

**REGULAR MEETING OF THE VESTRY**  
**ALL SAINTS CHURCH, PASADENA**  
November 1, 2022 [Corrected 1/10/23]

PRESENT           Mason Baughman, Pat Coulter, Hannah Earnshaw, Elisabeth Eilers, Kimberly Farnham, Nicole Gatto, Bill Gould, Julianne Hines, Crystal Jones, Staci Kennelly, Ava King, Elizabeth Lashley-Haynes, Walter Little, Mike Kinman, Art McDermott, Juan Mejia, Norweeta Milburn, Janet Carol Norton, Lola Piñón, Andie Reid, Tim Stratz, Erica Tamblyn, Risë Worthy Deamer

EXCUSED           Kimberli Hudson, Eddie King, Karen Meier, Rosemary Muñiz, Claudia Shields, Ahren Martinez

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

The meeting was called to order at 6:02 pm by the Rector, in Sweetland Hall and using Zoom Webinar. The Rector opened with a meditation and prayer. Risë Worthy Deamer and Erica Tamblyn were thanked for the Vestry dinner. The reflection was on compassion is the radicalism of our time from the Dalai Lama. Kinman invited the Vestry to focus on their pain and know that they are loved, and compassion is suffering with each other. A daily practice of cultivating compassion is the single most important thing we can do to change the world. He ended with a prayer.

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 Jones, seconded by McDermott, and the Vestry approved the minutes of the October 4, 2022 meeting and the committee reports as received with one abstention.

Report of the Treasurer

Stratz reported that the filming income is included and there is a positive income. They are working on restricted funds. The finance committee has reviewed the financials. It was moved by McDermott, seconded by Little and the Vestry unanimously approved the May, June and July financials.

**FINANCE COMMITTEE**

Stratz reported that the Finance Committee has reviewed the financials. The transitions this year in finance has put us behind. The controller is driving the budget process this year. There is confidence in the numbers. Kinman explained the budget process.

## **GIVING REPORT/PLEDGING**

Felton shared that they had a fabulous event on Sunday at the Rectory. Please make sure that as a Vestry member that you have pledged. He thanked Nancy Naecker and Anina Minotto for putting the events together and the Kinmans for graciously opening their home. Kinman shared that we are headed in the right direction thanks to the Vestry leadership.

## **FOLLOW UP RJAB RECOMMENDATION PROCESS**

Kinman reported that one of the recommendations at the last meeting was sent back to committee. He shared that there are some logistical issues that need to be resolved as they were never addressed. He spoke on the assumption that we follow Roberts Rules of Order. He felt that we need to look at what rules we follow as a board. He asked for input from the Vestry on how we do business and what we do with recommendations and resolutions. Chase shared that we need a collaborative process with RJAB and Vestry. There is a need to define the way we do business. He shared a quote from "Hope in the Dark" by Rebecca Solnit. He shared thoughts on how to move forward with RJAB and Vestry. The recommendation on music will wait until logistical issues are resolved, and Kinman shared that there is an ongoing conversation with staff on the issue of music. Discussion followed.

## **INTRODUCTION OF VESTRY HANDBOOK**

Howard shared the background on the development of the Vestry Handbook. She shared the process, timetable and asked for questions. The committee included Sally Howard as the lead, Maren Tompkins, Trula Worthy-Clayton and Samantha Kramer. The handbook will be sent electronically to each Vestry member tomorrow, and the committee is asking for feedback by the end of December. Additionally, a volunteer handbook and an employee handbook are being developed.

## **VESTRY NOMINTING COMMITTEE UPDATEE**

Hines reported that the Nominating Committee met and looked at the skills and talents that are needed for the next Vestry class for the next four years. They reviewed the criteria and process. There is still time to nominate. They will be reviewing the skills of all those nominated.

## **FELLOWSHIP CENTER RACIAL JUSTICE TRAINING**

Chase asked for reflections on the training from the Fellowship Center. Discussion and questions followed. Next training is November 15.

## **REPORTS**

### Children, Youth and Families

Kennelly reported that they are waiting for the sand replacement behind Scott Hall. This will allow the opening of childcare. We still need volunteers for Children's Chapel. She thanked Mike Kinman and Mark Chase for volunteering. Sign up for Family Hour or Children's Chapel online or contact Kennelly.

