

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
September 13, 2022

PRESENT Mason Baughman, Pat Coulter, Hannah Earnshaw, Elisabeth Eilers, Kimberly Farnham, Nicole Gatto, Bill Gould, Julianne Hines, Crystal Jones, Staci Kennelly, Ava King, Eddie King, Elizabeth Lashley-Haynes, Walter Little, Art McDermott, Karen Meier, Juan Mejia, Rosemary Muñiz, Janet Carol Norton, Lola Piñón, Andie Reid, Claudia Shields, Tim Stratz, Erica Tamblyn, Risè Worthy Deamer,

EXCUSED Kimberli Hudson, Norweeta Milburn, Mark Chase,

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

The meeting was called to order at 6:02 pm by the Associate Rector Sally Howard in Sweetland Hall and using Zoom Webinar. Howard welcomed the rector back and offered a blessing from “For the Traveler” by John O’Donohue for Kinman and the vestry for their journey the past few months.

Hines welcomed the visitors.

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 Mejia, seconded by McDermott and the vestry unanimously approved the committee reports and minutes as received.

Treasurer Report

Meier reported that the Finance Committee reviewed the financial statements for February, March and April and recommended, they be presented to the vestry for review and approval. At the end of April 30th there was a net operating loss of \$12,700 reported but that does not reflect the filming income of \$75,000 that will appear at the conclusion of the project, which would put us in the positive. The transition from Missionwell to ESP Accounting has required a lot of work for both the transition itself and completing and correcting prior activity. The processing and recording of income is being caught up and it is the last major area affecting the ability to finalize monthly financial statements. However, we are projecting that through August we are ahead of budget by about \$46,000 not including filming revenue. We should be fully caught up with financial statements by November. It was moved (Meier) and seconded (McDermott) that the February, March and April financial statements be accepted and approved as presented.

Strategic Directions

McDermott shared where we are in the process. We started with a survey in 2021 but we are looking to get more diversity in the listening forums. Listening forums sessions will start on October 8 by zoom, Oct 9 in person and Oct 15, affinity zoom sessions will target some groups. There will be a facilitator with eight questions. The goal is to come up with three big goals for the next three years. McDermott asked for vestry volunteers to facilitate the sessions and they also need note takers. The vestry asked questions and volunteered.

Finance Committee Report

Stratz thanked Meier and ESP Accounting for bringing financials up to date. He reported that they are working on the spending policies and restricted funds policy to bring them up to date. Lonnie Shields from the Buildings and Grounds committee reported that they need to move the gas meter from the colonnade to the planting area costing about \$15,000. The repair of the stain glass windows is \$348,000. The stain glass repair will be coming from Jo Drummond's Bequest for \$300,000. It was previously approved to take it from the bequest and quasi endowment.

GIVING REPORT/PLEDGING

Felton reported that the job description for Director of Giving and Stewardship is now with Kinman. There has been some challenges with personnel in the office. They are behind in depositing cash. We are in great shape in the Stewardship 2023 campaign with the theme "Joy Filled Generosity". Kick-off is Sunday, October 16 and Presentation Sunday will be November 13. Thanks to Pat Dawe for his work on this campaign. We will have a texting party for those who have not yet pledged. We will have a second presentation on December 11. He asked the vestry to be the first to pledge. It is important that every member of the Vestry pledge before the kick off on October 16.

REPORTS

Children Youth and Families

Scherer reported that they had a fantastic youth retreat this past weekend for all youth. It included youth groups, acolytes, and youth choir. The response has been great with signups on registration Sunday. All the groups have started. Youth dinners will be starting on Wednesday, please volunteer to assist in feeding the hungry teenagers. They have nine volunteers for Wednesday night. Jenny Tisi is working on recruiting for the choirs. Childcare is needed on Sunday. We are close to hiring for the full time youth person. The playground will have the picnic tables and umbrellas. They have already been ordered.

Racial Justice Advisory Board

Barbara DuBransky reported that they are working on their presentation for the forum on October 16. There are two recommendations that will be coming to the vestry in October. They include examining the use of the phrase "radical inclusion" in our values, and the second is expanding and democratizing the liturgical musical practices at All Saints. Chase is working with the Fellowship Center to bring them to us in the fall. Gould shared that the county has policies regarding equitable contracting. All Saints will be considering this as we move forward.

WARDENS REPORT

Hines reminded us that we are starting to look at new Vestry members. Please consider candidates. Homecoming is coming next Sunday. Please buy lunch tickets. Sign up for the Vestry on the lawn.

Hines thanked the phenomenal staff for their work to make it a seamless transition with Mike's absence. Special thanks to Sally Howard for all her work while filling in during Mike's absence.

RECTOR'S REPORT

Howard shared that we are about to hire to full time CYF associate. They are very excited. She thanked the HR interview team (Trula Worthy-Clayton, Mark Chase, Jenny Tisi, Nina Scherer, Samantha Kramer and Ava King) and Nina was thanked for her reorganization of CYF.

