

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
November 9, 2021

PRESENT Pat Coulter, Gary DePew, Gabriel DuBransky, Hannah Earnshaw, Elizabeth Eilers, Charis Graham, Christine Hartman, Julianne Hines, Kimberli Hudson, Crystal Jones, Staci Kennelly, Eddie King, Mike Kinman, Elizabeth Lashley-Haynes, 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 Kimberly Farnham, Ava King

ALSO PRESENT Thomas Diaz, Alfredo Feregrino, Melissa Hayes, Keith Holeman, Sally Howard, Terry Knowles, Kelly Erin O’Phelan, Susan Russell, Nina Scherer, Kathy Onoye

The meeting was called to order at 6:03p.m. by the rector in Sweetland Hall and using Zoom Webinar. Kinman opened with a prayer. He asked the vestry to reflect back on this year and remember what we have done at All Saints. The vestry reflected on what they are grateful for. He then offered an opening prayer.

Thomas welcomed the visitors.

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

PRESENTATIONS

PRISM

Sharon Crandall is the new director of PRISM. All Saints parishioner Ann Noble is the program director. They explained the PRISM program.

PRISM Restorative Justice, the jail ministry of the Episcopal Diocese of Los Angeles, is looking for a church home base. For the last eleven years have been housed at the Church of Our Saviour in San Gabriel, but recent changes there have resulted in the loss of that support. They are hoping to make a new home for the ministry at All Saints Church.

These are the areas in which they need support:

1. Space to hold meetings
2. Storage space for books/Bibles, altar linens, jail church kits
3. Consecration of bread for use in the jail. We will provide bread in bread boxes.
4. Access to photocopy worship bulletins for use in the jail. At our maximum this was about 180 8-page bulletins.
5. A place to register communicants and baptisms from the jail.

It was moved, seconded and the vestry unanimously approved to give PRISM a home base at All Saints.

Keeping it Sacred

Keeping it Sacred (KITS) (<https://www.keepingitsacred.com/>) is a (mostly) virtual nascent organization and network founded by Rabbi Heather Miller, a longtime friend and colleague of All Saints Church.

Rabbi Miller founded KITS in response to both an increased desire for a multi-faith community exploring sacred texts and rituals and the increased potential of virtual communities of spiritual formation.

A primary feature of KITS is spiritual formation and educational opportunities available online. Kinman found that an affiliation of ASC with KITS could be mutually beneficial. It would provide the All Saints community with:

- ~ Excellent formation and educational opportunities
- ~ An opportunity to strengthen relationship with a longtime friend and colleague
- ~ An opportunity to get in on the ground floor of building the next generation of multi-faith community that All Saints has been a part of in the past.

For KITS, All Saints could provide both financial resources to help sustain and grow the ministry and a model for congregational affiliation. There is a pledge of financial support of \$5,000 for both 2021 and 2022. This money would come from the Rector's Discretionary Fund, which, in addition to the budgeted amount, includes a 4% annual draw from the \$1 million Hixon Rector's Discretionary Fund endowment.

It was moved, seconded and following questions, the vestry unanimously approved this affiliation and support.

BUSINESS ITEMS

Approval of the Consent Agenda

- Report of the Clerk and Committee Reports: It was moved, seconded and the vestry unanimously approved the consent agenda including committee reports for this meeting, and minutes of the September 14, 2021 meeting and the October 19, 2021 Executive Session as received.

Report of the Treasurer

Meier reported that we do not yet have financials. Missionwell is still working on it and by the end of this month we should have the October financials. Going forward, we should have financials on the 15th of the month. They are working on resolving the issue with the integration of our software systems.

Meier reported that our current policy requires double signature approval for checks over \$2,500. It is recommended that we increase the double check signing to \$5,000. It was moved and seconded and the vestry unanimously approved the double signatures on checks at or above \$5,000

Candidacy for Ordination

Russell introduced the discernment process and Tim Hartley. Hartley shared his story and answered questions. Juan Mejia moved, received a second, and the vestry unanimously approved Tim Hartley to move forward in candidacy for ordination to the Holy Order of Priests.

Vestry and Jr. Warden Nominating Committees

Thomas shared that both nominating committees include the wardens and outgoing vestry class, including DuBransky, Graham, Hartman, Moreno, White, Williams, Thomas, Hines, Kinman and Knowles. It was moved and seconded to approve both committees. There will need to be non-vestry members on the vestry nominating committee. This group will be charged with adding other members from the community. The vestry approved with one abstention.