### Racial Justice Advisory Board

Barbara DuBransky reported that there ~~is~~ [should be] a baseline assessment of where the congregation is, both census (head count) and audit (heart count) so we have more accurate information moving forward with training. RJAB will meet to clarify the RJAB Working Group role. We will also look at contracts being given to people of color. All recommendations that have not been implemented will be reviewed at the end of the year to evaluate how we are doing. Gould encouraged the Vestry to watch the link on the Forum presentation on RJAB.

### **WARDENS REPORT**

Hines reminded the Vestry that the Diocesan Convention is this month. All Saints will be represented by Risë Worthy Deamer, Lola Piñón, Monique Thomas, Jim White, Julianne Hines, Thomas Diaz, and the clergy. The Strategic Direction work continues with a meeting next week.

Worthy Deamer reminded vestry that everyone needs to pledge immediately. Homework for the Fellowship Center and Vestry Handbook need to be reviewed. Safe Church training is required by the Diocesan. She shared a video clip from the Episcopal church. All Saints Sunday will include the dedication of the COVID memorial tree in the playground and march to the ballot box.

### **RECTOR'S REPORT**

Kinman reported that on November 13 The Most Reverend Dr. Hosam Elias Naoum, Archbishop of the Episcopal Diocese of Jerusalem, will be here preaching and in the Forum. On November 20, Fredrika Newton, wife of Dr. Huey Newton, will be speaking in the Forum regarding the legacy of the Black Panthers. On November 27, State Senator Anthony Portantino will address reducing gun violence in the Forum. Mejia and Kinman are working on setting up another time to hear from Los Angeles County District Attorney George Gascon.

Kinman reminded the Vestry that we are using the women's lectionary for the next three years. We will have a weekly online lectionary study group. Anyone is invited to participate. We will have youth preaching quarterly. Luca DiMassa will be preaching on December 4.

### **LOOSE ENDS**

- Earnshaw asked who is collecting funds for the food this evening
- Howard said that Worthy-Clayton, Kramer, and Tompkins will be here next Vestry meeting to answer questions and get feedback on the handbook.
- Tamblyn announced that the LA County Health Department was here on Monday to provide a mobile clinic for the unhoused people in front of the church. It will come every other week beginning in January. We fed 61 people, 33 took showers, 10 got haircuts, and 6 people saw a doctor.
- Russell shared that during election week the church will be open on Tuesday for prayers and on Wednesday there will be a noonday service with prayers for the nation and an opportunity to gather.

- Russell was invited by the Presiding Bishop and the President of the House of Deputies to serve on the national level on the Standing Commission for Liturgy and Music.

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

- Financials were approved for May, June and July.
- Vestry Handbook is completed and going to be reviewed by the Vestry.
- Nominations are still being accepted by the Vestry nominating committee.
- Mobile Health Clinic is starting here on Mondays for the unhoused people.
- Russell's appointment to the national Standing Commission for Liturgy and Music.

#### **APPRECIATIONS AND REGRETS**

- Hines appreciated Kinman for six years as rector of All Saints.
- McDermott appreciated the Vestry members for volunteering for the Strategic Direction conversations. 50-60 people participated in the listening sessions over two days. Thanks from the Task Force for your time volunteering.
- Howard announced that Ava King will be in a play, Men on Boats. Anyone wanting tickets may contact her.
- Mejia reminded the Vestry that Elizabeth Lashley-Haynes is running for judge.

The meeting was adjourned at 7:58 p.m. with a closing prayer by Alfredo Feregrino: a blessing from John O Donahue, "Beannacht", for the Feast of All Saints.

Respectfully submitted,  
Kathy Onoye

# Vestry Committee Reports

November Meeting 2022

Addendum to November 1, 2022 Vestry Minutes

## **NO REPORT:**

Buildings & Grounds

Finance

Pastoral Care Healing & Health

Personnel

## **CHILDREN, YOUTH, AND FAMILIES (CYF)**

The Children, Youth, and Families Committee met on October 19<sup>th</sup> via Zoom. The next CYF Committee meeting is on Tuesday, November 29 at 7:00 p.m. via Zoom. This will be our last meeting in 2022.