Howard shared that the first full draft of the Vestry Handbook is completed and will be ready for review in November. They have the Volunteer Handbook moving along as well as the updated Employee Handbook, thanks to Trula Worthy-Clayton, Samantha Kramer and Maren Tompkins. The updated COVID policy will be ready on September 15. Masks are recommended but not required. Thanks go to Nicole Gatto for her many hours of work and dedication. People on the chancel will be wearing masks.

LOOSE ENDS

- Ava King shared that PBS aired a documentary on John Muir High and desegregation of Pasadena schools.
- Eddie King shared that the neighbors in Hutches wants to put in a fiber optic cable for internet. They will dig a trench from Euclid to Walnut. We may need a contract attorney to discuss liability on us.
- Russell shared that Dave Moreno is stepping off the diocesan committee representing us. There are positions available in the diocesan. Thanks for years of faithful service.
- Howard thanked Risë Worthy Deamer and Julianne Hines and staff for their work this summer.
- Lashley Haynes shared that she is uncomfortable with the money being spent on the restoration of the stain glass windows.
- Shields asked how to put things on the agenda.

COMMUNICATION BACK TO THE PARISH

- Work on the Strategic Directions Listening Sessions including dates and times
- Youth dinners are back and volunteers are needed
- New hire
- Financials are catching up.
- Buildings and Grounds work

APPRECIATIONS AND REGRETS

- Kinman appreciated the vestry for the continued work during his sabbatical. Thank you for the gift of time for his sabbatical.
- Jones thanked Julianne Hines and Risë Worthy Deamer for their work and support.
- McDermott appreciated Karen Meier, Erin Sacco Pineda and Tim Stratz for their work putting it together on the financial side.
- Eddie King was thankful for the decision for one service. There is energy and community.
- Lashley-Haynes thanked Nina Scherer and team for the retreat for the youth it was needed and appreciated.
- Howard also appreciated the staff for the countless hours to put the financials together.

The meeting was adjourned at 7:30 p.m. with a closing prayer by Susan Russell.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports
September Meeting 2022
Addendum to September 13, 2022 Vestry Minutes

NO REPORT:

Buildings & Grounds
Finance
Personnel

CONGREGATIONAL DEVELOPMENT

Last Meeting: Aug 20, 2022

Next Gathering: Oct 18, 2022

Welcome Ministry

- Welcome Cards received for July - August 2022: 23
 - Interests checked
 - CYF: 4
 - CYF Choirs: 0
 - Latino/Hispanic Ministry: 2
 - LGBTQ+: 7
 - Music: 0
 - PCHH: 4
 - Peace & Justice: 9
 - Senior Saints: 0
 - Spiritual Formation: 6
 - Small Groups: 0
 - 20/30's: 2
 - Women's Community: 11
 - Volunteering: 7
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- 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

Lawn – Summer Fun!

- A HUGE success and has met our goal of continuing to cultivate community by providing opportunities for casual and informal connections on the lawn.
- Folks came for the treats (popcorn, ice cream, hot dogs, picnic on the lawn, etc) and stayed to talk and meet new friends.

- Thank you to Thomas and Ana for organizing. Thank you to the Summer Fun Volunteers: The folks from LA Cada, Bernard and Gillian Garcia, Liz Burman-Supple, Myles Nelson, Chris and Belinda Blakely, Jillian Napoli, Robb Grimm, Phil Naecker, and Debbie Bump for making it happen.

Vestry on the Lawn

- Janet Carol Norton sent the [Fall SignUpGenius](#) to the vestry.

Greeters

- New Greeters added this summer: Abby Loeb and Tessa Lowdermilk.

Fall Getting Connected Class

- Class runs from Oct 2 – 30, five consecutive weeks on Sundays from 12:30 – 1:45pm.
- Small group facilitators confirmed Gloria Antall, Jenny Berman and Karen Chung. Several other asks yet to be confirmed.
- Eight folks registered so far.

Leadership Support and Development Committee

- Fall Ministry Newsletter was sent to all ministry leaders and small group facilitators in August with reminders regarding flyer guidelines, Homecoming and COM.
- The [Event & Publicity Form](#) is being used by ministry groups to book their events and has cut down on admin time entering those vents.
- The updated "[Who Do I Contact](#)" was sent to all ministry leaders.

Parish Celebrations – Homecoming, Sept 18

- Yummy tacos are on the menu for lunch along with lemonade and ice cream.
- Bill Cunliffe and the Latin Hour band will provide live music on the quad lawn.
- The amazing Parish Celebrations team will be on hand to help with decorations and food service.

Celebration of Ministries – Sept 25

- All Ministry Leaders have been sent an invitation from Amanda McCormick to participate in COM.
- 17 Ministry Groups have signed up so far.

Small Groups

- South Pasadena / Alhambra / San Marino Neighborhood Small Group will start this fall with Jonathan Stoner and MaryAnn Ahart as the group facilitators.
- Cancer Support Group started in August with three people attending. Group facilitated by Rev Dori Torrey and Nancy Naecker.
- LGBTQ+ Support Group has a new co-facilitator. Kaia Duke has moved and Troy Wise will join Liz Burman-Supple who is the ongoing co-facilitator.

