

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

October 4, 2022

PRESENT Hannah Earnshaw, Elisabeth Eilers, Nicole Gatto, Bill Gould, Julianne Hines, Kimberli Hudson, Crystal Jones, Staci Kennelly, Ava King, Elizabeth Lashley-Haynes, Walter Little, Norweeta Milburn, Janet Carol Norton, Lola Piñon, Claudia Shields, Tim Stratz, Erica Tamblyn, Risë Worthy Deamer

EXCUSED Mason Baughman, Pat Coulter, Kimberly Farnham, Eddie King, Art McDermott, Karen Meier, Juan Mejia, Rosemary Muñiz, Andie Reid, Keith Holeman

ALSO PRESENT Mark Chase, Thomas Diaz, Rick Felton, Alfredo Feregrino, Melissa Hayes, Sally Howard, Mike Kinman, Susan Russell, Nina Scherer, Kathy Onoye

The meeting was called to order at 6:04 pm by the Rector Mike Kinman in Sweetland Hall and using Zoom Webinar. The Rector opened with a meditation and prayer.

Hines welcomed the visitors.

ENDORSEMENT OF TIM HARTLEY FOR ORDINATION

Russell introduced Hartley and shared that the ordination will be on January 14 at St. James with Bishop Michael Curry presiding. It was moved by Kinman and seconded by Hines and the vestry unanimously approved Tim Hartley moving to ordination to the priesthood.

Worthy Deamer 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 by Jones, seconded by Earnshaw and the vestry unanimously approved the committee reports and minutes as received.

Treasurer Report

Due to the absence of Meier, the treasurer's report and approval of the financials were postponed until the November meeting.

FINANCE COMMITTEE

Stratz informed the Vestry that the balances received are up to date as of the date of the report. The Finance committee has reviewed May and June financials. We are expecting July and August soon. They are reviewing the cash, liabilities, short and long-term assets and investments. They are being managed intentionally. They are also reviewing banks with the possibility of changing next year with time for due diligence.

GIVING REPORT/PLEDGING

Felton reported that pledge cards for vestry are ready now. He asked the vestry to pledge before the beginning of the campaign. The fall campaign will be “Joy Filled Generosity”. The kick off will be October 16. We will have a party on the lawn on October 23 with food and fun. There will be a few gatherings at the Rectory. Presentation Sunday will be on November 20. Ashley Hengst and Marilyn Coffman have been very helpful in doing amazing work in pulling the department together.

VESTRY DINNERS

Worthy Deamer opened the vestry to discuss vestry dinners. Following discussion, the feeling was to start dinners again.

VESTRY / STAFF CONFERENCE DESIGN TEAM

Kinman asked if anyone is interested in working on the vestry/staff conference that will be on March 3-4, 2023. He asked for feedback on what they would like regarding time and content.

REPORTS

Children Youth and Families

Kennelly reported that we hired Ahren Martinez as Associate Director of Children, Youth and Families Programming. We are very excited about her experience. She is very well equipped for this position. Kennelly shared that Scherer has a team of volunteers that will work with the youth on Wednesday. They are committed to our youth. They are looking for 3-5 adults who will work with our children during children’s chapel and family hour on Sunday. We are looking for consistency. Scherer is starting a gathering once a month potluck time for parents of young elementary children. We are trying to build a sense of community.

OWL is starting again and partnering with Neighborhood Church. Next year the Children, Youth and Family department is hoping to bring the OWL program back to All Saints. If you are interested in being trained as a facilitator, please contact Scherer. We need more facilitators. We are finally working on the prep for the Angel Tree for this Christmas, there will be presents and gift cards this year.

Racial Justice Advisory Board

Bill Gould and Barbara DuBransky presented the RJAB recommendations. DuBransky reminded the vestry that RJAB will present at the Forum on October 16. Please come and be part of conversation. We would like to encourage a recommendation on selection of contractors and it will be coming soon. Hudson shared that it’s being looked at and we will work with RJAB on this.

DuBransky presented recommendation 1.

1. The Vestry directs the diversification/expansion of All Saints liturgy and music in order to make All Saints a more welcoming community for members of BIPOC communities.