*In attendance: Jonathan Berry, Kenyon Harbison, Christine Hartman, Staci Kennelly, Ava King, Ahren Martinez, Kim Roura, Nina Scherer, Risë Worthy Deamer*

## **UPDATES**

- New Associate Director of Children, Youth, and Families Programming: Ahren Samuel Martinez
  - Ahren introduced herself to the group and shared some of her incredible background. We are so excited to have her as part of the CYF team! Welcome, Ahren!
- Playgrounds
  - Umbrellas and benches for the larger playground have been ordered for the playground. Umbrellas have arrived; benches are delayed due to supply chain issues. They should be here by November or December.
  - Wood chips for the playground behind Scott Hall have been approved, though there is a delay in making this happen, though Vestry has approved. Nina will follow up and Staci will mention at the next Vestry meeting. The wood chips are very important, as we cannot open it up to children safely until that is complete.
- 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.
  - THANK YOU to Marianne Ryan, Risë Worthy Deamer, and Staci Kennelly who have signed up for Children's Chapel slots.
  - Mike Kinman has signed up for this Sunday, and we would like to encourage other priests to do the same (Staci, maybe you can bring this up during the CYF report at Vestry).
  - **We still 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>
- Worship Bags for Kids
  - EDEN has agreed to sponsor worship bags, possibly once a month. Nina and Ahren will be talking with other ministries to see if they are interested in helping out with worship bags periodically.

- Seekers
  - The new Seekers class starts this Sunday 10/23, parent orientation has happened and there are currently 9 youth signed up. There will likely be a few more.
- Youth Group and Dinners
  - THANK YOU to Kim Roura, Jonathan Berry, Staci Kennelly, and Beatriz Beltran for helping feed our youth on October 12 on behalf of the CYF committee. The “walking tacos” were a big hit.
  - FYI, Jennifer King and Elizabeth Lashley-Haynes are leading the heavy lift of feeding our youth every single Wednesday. If you see them around PLEASE offer your appreciation for everything they do!
  - This week’s youth group will be “choose your adventure” where youth can explore different things to be involved with, including preaching (which will be happening more times during the year than just Youth Sunday) and a newly forming youth band, coordinated by Jonathan Berry.
  - We continue to have a great group of Wednesday night adult volunteers (though more are always welcome!) and a number of new families.
- Angel Tree
  - Nina is talking with the Foster Care Project and DCFS (Department of Child and Family Services) regarding how best to run the Angel Tree this holiday season. We have committed to 350 children and youth to support this year, whether through gifts or gift cards.
  - Other thoughts from the group: can we incorporate youth in juvenile hall into this program in the future? Hillside? Letter writing to youth in those places?
- COVID Memorial Tree
  - Risë has been leading a COVID memorial project along with Holy Rakers and Buildings & Grounds, which will be a beautiful native oak planted in the corner of the playground with a way for folks to memorialize loved ones. It will be dedicated after the service on All Saints Sunday (11/6) followed by our march to the polls.
- Childcare
  - SAME FROM LAST TWO REPORTS – 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. SEE PLAYGROUND REPORT ABOVE
- Acolyte Robes
  - Acolytes are claiming robes for the year, washing them and labeling them. Once all teams have done this, we will start the washing and organizing of all of the other robes. Kenyon has agreed to lead this when the time comes.
- Volunteer Opportunities
  - As mentioned above, we need leaders in our community (vestry members, committee members, and other adults) 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](mailto:nscherer@allsaints-pas.org).
- Choir Fundraiser
  - ✓ Currently for committee knowledge only, (though announcement will be made soon): it looks like there will be a choir tour in 2024 and fundraising efforts will begin soon. There are volunteer opportunities to help staff a table on Sundays October 30, November 6, November 13, and to help unload and distribute items on December 3 and 4. Though choir families will be the main volunteers for this effort, CYF committee help is welcome. If you are able to volunteer on one of these dates, please let Jenny Tisi know ASAP at [jtisi@allsaints-pas.org](mailto:jtisi@allsaints-pas.org).

## **CONGREGATIONAL DEVELOPMENT**

Last Meeting: Oct 18, 2022

Next Gathering: Nov 22, 2022

### **Welcome Ministry**

- Welcome Cards received for October 2022: 11
  - Interests checked
    - CYF: 3
    - CYF Choirs: 0
    - Latino/Hispanic Ministry: 1
    - LGBTQ+: 5
    - Music: 2
    - PCHH: 1
    - Peace & Justice: 1
    - Senior Saints: 1
    - Spiritual Formation:
    - Small Groups: 1
    - 20/30's: 1
    - Women's Community: 1
    - 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 this month.

### **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**

- A successful Usher & Greeter Training on Saturday, Oct 8 from 9:30 – 11:00am. Training led by Melissa Hayes and focused on emergency preparedness and radical welcome.

### **Fall Getting Connected Class**

- Last class on Sunday, Oct 30 with Giving message and tour of the sanctuary.
- 15 folks completed the class.
- Welcome Ceremony on November 13 at the 10:00am service followed by a reception on the lawn in combination with Latin Hour.
- Next Getting Connected Class to be held during Lent 2023.

