

**EXECUTIVE SESSION OF THE VESTRY**  
**ALL SAINTS CHURCH, PASADENA**  
October 19, 2021

**PRESENT** Pat Coulter, Gabriel DuBransky, Hannah Earnshaw, Elisabeth Eilers, Kimberly Farnham, Charis Graham, Christine Hartman, Julianne Hines, Crystal Jones, Staci Kennelly, Mike Kinman, Walter Little, Art McDermott, Karen Meier, Juan Mejia, Norweeta Milburn, Dave Moreno, Rosemary Muñiz, Janet Carol Norton, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

**EXCUSED** Gary DePew, Kimberli Hudson, Ava King, Eddie King, Elizabeth Lashley-Haynes

**ALSO PRESENT** Sally Howard, Terry Knowles, Kathy Onoye

The executive session was called to order at 6:07 p.m. by the rector in person in Sweetland Hall and online using Zoom Webinar. Kinman asked for a period of silence to focus. He placed bread and wine on the table and asked the vestry to focus on the sacred center of the church. He then offered an opening prayer.

Hines had the vestry read the mission statement of All Saints Church aloud together.

**BUSINESS ITEMS**

Fiscal Year 2022 Draft Budget

Following extensive discussion, it was moved and seconded to amend the draft budget to include \$5000 from PPP funds in a line item for African American outreach. The vestry unanimously approved the amendment.

It was moved and seconded to approve the amended draft budget with a 4% COLA for staff. The vestry approved the FY 2022 draft budget with 14 yes votes and eight no votes.

**WARDENS REPORT**

Thomas reminded the vestry that the next CCEJ training is Saturday, November 20.

**RECTOR'S REPORT**

Kinman shared that the clergy search committee and various parish leaders will be meeting with the Associate Rector candidate this coming weekend. He asked the vestry to keep everyone involved in their prayers.

**LOOSE ENDS**

- Eilers shared concerns about the Rules for Respect. There is some lack of response from staff. Communication promptness is important.
- Williams noted that the 7:30 a.m. service on Zoom does not get technical attention. Kinman thanked Williams for bringing up the issue and it is a work in progress. The necessary hardware is currently not in the chapel.

**COMMUNICATION BACK TO THE PARISH**

- Vestry passed a draft budget for 2022 with a 4% COLA
- Town Hall meeting will be in a week and they will share this information.

**APPRECIATIONS AND REGRETS**

- Norton thanked the budget committee for their work. The vestry concurred.
- Little appreciated our staff. Collaboration is working. The circles model is happening.
- Graham thanked Norweeta Milburn for bringing up the amendment.
- Milburn appreciated the vestry supporting the amendment and commended the vestry on how far we have come in inclusion.

The meeting was adjourned at 8:22 p.m. with a closing prayer by Mike Kinman.

Respectfully submitted,  
Kathy Onoye