Budget Discussion

Kinman and Hines asked the small groups to discuss the following and record their input for the budget working group.

Questions for small group discussion:

- ~ As you reviewed the budget, what did you notice? What jumped out at you?
- ~ Our first budget planning assumption is “Things are not going back to the way they were. Ever.” How do you see us living into that assumption in this budget? How do you see us trying to return to the way things were? What, if anything, of “the way things were” is necessary and appropriate?
- ~ If you had to identify what is core to the mission of All Saints by looking at this budget, what would it be? How does that match up with our values and what you believe should be core to All Saints?

GIVING REPORT / PLEDGING

Knowles reported that we have current pledges for 2022 totaling about \$1.5 million. The campaign is approximately \$1.6 million short of its goal, and half of that is related to major donors, with whom Mike and Terry are following up.

REPORTS

Racial Justice Advisory Board Recommendations

Barbara Andrade DuBransky presented the four recommendations as follows:

- 1. Given the All Saints Vision and Mission, all nominees to the Vestry will have demonstrated commitment to eradicating racism.*
- 2. The Vestry adopts as a goal that at least 50% of all Vestry members be people from communities which have been historically marginalized by virtue of race or ethnicity in the United States by ensuring that at least 50% of the new vestry members each year be members of these communities. Refer to 2018 RJAB Recommendation #4 “Increasing the Diversity of All Saints from Pews to Pulpit.”*
- 3. That the Vestry adopt changes in protocols for discussion and voting on Vestry business so as to empower the voices of communities noted in the above recommendation two. Strategies identified will address White Supremacy Culture and anti-racism and could include the use of breakout affinity discussion groups and ordering presentation of thoughts on Vestry business so that these communities present their ideas first as well as use of consensus or other aggregated voting process which requires buy-in from these communities for the Vestry to reach any given decision.*

4. At least annually the Vestry will review each RJAB recommendation not fully implemented and identify any impediments to fully implementing that recommendation.

The vestry had time to ask questions and clarify the recommendations. Following extensive discussion, the recommendations are going back to the RJAB/Vestry Working Group, including the wardens and Kinman, to discuss how we move the recommendations forward in a productive way. Kinman thanked RJAB for their work and the conversation.

RECTOR'S REPORT

Kinman reported that we do have a candidate for the Associate Rector position. The candidate has met with staff and many people and will be meeting with the bishop tomorrow.

Howard is working with our half-time HR person Samantha Kramer to prepare job descriptions for a facilities manager and administrative assistants. An advisory team will work on descriptions for the Director of Giving and Stewardship. We give many thanks to Terry Knowles for her work over the past three years.

We are working on the budget task force. They will take the input from vestry and develop a final budget. The new budget task force will include the wardens, Mike Kinman, Alfredo Feregrino, Sally Howard, Karen Meier, Terry Knowles, Christine Hartman, and Norweeta Milburn.

WARDEN'S REPORT

Thomas reminded vestry that the next session with CCEJ will be on Saturday, November 20 from 9:00am-noon. She asked that the vestry connect with their pods if they haven't yet.

LOOSE ENDS

- Meier asked for prayers for her wife's cousin, George Roberts, who is suffering from COVID in Denver.
- Norton asked the vestry to sign up for Sundays on the lawn. There will be some new directions coming.
- Williams asked about getting new vestry buttons. Thomas Diaz is the contact person.
- Kinman asked all of the vestry to come to church on Sunday to celebrate Juliana Serrano.
- Kinman shared that Giuseppe DiMassa did a fantastic Eagle Scout project building new recycling compost bins on campus. Please thank him for that.

COMMUNICATION BACK TO THE PARISH

- Our new affiliations with PRISM and Keeping It Sacred.
- Tim Hartley unanimously approved to move forward toward candidacy for Holy Orders.
- Budget conversation continues.

APPRECIATIONS AND REGRETS

- Jones appreciated the work with CCEJ and the conversations tonight. We are learning and living it.
- Hartman appreciated the amazing Halloween celebration. There was real joyful spirituality. Thanks to all that made it possible.