To that end, the Vestry will request that the Rector direct those staff that have leadership and power over ASC liturgy and music to broaden input and decision-making with respect to the liturgical and musical content. We recommend existing models be considered to guide this work, including some of the services at the National Cathedral. (Racial Justice Resolution (RJR) #3, 8, 9)

Discussion followed. The resolution will move back to RJAB and key persons involved and come back with a revised resolution for the November meeting. There is an urgency in getting this done.

Chase asked the vestry to mark their calendar for October 25 and November 15 at 6:00p.m. – 8:00p.m. with the Fellowship Center for continued conversation on white supremacy and racial justice.

DuBransky presented recommendation 2

2. In light of the Vestry's work with CCEJ, the Vestry will re-examine whether the use of the term "inclusion" in "Radical Inclusion" presumes a white, cisgender, straight, non-disabled, American-born parish as the norm with all the power to include or exclude groups of people it currently regards as Other. (Racial Justice Resolution (RJR) #3, 8, 9)

Following some conversation, it was moved Norton, seconded by Little and others, and the vestry passed this recommendation with 17 yes and 1 abstention.

Resolution Task Force

Gatto presented the opposition to war and condemning war in Ukraine. It was moved Gatto, seconded by Earnshaw and discussion followed. Shields recommended an amendment on the title to read "Resolution Opposing and Condemning War". The resolution amendment

Whereas, All Saints Church

- has a long history of opposition to war including through the leadership and ministry of our Rector Emeritus, Rev. George F. Regas
- previously avowed our position against war with the 2003 Vestry resolution opposing the war in Iraq
- add we offer this resolution in opposition to the war in Ukraine.

It was moved and seconded and the amendment unanimously passed. Then the vestry unanimously passed the resolution as amended.

WARDENS REPORT

Hines reminded that Vestry Nominations are due. The committee includes retiring vestry, wardens, rector, Sally Howard, Thomas Diaz, and Nancy Naecker. They will be meeting and hope to have the new slate by January.

Worthy Deamer has attended committee meetings during the summer. It was an opportunity to see the work of the committees.

RECTOR'S REPORT

The report was submitted by email. Kinman asked the vestry to please attend "Imagine All Saints". This is very important and will help to shape our strategic plan. There are lots of dates and good things happening. The centennial is approaching. He will form a centennial committee.

The diocese is considering moving from a voluntary assessment to a mandatory assessment. We will hope to have conversations with the bishop and ask him to come to a vestry meeting next year. The conversation is important.

The Gathering is sponsoring a conference "Front and Center AAPI Women in Church Leadership" on October 29. Hines will be a panelist.

LOOSE ENDS

- Ava King asked if transcripts of sermons are available on the website.

COMMUNICATION BACK TO THE PARISH

- Tim Hartley endorsed to move forward to ordination to the priesthood.
- RJAB Recommendations
- Ukraine War Resolution
- OWL started
- Strategic Direction and Affinity Groups
- Hiring Ahren Martinez
- Joy Filled Generosity
- Thank people for the fun that on the lawn.

APPRECIATIONS AND REGRETS

- Hines thanked vestry for hanging in on this long meeting and Claudia Shields for being bold and loving and Nicole Gatto for the tremendous work and going through the archives.

The meeting was adjourned at 8:30 p.m. with a prayer from St. Francis led by Alfredo Feregrino.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports
October Meeting 2022
Addendum to October 4, 2022 Vestry Minutes

NO REPORT:

Buildings & Grounds

Finance

Pastoral Care Healing & Health

Peace & Justice

Personnel

Children, Youth, and Families (CYF) Committee Minutes/Report for September 2022

The Children, Youth, and Families Committee met on September 27th via Zoom. The next CYF Committee meeting is on Tuesday, October 18 at 7:00 p.m. via Zoom.

In attendance: Beatriz Beltran, Jonathan Berry, Kenyon Harbison, Christine Hartman, Staci Kennelly, Ava King, Kim Roura

New Program Year Updates

- Children, Youth, and Families Registration Sunday - Sunday, September 11
 - We had a number of new families as well as returning families connect with us on Registration Sunday. Also great interaction with the community as a whole as folks enjoyed the popcorn cart and popsicles. We are continuing to register families, making sure we have their updated contact information and know which children/youth are involved in which programs.