Senior Saints

- Senior Saints Fall program started on Sept 1 with speaker Jason Lyon, former senior warden and newly elected Pasadena City Council Member. 30 Senior Saints attended.
- October 6 will feature speaker Michael Friedman MD, from the City of Hope talking on *Advances in Cancer Treatment*.

LGBTQ+ Ministry

- LGBTQ+ Steering Committee is Hannah Earnshaw, Liz Supple-Burman, Jonathan Bates, Troy Wise and Thomas Diaz.
- Thomas Diaz is the featured speaker at the Racial Justice Ministry series, “That’s My Story”. The intent of this series is to uncover and understand biases, perspectives, and core narratives that are pervasive in life and that must be addressed in order to cultivate and be a catalyst for change in celebration of our beautifully diverse world. It is an invitation to dig deep into our own motives for thinking, believing and behaving the way we do, with discerning, non-judgmental hearts, so that we, then, can show that same act of discernment toward others.

Women’s Community

- Women’s Community sponsored the well-received *Post Roe v Wade: Conversation and Call to Action* Forum on Aug 28 with guests Juliana Serrano, Dr Marayati, Dr Clark, Franci Levine-Grater, Tricia Gray, and Mark Chase.
- 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

- Escuela de Ministerios en Español, in partnership with the Diocese of Oregon is led by Alfredo Feregrino will start up again in the fall. The program, taught in Spanish, consists of four module of formation that will be taught through the liturgical year.

20/30’s

- August 21 was a refreshing Pool Party at the Kennelly home in Pasadena. 15 20/30’s attended.

September social is an invitation to join in the Homecoming festivities on the lawn

Giving

Pledge Campaign 2023 Update

It is a busy time for Giving and Stewardship

1. Kick-off Sunday for the Pledge Campaign has been changed to Sunday, October 16 to accommodate the Strategic Directions discernment process.
2. The first Presentation/in-gathering will be Sunday, November 13, 2022.
3. Pat Dawe has designed a beautiful logo and layout for our material based on the theme, “Joy Filled Generosity”

4. Host invitations went out to a group of parishioners asking them to host a small gathering at their home. The goal is to have in person conversations around what ASC means to the individuals attending and what joy filled generosity means to them. There will not be an ask at these gatherings. If you would like to host a gathering and did not receive, an invitation please let Rick or Ashley know. Please accept our apologies for the oversight.
5. On Presentation Sunday, we will honor all those children and youth who volunteer their time and those who participate in CYF programs. We will also have a special pledge card where they can commit to volunteering and if they want, commit to making a financial gift.

Other Giving and Stewardship Issues

1. We will be submitting a job description for the position of Director of Giving and Stewardship to Mike.
2. There have been some significant personnel challenges in the Giving and Stewardship office. I am grateful to all the help we have received from Sally, Samantha and especially ESP during this very difficult time.

Peace & Justice

After a summer break, the Peace and Justice ministries are gearing up for the 2022-23 program year.

The Interfaith Study Group began the season with three members sharing their own interfaith stories on Sunday, Sept. 11, 5 pm in Sweetland Hall. This will be the first in-person meeting since the pandemic and will include the return of the potluck dinners.

Racial Justice Ministry featured Thomas Diaz continuing the “That’s My Story” series with Thomas Diaz, Sept. 11 for a noon hybrid meeting on Zoom and in the Seminar Room.

P&J is also planning some “Get Out the Vote” (GOTV) activities between now and the midterm elections. GOTV packets are available at the Action Table with information on registering people to vote and writing postcards and letters to swing state voters. Twenty packets were given out on the first Sunday.

A “March to the Ballot Box” is planned for Sunday, Nov. 6, following the worship service. We are encouraging everyone to bring their mail-in ballots with them and we will march to the drop box in front of Pasadena City Hall.

P&J is also supporting the Rent Control Ordinance campaign and is finalizing a date for a phone-banking event.

Pastoral Care, Healing & Health

Grief and Loss for the months of October 2021 – July 2022
Ministry Leader or Leaders: Chris Folz and Richard Redman

Please complete, as applicable, for ministry participation and activities in the prior month.

Number of ministry participants in the month...

Leading, delivering, counseling, serving or otherwise supporting 2 facilitators

Being served, counseled or otherwise supported 2–5 per week

Zoom and starting in May 2022 in person

Comments or requests? Successes or achievements? Issues or concerns? Church support?

We have seen a drop-off in attendance, although we continue to get new people who find us through the All Saints website and are referred to the meeting from Huntington Hospital, Glendale Adventist Hospital, doctors and therapists (how they know about the group is a mystery). We are doing hybrid Zoom/in-person which is a little challenging. I provide the laptop, Zoom membership and hot spot (the All Saints wireless is too weak). We use a speaker and move the laptop around to whoever is talking. It is not ideal. We need a better microphone and if we could get a large monitor with a camera that would make things MUCH easier.

This is a tricky situation, I feel like attendance would be better if we met in person only – interacting is awkward and some of the critical intimacy is lost with Zoom which is why I think that’s why we lose folks, but, we’ve got people on Zoom who are either disabled or live too far away to come in person. It is a conundrum.

Overall ministry health?

Excellent
attention

Good



Could be better

Needs