### **Leadership Support and Development Committee**

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

### **Parish Celebrations**

- Looking for new members.

### **Small Groups**

- South Pasadena / Alhambra / San Marino Neighborhood Small Group completed its 6-week session with 14 folks co-facilitated by Jonathan Stoner and MaryAnn Ahart.
- Karen Swanson volunteered to lead a 91101 Neighborhood Small Group for Advent.

### **Senior Saints**

- November 3 is a field trip to Union Station Homeless Services Family Center for a tour and presentation by the USHS staff followed by lunch at the administration building.

### **LGBTQ+ Ministry**

- Halloween Monster Mash Costume Party on October 28 in Sweetland Hall
- LGBTQ+ Study Group on Thursdays led by Jonathan Bates and LGBTQ+ Support Group on Tuesdays led by Liz Burman-Supple and Troy Wise.
- Strategic Plan listening session for the LGBTQ+ community was held on Oct 25.

### **Women's Community**

- League of Women's Voters and the Women's Community presented at the "Pros and Cons of the Ballot Measures" on October 23.
- Women's Community Autumn Spiritual Retreat on Nov 12 in the Learning Center with Yoga and Meditation.
- The Ida Puliwa Event "Passing Along the Kindness" in October was a huge success.
- Holy Hikers are back and organizing monthly hikes.



## **Latino/Hispanic Ministry**

- Module 4 of Escuela de Ministerios en Español, led by Alfredo Feregrino, started 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 November 14 on the lawn after the 10am service with Bill Cunliffe and his band and nachos.

## **20/30's**

- October 16 was the 20/30's Listening Session for Image All Saints at the home of Patrick and Maddie Gavel-Briggs.
- 20/30's Spring Retreat scheduled for May 5-7 at Camp Stevens.

## **GIVING AND STEWARDSHIP REPORT**

### **Pledge Drive**

We have kicked off the *Joy Filled Generosity* pledge drive with great success. A wonderful sermon on October 16<sup>th</sup> with beautiful and joy filled music and liturgy. We were blessed by the witness of Erica and Marilyn as our first on Sunday, October 23<sup>rd</sup>. Then we had a little party on the lawn that same Sunday that was filled with good food and amazing energy!

We will be having a special Sunday, November 13 to honor all the ways our young people contribute to this church. The time and talent they give to this community and the wider community are quite remarkable!

***Our first Ingathering will be Sunday November 20th!*** We are looking forward to a joy filled celebration of generosity! We know there will be plenty of work after that date to make our pledge drive successful and we will have another ingathering later.

The majority of the vestry have submitted their pledges. If you made your pledge online and did not inform me, would you please let me know. Personnel transitions have made it challenging to know the pledge activity online. This will be resolved very soon.

Additionally, we had one very good thank you reception at the Rectory for donors of \$4,999 and we will be having a second one on Wednesday, November 2nd.

The Giving and Stewardship Task Force has been doing truly saintly work to make the Sunday Lawn Party and the two Rectory Gatherings successful. The Building and Grounds professionals have been there every step of the way to ensure the success of what we are doing.

Stewardship letters are in the mail with letter, brochure and pledge cards. Speaking of which, Pat Dawe deserves a special thank you from all of us for his beautiful graphic designs and finished layouts for everything we have produced.

### **Giving Office**

Marilyn Coffman has joined the Giving Office as Interim Associate for Giving and Stewardship. She has replaced Christine Cox. She and I continue to learn various procedures. I am so grateful for her generosity, intelligence and humor, not to mention her very hard work!

## **PEACE & JUSTICE REPORT**

Submitted By Lorynne Young

Peace and Justice Ministries are very busy this year. We held a phone-banking event for Measure H for Rent Control in Pasadena this past Sunday and are planning a March to the Ballot Box on Sunday Nov. 6 after church. All our ministries participated in Ministry Sunday and had many positive interactions with members of the congregation, who expressed hope that there would be more opportunities to see ministry tables on the lawn. This led to the passage of a motion to request that All Saints do a temporary trial of having three ministry tables available each week, rather than just one featured ministry. It was suggested that these tables be on the east side of the lawn so that people can approach via the walkways. That would leave the lawn area free for children's activities.

### **Action Table/Rapid Response Team, Craig Wilson**

Signatures on our weekly actions continue to increase as more parishioners are attending in person. We had a high of 142 signatures on Sunday, Oct. 23 on a measure supporting the protests in Iran. A chart with ballot proposition recommendations from local organizations is available each week, as well as info on how to vote.