- Youth Retreat “Just Try It” - Friday/Saturday September 9 & 10
 - We had over 50 youth attend the retreat, put together by Nina and Jenny to whom we owe a lot of thanks for the amazing (and time-consuming) work they put in to make it a success. What has traditionally been a retreat for the youth choir was transformed into a retreat for all youth, letting them experience everything the youth program has to offer: choir youth group, Seekers, acolyting, game night etc. There were some youth who actually joined Trouveres and acolyte teams after learning more about it at the retreat! The youth also had a pool party at the home of Joy Bustrum and Scott Garrison on Saturday afternoon – thank you Joy and Scott for opening your home!

- New Children, Youth, and Families Staff Member
 - Ahren Martinez has been hired in the open full-time position. Ava shared some of her background, and she will be a wonderful addition to the team. Her breadth of experience with children and youth makes this a wonderful fit!
 - Ben Boquist did a wonderful job as our interim children’s minister. If you see him on campus, please let him experience your appreciation!

- Children’s Chapel and Family Hour
 - Children’s Chapel will continue during the 10 a.m. service, and Family Hour will take place at 9 a.m. on Sundays during the Rector’s Forum. The group suggested some publicity around this news so that families are aware.
 - **We need volunteers for both Children’s Chapel and Family Hour as attendance continues to increase (yay!).** If you can sign up to volunteer, please do so here – even just once makes a difference and it’s really fun:
<https://www.signupgenius.com/go/10c044daba62ea5f94-sundays1>
- Youth Group and Dinners
 - Youth Group has started up again, including youth dinners sponsored by various ministries and parent groups. We are averaging about 40 youth thus far.
 - **The CYF Committee will be providing dinner on Wednesday, October 12. Christine will send an email and signup sheet to the group ASAP.**

Other Updates

- Childcare
 - FROM LAST REPORT – NO UPDATE SINCE JUNE: We are planning to resume more childcare options on Sundays for our families. We cannot bring back childcare in Scott Hall until the sand is replaced in the outdoor area with woodchips. We have an estimate from the company that maintains our playground, about \$15,000. The sand is old and is currently a health hazard.
- Acolyte Robes
 - The acolyte robes has not been washed for a few years, the group is recommending that each acolyte get an assigned robe like choir, take it home and wash it. We will label each robe for each acolyte. Then, we will organize and wash all of the robes. Kenyon Harbison has agreed to take the washing coordination on, and Christine will be floating this idea to Nina and the acolyte coordinators to make sure everyone is OK with having assigned robes. Stand by for more information!
- Volunteers
 - Last but DEFINITELY not least, **we need vestry members and other adult leaders.** We need leaders in our community to step up and show how important our children, youth, and families are to the present and the FUTURE of All Saints. We need volunteers to:
 - Help with Children’s Chapel
 - Assist with crafts, help walk kids to and from Learning Center, in general be an awesome presence to the kids and a help to the Children’s Minister.
 - Sign up for Children’s Chapel this summer (through 9/11/22):
<https://www.signupgenius.com/go/10c044daba62ea5f94-sundays1>

- Help with Family Hour
 - Help sign kids in, assist with crafts, and again be an awesome presence for the kids (and parents, who will see you there when they check in and out, or attend).
 - Sign up for Family Hour this summer (through 9/11/22):
<https://www.signupgenius.com/go/10c044daba62ea5f94-sundays1>

- Help with Youth ministry
 - Our youth are amazing and we need more people to be around so that programs can be constructed in the best way possible for them.
 - Areas where we need volunteers are: Wednesday night youth group; acolyte coordinating; faith partners for the Seekers program; special event organizing/floater; help with serving youth dinners; providing dinners/meals for youth on Wednesday night and other events; help with retreats; help with transportation for special events.
 - If you are interested in volunteering with the Youth ministry, please contact Nina Scherer at nscherer@allsaints-pas.org.

CONGREGATIONAL DEVELOPMENT

Last Meeting: Aug 20, 2022

Next Gathering: Oct 18, 2022

Welcome Ministry

- Welcome Cards received for September 2022: 11
 - Interests checked
- CYF: 4
- CYF Choirs: 0
- Latino/Hispanic Ministry: 1
- LGBTQ+: 4
- Music: 4
- PCHH: 0
- Peace & Justice: 3
- Senior Saints: 1
- Spiritual Formation: 1
- Small Groups: 3
- 20/30's: 0
- Women's Community: 5
- Volunteering: 1

- 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.

