, Sarah Nolan, Erin Sacco Pineda

Vestry Committee Reports

January Meeting 2024

Addendum to January 9, 2024 Vestry Minutes

NO REPORT:

CYF

Finance

Giving

Pastoral Care, Healing & Health

Peace & Justice

Personnel

BUILDING AND GROUNDS REPORT

Buildings and Grounds Committee

Submitted by Erica S Tamblyn

Minutes of the Zoom meeting held on December 14, 2023

Attendees: Lonnie Schield, chair, Phil Naecker, Erica Tamblyn, Jim White, Risè Worthy Deamer

Staff: Veronica Flores, Verna Zamora

Opening Prayer: Lonnie Schield

The minutes of the November meeting were approved.

Regas roofing project: Phil and Lonnie inspected the roof and found what looked like nails. They were very concerned about the potential impact. Phil figured out what was going on: There was a tower set up for people to come work on the roof. Apparently, they were tracking in a lot of gravel. The gravel looked like nails. It is not extensive; there are probably 50 or more stones under the roof. Not sure why the roofer did not notice it. If you step on it, it would eventually wear through the PVC. The roof system is the original 2" of Tectum then we screwed through that to the steel, we screwed a new plywood layer. Then we put on that 2" of insulation and then we put on that 5/8" of gypsum, something called Densetec which is a fireproofing layer and then we put down our beautiful new PVC glue down fully adhered, it is called, glued roof so we I couldn't figure out where these screws were coming from. Turns out they weren't screws at all, they were the stones that people had on their feet-so what they'll end up doing is cutting them out and putting the patch over it. The patching is very easy and it is not going to damage the quality of the roof. They say the patch is as good as the roof. We believe they are going to show up on Monday to do the patching.

HVAC system: They are doing their start up now. The Trane tech did his start up on the fan side. It was very reasonably quiet. It is going to be super cool. They were about to start the condenser side, the heat pump side. The tech reported he had just installed this system, in a 39-story office building so he is highly confident. The start-up should be all done by Monday.

The rough inspection was done and passed so we just need to get the shed around it and we are done.

East wall: The windows that were leaking badly have been straightened out and we're going to put a weatherproofing drip strip at the basement level only which will be far less expensive than the original price of \$35,000. It will probably be \$10,000. Really nice work done on the east wall. The painter is not quite done on the bottom level. Then they will move to the north side of Regas House and then will move to the office building. They should be able to get the scaffolding out by the end of the month and move it to the rectory office building.

We looked into getting grant money for installing an energy efficient system. Apparently, the money is not available yet. It looks like we may miss the opportunity, as you cannot start the work until you have the grant approval. We have other energy efficient projects we could do so maybe they will pay for that instead.

Scott Hall: Doing mold test was discussed, including the possibility of the artist in residence bearing 50% of the cost (Mike K's suggestion). Cost is approximately \$1500. We still have not received the legal document that was supposed to be done. There is a long-term concern, and this is why an attorney needs to draw up a document. The artist-in-residence is actively using a room in Scott Hall. There is a question if he is selling his art on campus. There was a suggestion that we do mold testing to show that we are being proactive. The B&G Committee has responsibility at the direction of the vestry. Lonnie will talk with a cooperating parishioner who is an attorney and get that person's take on how to proceed. There is clearly a risk here.

Power Vault: Was sealed before the water detection alarm could be installed. We are getting quote to install this. The alarm company can provide this for about \$5 per month. The main electrical room is in the Forum. The light switch is obsolete it runs out of buckets with fuses instead of breakers. The transformer is making a noise that usually happens when your transformer is about to go out. We are waiting for the electrician to give us an estimate for the manufacturer to replace the light switchgear, which will use breakers not fuses. We are waiting on pricing for a new transformer. This is power for the entire campus. Estimate is 50k to \$60k.

Grass Seeding: We are waiting for the removal of the shoes and then AI is going to place fertilizer and with the watering, we may get some grass. It is too late to put down winter rye seed. Shoes are due to be removed at end of December. Without the rye, we will basically have mud. People walking on it will destroy the roots of the summer grass, which then will not grow. This committee had tasked Alfredo, as the Rector's representative, with talking with the Rector about our concern about seeding and our suggestion to move the shoes to the sidewalk so we could seed and water in time. We did not hear back from him (or anyone else) regarding this.

Cal Restoration is still working in the walkway which I still blocked up with plywood as we need to put a new grate in the window well of the choir robing area, it should be done this

week. We are going to look at putting wood imprinted vinyl as the most reasonable choice for that area. We have found the source of the leak and fixed it. We discussed the drainage elevation change to Euclid. We discussed that the back wall of the church is not watertight, and the crushed downspout is dumping water. We have an estimate of \$30,000 to fix the problem. We are going to try to figure out if there are leaks underground by trenching. Repairs that were done years ago were done poorly. That is causing these issues. We hope that the money-in the budget will allow us to have Cal Restoration fix this, they do good work. We do not want to go over the amount the vestry has approved.

We discussed the roof in the atrium, it leaks badly. Very expensive to repair. We discussed everyone's concerns and thoughts.

We discussed the need to save and store our documentation so future generations can find this information.

We discussed moving our IT from servers (now just one) to the Cloud. The B&G IT Subcommittee will meet to discuss this and working with the archival team further.

We discussed having meetings in person vs by zoom. A suggestion was made to alternate. We will discuss further in the next meeting (1.11.24) which will be by Zoom. The February meeting will be in The Learning Center with dinner.