### **Alternative Christmas Market, Gloria Antall**

The ACM is a somewhat different ministry than many in that our ministry happens only once a year. We do not actually have a true committee at this time. Most of the work is completed by the co-chairs, Gloria Antall and Jane Wallace with the assistance of Thomas Diaz. We are thinking of the possibility of having one cart or other food vendor to be at the market this year. This would hopefully be a local, small business and might bring breakfast munchies and beverages. Thomas is researching that potential option. The set up for the market will be an in-person market with no video option. The Market will be open Sunday, December 4.

### **Committee to End Gun Violence, George Brumder**

We are pleased that Don Thomas and Jack Scott have joined our Advisory Council. At Celebration of Ministries, we had some good conversations, handed out good information, and added 12 new members to our mailing list, bringing our total to a little over 400. I joined the Jim Episcopal Peace Fellowship's October gun violence prevention conference call led by Bob Lotz in Michigan. Other participants were in Maine, North (or maybe south?) Carolina and Nebraska. We alerted our members to the October 5 showing on KOCE channel 50 of Ricochet, an American Trauma – an interesting and disturbing examination of the nationwide trauma caused by mass shootings, suicide and community gun violence. We are also working with the San Gabriel Chapter of Mom's Against Gun Violence.

### **Foster Care Project, Kim Miles**

Foster Care project signed up 14 new volunteers during their Sunday as Featured Ministry. They are re-starting many of the programs that were on hiatus during the pandemic. The first activity is collecting food for Thanksgiving baskets. Next project is the annual Angel Tree, in conjunction with our Children Youth and Family Ministries department. Parishioners will again be able to select a tag from the Angel Tree and purchase gifts for the children in Foster Care.

### **Interfaith Studies Group, John Hyde**

Our October meeting featured Betty Cole speaking on Jesus and Buddha on the Way. She introduced the attendees to the Zen Buddhist way of meditation, teaching the group what she has been teaching every Monday evening at All Saints Church for more than 20 years. She shared that the practice of Zen Buddhism is one way she is able to “bring Jesus into her life”. Being a Zen student allows her to experience “profound interconnectedness.”

Our Nov. 13 meeting will be at the Pasadena Jewish Temple and Center, and will feature two members of our local Tonga Community who will share their story and news about their new Land Trust and Conservancy.

### **Middle East Ministries, Doni and Randy Heyn-Lamb**

MEM participated in the following activities over the past two months:

- A Christian Zionism Conference on 10/1, Access it at <https://www.youtube.com/watch?v=GMYY17RypsFM&list=PLuFduIWNIiYDpHIQNC-DhUrwwZQjeXUQ6>.
- The Diocesan Webinar: 10/08, you can watch it at [https://www.youtube.com/watch?v=tJq9MOe\\_6VU](https://www.youtube.com/watch?v=tJq9MOe_6VU).
- Boycott film and discussion: 10/05-09, <https://justvision.org/boycott> and Advocacy with Judy Chu and Dianne Feinstein: 09/22 in conjunction with Americans for Justice in Palestine Action.

### **Looking Ahead:**

We will be participating in the Diocesan Convention Nov. 11 & 12 in Riverside with the Jerusalem Committee of the Program Group on Global Partnerships, with information about the Diocese of Jerusalem and selling olive oil, zaatar and soap. We look forward to Nov. 13 here at All Saints with Archbishop Hosam Naoum, Anglican/ Episcopal Archbishop in Jerusalem, speaking in the Forum and preaching at the 10 AM service

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We are excited to be back at the All Saints' Alternative Christmas Market on December 4 from 9-1! Join us in supporting Palestinian farmers and artisans through your purchases and by donating to the Palestine Heirloom Seed Library.

### **Transformational Journeys, Erica Tamblyn**

The ministry has numerous local trips in the works

On November 5<sup>th</sup>, there will be a docent lead tour of the LA Central Library in Downtown LA. To date 25 people have signed up! Thanks to Lorynne for connecting us to the Library docents.

We are very busy working on the final details of the TJ to Vietnam, Cambodia and Laos. This trip will leave on January 31 and return on February 20. It will be an exciting and moving trip as we visit many NGOs which are working to help these countries recover from the devastation of war.

An informational meeting will be held on October 27 at 6:00 pm in the Seminar Room. To date 15 people have signed up to go on this trip.

Stay tuned for more information about our upcoming local trips