- Worthy-Deamer appreciated the All Saints Sunday Service. It was comforting and beautiful.
- Little shared that new people with children were attending. That is the future of our congregation. Thanks to all the work.
- Moreno appreciated all who worked on the Phantom of the Opera song for Halloween. It was outstanding.
- Thomas appreciated that she is in a church where we can have the difficult conversations about race. We stayed with it.
- Williams appreciated that Jazz Vespers is back. Bill Cunliff was wonderful. Looking forward to more.
- Milburn appreciated Alfredo Feregrino and Nancy Naecker for encouraging her to have a zip code neighborhood small group. She strongly encourages others to do it.

The meeting adjourned to Executive Session at 8:32 p.m., with a closing prayer by Alfredo Feregrino.

Respectfully submitted,
Kathy Onoye

EXECUTIVE SESSION

It was moved, seconded and following discussion, the vestry unanimously approved bonuses for the staff, on a tiered basis, from the PPP loan funds.

Vestry Committee Reports

November Meeting 2021

Addendum to November 9, 2021 Vestry Minutes

NO REPORT:

Buildings & Grounds

Finance

Pastoral Care Healing & Health

Peace & Justice

Personnel

CHILDREN, YOUTH & FAMILIES

The Children, Youth, and Families Committee met via Zoom on Tuesday, October 26.

Attending: Beatriz Beltran, Joy Bustrum, Kenyon Harbison, Christine Hartman, Ava King, Kelly O'Phelan, Kim Roura, Walton Williamson.

Children's Ministry Update – Kelly Erin O'Phelan

- Pre-school and Pre-K Sunday school will start up at once per month, starting in November.
- Childcare staff have been approved to come back at \$18 per hour. Serving kids 0-4.
- November 6 bookpacking event for Gender Nation is all set. Please see sign up sheet to sign up for a shift, or just stop by.
- Kelly is working on playground maintenance with B&G and Walton Williamson. Quotes for SpaceNet tightening and woodchips have come in..

Youth Ministry Update – Nina Scherer

- Seekers kicked off with a successful first session – 18 sign ups!

Other Items for Discussion/Follow Up

- Youth Director Remote Work: So far this is going well with no budget impact. Ava/Youth Council agree and we will take stock after the first of the year.
- Halloween Sunday: All set with 9 tables of trick or treats, drag queen story hour, and lots of other fun stuff. Joy volunteered to bring lemonade on Sunday.
- THANK YOU Kelly and Nina (and Thomas Diaz) for helping put together an amazing Halloween! It sounds like it will be wonderful! (*spoiler alert – it WAS!*)

Our next meeting is at 7:00 p.m. on Tuesday, November 16th via Zoom.

CONGREGATIONAL DEVELOPMENT

Last Meeting: October 25, 2021

Next Gathering: December 5, 2021 at 1pm – Christmas Lunch Party!

Welcome Ministry

- Welcome Cards received for September/October: 32
 - › Interests checked
 - ✓ CYF: 7
 - ✓ Latino/Hispanic Ministry: 1

- ✓ LGBTQ+: 8
 - ✓ Music: 10
 - ✓ PCHH: 3
 - ✓ Peace & Justice: 14
 - ✓ Senior Saints: 2
 - ✓ Spiritual Formation: 6
 - ✓ Small Groups: 10
 - ✓ 20/30's: 10
 - ✓ Women's Community: 11
 - ✓ Volunteering: 13
- Welcome Postcards at Welcome Table, Welcome bags on hold as we rethink their purpose.
 - Welcome Café: on hiatus until further notice

Congregational Development Vestry Committee Goals 2021-2022

1. Facilitate return to in-person worship services and events
2. Energize groups that have languished during the pandemic
3. Better support our ministry leaders

Vestry on the Lawn!

- Janet Carol Norton is organizing this great outreach program and will work with Dan McCarrel to offer training to vestry members on how to seek out folks to talk with on the quad lawn.
- For this assignment, if you are not receiving questions directly, please mingle in our outdoor "living room," looking especially for those who seem new, lost, alone or not engaged with others. We want to keep in mind our goal of offering a warm welcome to people who come to All Saints.
- Janet will begin to assign vestry members to their Sunday (~4 times/year) and vestry will be asked to switch directly with each other if schedule need adjusting.
- Please send comments you hear from parishioners to Janet. She will get the comment and/or question to the correct person to answer.

Greeters

- Greeters continue to greet every Sunday in person. New folks to All Saints almost every Sunday.
- Colored wristbands are being phase out.