Congregational Development Vestry Committee Goals 2022-2023

1. Foster connection by making it easier for parishioners to navigate the wealth of ASC offerings
2. Continue to support our ministry leaders
3. Continue to cultivate community

Greeters

- Usher & Greeter Training schedule for Saturday, Oct 8 from 9:30 – 11:00am. Training will focus on emergency preparedness and radical welcome.

Fall Getting Connected Class

- Class runs from Oct 2 – 30, five consecutive weeks on Sundays from 12:00 – 1:30pm.
- Small group facilitators has been confirmed: Gloria Antall, Jenny Berman, Karen Chung and Nancy Naecker.
- 18 folks registered so far.

Leadership Support and Development Committee

- The Art of Listening class is scheduled for Nov 3 from 6:30 – 8:00pm.

Parish Celebrations – Homecoming, Sept 18

- Thank you to the folks who helped to decorate the sanctuary with flowers for Homecoming services: Barbara Washington, Karen Robles, Belinda and Christopher Blakely, Julie Jenkins, Katherine Hoff, Cameron Hoover, Michael Paul Wong, Debbie Bump and Marlan Clarke under the direction of Gary Leonard.
- Thank you to the amazing Parish Celebrations team, led by Walter Little and Shannon Bankhead, for putting on a wonderful celebration after the Homecoming service. Stuart Rosen, James Janson, Michael Paul Wong, Gloria Antall, Leah Nelson.
 - Tacos were a smash hit.
 - Bill Cunliffe and the Latin Hour band provided live music on the quad lawn.
 - The art show in Sweetland Hall sponsored by the Artists Guild was well attended.

Celebration of Ministries – Sept 25

- 35 Ministry Groups participated in a joyful Celebration of Ministry Sunday.
- All ministry leaders are asked to follow up with those folks who expressed interest in their ministries or groups.

Small Groups

- South Pasadena / Alhambra / San Marino Neighborhood Small Group started with 14 folks on September 27 at the home of MaryAnn and John Ahart and co-facilitated by Jonathan Stoner.
- Karen Swanson volunteered to lead a 91101 Neighborhood Small Group for Advent.

Senior Saints

- October 6 will feature speaker Michael Friedman MD, from the City of Hope talking on *Advances in Cancer Treatment*.
- November 3 is a field trip to Union Station Homeless Services Family Center for a tour and presentation by the USHS staff.

LGBTQ+ Ministry

- September 23 was Movie Night, Karaoke and Drag Night in the Forum.
- LGBTQ+ Study Group will resume meeting every week with a Bible Study on the Gospel of John led by Jonathan Bates.

Women's Community

- Meet Ida Puliwa from Malawi speaking on "Passing the Kindness" on Oct 2 at the home of Lorna and Don Miller.
- Holy Hikers are back and organizing monthly hikes.

Latino/Hispanic Ministry

- Module 4 of Escuela de Ministerios en Español, led by Alfredo Feregrino, starts on October 2. The program, taught in Spanish, consists of four module of formation that will be taught through the liturgical year.
- Latin Hour is monthly on the lawn after the 10am service with Bill Cunliffe and his band and snacks.

20/30's

- October 16 is the 20/30's Listening Session for Image All Saints at the home of Patrick and Maddie Gavel-Briggs.

GIVING REPORT

Pledge Campaign 2023 Update

It's a very busy time for Giving and Stewardship

1. We're moving forward on Kick-off Sunday for October 16th
2. We will not be having in home gatherings. Instead, we will have a party on the lawn after church on Sunday, October 23rd.
3. There will be two special gatherings in the Rectory Tuesday evening, October 25th and Sunday afternoon, October 30th.
4. The first Presentation/in-gathering has been moved to Sunday, November 20, 2022. This will keep us from interfering with the presence of the Archbishop of Jerusalem on November 13th.

Other Giving and Stewardship Issues

1. This is a very challenging time in the Giving office with some personnel changes. Ashley Hengst and Marilyn Coffman have been working tirelessly to keep us moving forward. They, along with Samantha, Erin and of course, Sally deserve special places in heaven for their work...just not now!!!