

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
January 18, 2022

- PRESENT Pat Coulter, Gabriel DuBransky, Hannah Earnshaw, Elizabeth Eilers, Kimberly Farnham, Charis Graham, Christine Hartman, Kimberli Hudson, Crystal Jones, Ava King, Eddie King, Elizabeth Lashley-Haynes, Walter Little, Karen Meier, Juan Mejia, Norweeta Milburn, Dave Moreno, Rosemary Muniz, Janet Carol Norton, Monique Thomas, Jim White, Steve Williams,
- EXCUSED Gary DePew, Julianne Hines, Staci Kennelly, Art McDermott, Rise Worthy Deamer, Thomas Diaz, Melissa Hayes, Keith Holeman, Kelly Erin O'Phelan, Susan Russell, Nina Scherer,
- ALSO PRESENT Mark Chase, Alfredo Feregrino, Sally Howard, Mike Kinman, Terry Knowles, Kathy Onoye

The meeting was called to order at 6:03 pm by the rector using Zoom Webinar. Kinman asked for a period of silence and then had Pat Coulter read Luke 4:16-21. Kinman asked the vestry to reflect on what spirit is upon you. He reminded the vestry that the spirit of our God is upon us and this is holy work. He asked the vestry to keep Julianne Hines and her family in their prayers upon the passing of her stepfather Ken this past weekend. Kinman and Thomas welcomed Chase on his first day on duty at All Saints.

Kinman had the vestry read the mission statement of All Saints Church.

ITEMS FOR DECISION

Approval of the Consent Agenda

Report of the Clerk

It was moved, seconded and the vestry unanimously approved the minutes received.

Introduction Associate Rector Mark Chase - Kinman welcomed Chase.

Report of the Treasurer

Meier reported that we have not received the financials for December yet. November financials were received and distributed to finance committee, but yet to be distributed to the vestry. At the end of November we were at a loss by about \$102,700. December should be a strong revenue month so we should end in breakeven.

Clergy Housing Allowance

Meier read the following resolutions into the minutes:

Resolution I.

Whereas, the Internal Revenue Code permits ministers to exclude from gross income "the rental value of a home furnished as part of compensation" or a church-designated allowance paid as a part of compensation to the extent that actual expenses are paid from the allowance to maintain a parsonage owned or rented by the church

Whereas, the church compensates Mike Kinman for services in the exercise of ministry; and

Whereas, the church provides Mike Kinman with rent-free use of a parsonage owned by the church as a portion of the compensation for services rendered to the church in the exercise of ministry;

Resolved, That of the annual compensation, \$10,000 per year (\$416.67 per pay period), is a designated housing allowance; and

Resolved, That this designated amount as a housing allowance shall apply until otherwise provided.

Resolution II.

Whereas, the Internal Revenue Code permits a minister to exclude from gross income a church designated allowance paid as part of compensation to the extent used for actual expenses in owning or renting a home; and

Whereas, the church compensates Sally Howard, Jose Alfredo Feregrino, Susan Russell and Mark Chase for services in the exercise of ministry;

Resolved, That of the annual compensation, the following amounts are a designated housing allowance:

- 1) Sally Howard -- \$80,500 per year (\$3,354.17 per pay period)
- 2) Jose Alfredo Feregrino -- \$70,000 per year (\$2,916.67 per pay period)
- 3) Susan Russell -- \$15,840 per year (\$660 per pay period)
- 4) Mark Chase -- \$37,500 per year (\$1,437.50 per pay period); and

Resolved, That the designated amounts as a housing allowance shall apply until otherwise provided

The above resolutions were moved, seconded and the vestry unanimously approved the resolutions.

Announcement of next Senior Warden

Kinman thanked Monique Thomas for an amazing job as Senior Warden. He then announced that Julianne Hines will be our next Senior Warden.

New Vestry and Junior Warden Nominating Committee

Thomas thanked the vestry for their appreciation. She reported that they are working on the vestry slate and Jr. Warden. They had two meetings before winter break.

COVID Update

Howard reported that we are continuing to follow a common sense risk reduction approach to COVID. We are following county, city and the bishop's policies. Our policy was updated on January 11 to include wearing medical grade masks are required. Children need to wear non-cloth masks. We are strongly suggesting testing. Any staff testing positive will need to be cleared through Howard with a negative test and reduction of symptoms. They are examining OSHA policies related to employees and COVID. We are online only for this month for planning purposes.

GIVING REPORT/PLEDGING

Knowles shared today's pledge report. She shared that we have 540 pledges to date amounting to \$2.589 million. We have about \$500,000 in outstanding pledges. We are focused on those households who have not renewed.

Finance Committee Report

Hudson reported that the Finance Committee has recommended the proposed draft budget for vestry consideration with one abstention.

Executive Session Closed Session for 2022 Budget Presentation and Discussion

WARDENS REPORT

Thomas is beginning to plan the Annual Meeting and Vestry/Staff Conference. CCEJ will be meeting on Saturday from 9-12. Be sure to meet in your PODS. Kinman noted that there have been some concerns about the day for the meetings. Any suggestions, please contact Kinman.

RECTOR'S REPORT

Kinman welcomed Chase. He hopes that Chase will have time to listen. Thrilled to have him and his family here.

Kinman said that they are proceeding with hiring the three administrative assistants. Howard reported some great candidates.

Kinman shared that they are exploring local speakers for the forums. They will be saving on travel and lodging expenses.

Kinman shared that he is going to take 8 weeks of his sabbatical June 1 – July 27. He will be gone from mid May through Labor Day.

LOOSE ENDS

- White lifted up the Jewish congregation in Fort Worth, Texas. We need to look at active shooter training for the congregation.
- Hartman reminded the vestry that on Saturday, January 29, Staci Kennelly will be offering Guided Spiritual Position Exercise. It is from 10-12 and highly recommended.
- Farnham asked about where to give feedback and parishioner concerns. There needs to be a way for vestry to communicate concerns. Is there a feedback loop for parish concerns? The clergy and wardens will take this up at a wardens meeting.
- Graham asked if there is a safety plan for fires, active shooter, earthquake and emergencies that is communicated to the parish. Kinman shared that the staff has roles and it is practiced as a staff.

COMMUNICATION BACK TO THE PARISH

- Working on the Budget
- Kinman's Sabbatical
- New Senior Warden has been appointed

APPRECIATIONS AND REGRETS

- Thomas appreciated that this budget process was less painful than it could and she appreciated all the work that went into it. She thanked Kinman for his transparency and Meier for the organization. She reminded everyone to take care of themselves. This pandemic is stressful and challenging.
- Hudson appreciated the budget process and the Budget Working Group, and she appreciated Karen Meier for her organization and commitment to bringing truth through numbers.
- Little appreciated the Budget Working Group for their fantastic work. It is a pleasure to work with such talented people.
- White appreciated Karen Meier for the work she does as treasurer. She is doing an amazing job.
- Graham thanked this community and the All Saints vestry. She just completed and reflected on her experiences in her college applications. It has been impactful.
- Jones appreciated all the work on the budget. She also appreciated the forum on Sunday and the CCEJ PODS. The work will have such an impact on our community.
- Williams appreciated the long journey we have gone on and now we have a full staff of ministers with Alfredo, Cole, Sally Susan and Mike. Spiritual gifts that will be shared.
- Kinman reminded the vestry to keep Julianne Hines in your prayers and Alfredo Feregrino on that loss of his brother in law

The meeting was adjourned at 7:53 p.m. with a closing prayer by Mark Chase.

Respectfully submitted,
Kathy Onoye