Upcoming meetings:

- 1-11-24
- 2-8-24 (Learning Center – Dinner)
- 3-14-24
- 4-11-24
- 5-9-24
- 6-13-24
- 7-11-24
- 8-8-24
- 9-12-24
- 10-10-24
- 11-14-24
- 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 November - December 2023: 29
 - Interests checked
- AAPI: 2

- CYF: 5
 - CYF Choirs: 1
 - Latino/Hispanic Ministry: 3
 - LGBTQ+: 11
 - Music: 13
 - PCHH: 3
 - Peace & Justice: 8
 - Senior Saints: 1
 - Spiritual Formation: 6
 - Small Groups: 8
 - 20/30's: 7
 - 40/50's: 1
 - Women's Community: 7
 - Volunteering: 10
- 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 November and December.
- Welcome Coffee
 - December 10 with greeter Dan McCarrel and staff Thomas Diaz.
 - 3 people participated.
 - Next Welcome Coffee is January 14 immediately following the 10am service.

Congregational Development Vestry Committee Goal 2023-2024

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

Greeters

- Jenn McGaw continues to host the online coffee after the 10am service with 5 – 8 attendees.

Latino / Hispanic Ministry

- Latin Hour on December 10 following Our Lady of Guadalupe Service with live music on the lawn was a wonderful success. Tamales and nachos were a huge hit! Thank you to volunteers: Leah Nelson, Diane Wilson, Janet Carol Norton, Yoko Kahashi, and the volunteers from LA CADA led by Abby Loeb.
- Misa de Sanación / Healing Service was on November 26 at 5PM. The next Healing Service in Spanish is on Jan 21. Anyone seeking hope and healing in body, mind and spirit for themselves or someone they love are invited to attend for service in Spanish with Laying on of Hands and Anointing. All are welcome.
- Dia de los Muertos was a lovely service on Nov 2. Potluck prior to the service was organized by Women's Community.

Senior Saints

- The Senior Saints Christmas party on Dec 7 at the home of Robin and Mike Kinman was fun and well attended by 80 Senior Saints. Thank you to volunteers Grace Galton,

Corey Brindell, Carolyn Ellis, Rhonda Dillon, Alfredo Feregrino, Mary Louise Lau, Anina Minotto and Nancy Naecker.

- Next Senior Saints is Thursday, January 11 at 12:30 p.m. in Sweetland Hall with special guest, Lois Burnet, Executive Director of the Pasadena Audubon Society.

LGBTQ+ Ministry

- In observance of Transgender Day of Remembrance, trans members of All Saints, together with trans faith partners and allies, hosted a service at 5:00pm on Nov 19 to remember and grieve the lives lost to anti-trans violence and to celebrate that the trans community has survived
- The LGBTQ+ ministry hosted a heartwarming holiday screening of Tokyo Godfathers on Friday, Dec 1, at 7:00 pm in the Guild Room.

40/50's & Friends

- Patrick Briggs and Maddie Gavel-Briggs hosted the end-year 40/50's potluck on Dec 30, which was well attended.
- Ministry leader Connie Chung is organizing a 40/50's planning meeting on Jan 21 to plan the 2024 calendar of events.

20/30's Ministry

- 20/30's November 29 Social – Advent wreath making and mimosas, with Thomas Diaz and Nancy Naecker. Thank you to Gary Leonard for supplying the greenery.
- January 21 Social at Congregation Ale House following the 10am service.

Spiritual Formation / Education

- **Getting Connected Class**
 - The next Getting Connected Class start and February 18 at 12-1:30pm and runs for five consecutive Sundays. This five-week class is designed for anyone - from brand new explorers to longtime seekers - interested in exploring the essence of All Saints Church and being more connected through active engagement. Each class consists of a presentation by a staff member and lay leader followed by a small group experience. Together we consider the core values of All Saints Church and develop a sense of belonging as we build connections to individuals, ministries and groups
- **The Way of Love**
 - Starts on Sunday, Jan 7 and runs through Feb 25 from 11:30 – 1:30pm in the Guild Room. The Way of Love is a way of live. More than a program or a curriculum, it is an intentional commitment to a set of practices. It is a commitment to follow Jesus: Turn, Learn, Pray, Worship, Bless, Go, Rest.

Small Groups

- **Urban Walkers:** a new small group starting on January 28. All are invited to a small group that gets out in the fresh air and to enjoys walk and explore the Pasadena and greater LA area. Together!
- **Together at the Table:**
 - “Together at the Table” is a series of gatherings offering to all people who participate at All Saints. A gathering could be a dinner, brunch, lunch or a picnic. This is a ministry with one single goal: to have fun, enjoy food together and build community.
 - Gatherings will take place during Lent, Feb 15 – end of March.

- Hosts so far: Terry Moore and Harry Prince, Leah Nelson, Don and Lorna Miller, Liza Billington, Marianne and Daniel Ryan.

Women's Community

- November 2 Dia de los Muertos – Women's Community organized a Potluck Dinner in Sweetland Hall before the service.
- Women's Community Christmas Party was at the

Front Desk Volunteers

- Diane Wilson recently joined the front desk volunteer team with Ken Roehrs, Sara McGah, Marshall Rutter, Cindy Bishop, Marilyn Coffman, Susan Houser, Nancy Naecker and Mary Pillot.
- Thank you for making the luminaries for Christmas Eve. The quad lawn was beautiful.

Archives Ministry

- Volunteers Kim Douglas, Gail Gunther, Sally Layne and Jamie Castenada continue to sort and rehouse the church publications (Saints Alive, The Year Book, etc.) and the liturgies (service leaflets).