Parish Celebrations – Halloween Oct 31

- Great time had by young and young-at-heart trick or treating on quad lawn after 9am and 11:30am services. Halloween decorations were amazing! Thank you!
- Thank you to Kelly Erin for spear heading this event and providing the candy.

Leadership Support and Development Committee

- Fall Ministry Leader Newsletter – sent in September
- Upcoming Leadership Trainings
 - › **The Art of Listening:** Thursday, Jan. 13, 6:00 – 8:00 p.m. on Zoom. [Register here.](#)

Small Groups

- New fall Neighborhood Small Groups:
 - › Glendale/LaCrescenta, led by Shelley De Leon will start on Sept 20.
 - › Pasadena 91107, led by Norweeta Milburn will start on Oct 3.

Getting Connected Class: An introduction to All Saints

- Next class GCC is schedule in-person combined with an online component from October 3 – 31, 5 consecutive Sundays during the education hour.
- Facilitators: Alex Gonzalez, Jenny Berman, Ben Martin, Janet Stevenson, Isabel Rameriz and Darryl Yong.

Senior Saints

- Senior Saints had their 1st in-person gathering on Thursday, Nov 4. The amazing Amanda McCormick and Grace Galton organized a lunch for 35 people under the oak tree in the quad.
- Speaker was author and parishioner Frances Noble, gathering in-person in Sweetland Hall with 5 Senior Saints on zoom.

- Next Senior Saints is December for a Christmas tea at a private home.

LGBTQ+ Ministry

- LGBTQ+ Small Group has moved to Tuesday nights with facilitators Liz Berman-Supple and Kaia Duke.
- LGBTQ+ Study Group facilitated by Jonathan Bates has started in-person on Thursday evenings.
- LGBTQ+ All Saints Day Social, Sunday, Oct 31 was held at Congregation Ale House

Latino/Hispanic Ministry

- **Escuela de Ministerios en Español** – Alfredo is forming a partnership with the Diocese of Seattle and starting a ministry education program in Spanish. Classes will be held every other week in the Seminar Room starting in December.
- **Our Lady of Guadalupe Service** – Dec 12 at 11:30am service. Reception on quad lawn immediately following to celebrate the 1pm service

20's/30's

- Last social at Congregation Ale House on October 17 with 10 folks.
- Next social is November 21 at same location.

Women's Community

- Hosted an inviting and successful October outdoor gathering at La Casita del Arroyo with 50 attendees.

(GIVING REPORT IS ON THE FOLLOWING PAGE)

GIVING

	2019 Campaign	2020 Campaign	2021 Campaign	2022 Campaign
<u>Renewals</u>	<i>11/8/2018</i>	<i>10/31/2019</i>	<i>11/3/2020</i>	<i>11/3/2021</i>
Total Renewals	379	332	199	274
Renewal Amount	\$1,887,555	\$1,522,911	\$994,783	\$1,411,484
Prior Amount	\$1,896,256	\$1,470,368	\$924,627	\$1,419,630
Increase Amount	-\$8,701	\$52,544	\$70,156	-\$8,146
Percent Increase	-0.46%	3.57%	7.59%	-0.57
Averaged Renewed Pledge	\$4,980	\$4,587	\$4,999	\$5,151
<u>New Pledges</u>				
Total New Pledges	23	20	21	22
New Pledge Total	\$31,900	\$29,016	\$13,425	\$23,050
Average New Pledge	\$1,387	\$1,451	\$639	\$1,048
<u>Non-Renewals</u>				
Total Non-Renewals	22	13	11	7
Non-Renewal Amount	\$43,959	\$20,310	\$33,090	\$41,430
Average Non-Renewal	\$1,998	\$1,562	\$3,008	\$5,919
<u>Total</u>				
Total Pledges	402	352	220	296
Total Pledged	\$1,919,455	\$1,551,927	\$1,008,208	\$1,434,534
Net Increase Amount	-\$20,760	\$61,250	\$50,491	-\$26,526
Percent Increase	-1.07%	4.11%	5.27%	-1.82%
Average Pledge	\$4,775	\$4,409	\$4,583	\$4,846
<u>Outstanding</u>				
Pledging Units	632	617	663	422
Amount	\$1,864,832	\$2,029,967	\$2,380,925	\$1,630,452

Net Increase Amount = Renewed pledges – Prior year + New pledges – Non renewals