

**REGULAR MEETING OF THE VESTRY**  
**ALL SAINTS CHURCH, PASADENA**  
March 1, 2022

**PRESENT** Pat Coulter, Gary DePew, Hannah Earnshaw, Elisabeth Eilers, Kimberly Farnham, Christine Hartman, Julianne Hines, Kimberli Hudson, Crystal Jones, Staci Kennelly, Ava King, Eddie King, Mike Kinman, Elizabeth Lashley-Haynes, Walter Little, Art McDermott, Karen Meier, Juan Mejia, Norweeta Milburn, Rosemary Muñiz, Janet Carol Norton, Monique Thomas, Jim White, Steve Williams, Risë Worthy Deamer

**EXCUSED** Gabriel DuBransky, Charis Graham, Dave Moreno, Melissa Hayes, Nina Scherer

**ALSO PRESENT** Mark Chase, Thomas Diaz, Alfredo Feregrino, Keith Holeman, Sally Howard, Terry Knowles, Susan Russell, Kathy Onoye

The meeting was called to order at 6:02 pm by the rector in Sweetland Hall and using Zoom Webinar. He asked the vestry to refocus and reflect on how God flows through this planet, what you need to be released from, and how to be open to something new. Kinman then offered an opening prayer with remembrance of Jolly Urner and Russ Kully.

Thomas welcomed the visitors.

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

**BUSINESS ITEMS**

Approval of the Consent Agenda

- › Report of the Clerk: It was moved, seconded and the vestry unanimously approved the minutes of the February 1, 2022 meeting as received.

Treasurer Report

Meier reported that there is no report yet for December. December is yet to close and there is no January status. Kinman reported that there was a delay in completing December due to COVID hitting the staff in January. There is a committee looking at the delays. We have hired a forensic accountant to make sure the entries in 2021 are accurate, and that we get accurate reports. The 2020 audit is being reviewed. Kinman commended the work of Karen Meier.

New Vestry and Junior Warden Nominating Committee

Hines reported that they are continuing to move ahead. The candidates are making their decisions. We hope to have the vestry slate and junior warden nominations soon. Kinman shared that Gary DePew will be relocating and we will be looking to fill his unexpired term.

COVID Update

Howard reported that technically we can be unmasked but we have members under 5 years old who are unvaccinated so we will stay masked at this time inside. We can be unmasked outdoors.

## **GIVING REPORT/PLEDGING**

Knowles reminded the vestry that the goal was \$2.85 million. We are about \$80,000 short to make the budget goal. Pledges continue to come in slowly. The vestry appreciated the work of Terry Knowles.

## **FINANCE COMMITTEE REPORT**

Hudson reported that the vestry received the new revised Investment Policy Statement approved by the finance committee. The policy had not been updated since 2002. Tim Stratz, Mike Pols and Kimberli Hudson were on the team that worked on the policy. The main change is how asset allocation in capital assets and endowment assets is broken out. The asset class restrictions and guidelines and the ethical investment guidelines were revised. Please contact Hudson if you have any questions.

Hudson announced that Tim Stratz will be chairperson of the Finance Committee beginning in April. The vestry thanked Kimberli Hudson for her work.

## **STRATEGIC DIRECTIONS DISCUSSION**

Kinman introduced Tony Jackson who is chairing the Strategic Direction Process Committee. Jackson shared that the committee includes Alfredo Feregrino, Art McDermott, Hannah Earnshaw, Julianne Hines, Mark Chase, Mike Kinman, Monique Thomas, Sally Howard and Terry Knowles. The purpose of the committee is to discern a set of strategic goals that represent how we as a church can live into our values. Over the next several months we will be listening to the congregation and community members outside the church.

Jackson reviewed the results of the survey. He shared the comments that reflected room for growth. They will have Zoom focus groups, affinity groups, and listening sessions on the lawn to get further input. Everyone who wants to participate will be able to participate. Kinman will hold a community meeting listening session. Hopefully, draft goals will be formulated by May.

The vestry went into breakout groups and discussed the questions. The groups returned after discussion. Jackson asked for feedback from the groups and feedback on the process.

## **WARDENS REPORT**

Thomas reminded the vestry to put their POD meetings together. The last session with CCEJ is coming up on March 19.

## **RECTOR'S REPORT**

Kinman reported that ASC will be hosting a PUSD summer option Skillz, administered by Day One, for students in grade 9 who really need support in math and language arts. They will receive course credit. It will run much of June with 50-55 middle schoolers on campus taking classes.

Kinman reported that the city has approached ASC with Showers of Hope. We will be having a mobile shower here on Mondays. This is a great expansion of services to our unhoused community.

Kinman also reported that the Center for Racial Reconciliation and Fellowship Church in Monrovia, where Chase used to work, will be having a racial justice leadership cohort retreat on the All Saints campus on March 18-19.

Kinman announced that we have found an interim director of children's ministry. He thanked Sally Howard, Christine Hartman, Nina Scherer, and Jenny Tisi for their work on this.

We are working on the Director of Stewardship and Giving. We will hire an interim director to work on the next stewardship campaign. As we move forward this will give us time for a search for the new director and time for the new director to get to know the people.

Howard asked vestry to help let people know that we are looking for administrative assistants for Pastoral Care Healing & Health and Giving; CYF, Music and Learning Across the Lifespan; and the Associate for Giving and Stewardship. Please pass this information on to possible candidates.

Kinman gave a moment to share the work and the faithful dedication of Russ Kully following his passing on Thursday. The vestry gave Kully a moment of silence and prayer.

### **LOOSE ENDS**

- Ava King asked about environmental justice and what All Saints is doing now.
- Hartman reminded the vestry that Staci Kennelly will be leading another spiritual location exercise this Saturday.
- Kinman reminded the vestry that tomorrow is Ash Wednesday and services are at 7:00 am, 12:10 pm and a bilingual services at 7:30 pm. Feregrino reminded the vestry that he, Chase and Diaz will have "ashes to go" at the Memorial metro station from 8:30-10:30 am.
- Meier shared that in the budget we reduced the amount of income from subsidized parking.

### **COMMUNICATION BACK TO THE PARISH**

- Strategic Direction work
- Showers of Hope when it becomes official
- Skillz program at ASC during June
- Open positions available
- Tim Stratz being the new Finance Chair
- Kinman's sabbatical

### **APPRECIATIONS AND REGRETS**

- Thomas appreciated Kimberli Hudson for her chairing of Finance during COVID, and for her incredible work.
- Worthy Deamer appreciated the service Lamentations of Black Souls on February 27. It was powerful and incandescent. Thanks to those who put it together.
- Coulter shared that March is Women's History month. She noted that tonight was the State of the Union address and there were two women sitting behind the president for the first time.

The meeting was adjourned at 7:55 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,  
Kathy Onoye