

**REGULAR MEETING OF THE VESTRY**  
**ALL SAINTS CHURCH, PASADENA**  
February 7, 2023

**PRESENT** Hannah Earnshaw, Elisabeth Eilers, Nicole Gatto, Bill Gould, Julianne Hines, Kimberli Hudson, Crystal Jones, Staci Kennelly, Ava King, Eddie King, Mike Kinman, Elizabeth Lashley-Haynes, Walter Little, Karen Meier, Juan Mejia, Norweeta Milburn, Janet Carol Norton, Jonathan Quinn, Andie Reid, Claudia Shields, Tim Stratz, Risë Worthy Deamer

**EXCUSED** Mason Baughman, Pat Coulter, Kimberly Farnham, Rosemary Muñiz, Lola Piñon, Erica Tamblyn, Kathy Onoye

**ALSO PRESENT** Mark Chase, Thomas Diaz, Rick Felton, Alfredo Feregrino, Melissa Hayes, Keith Holeman, Sally Howard, Susan Russell, Nina Scherer, Bishop John H. Taylor

The rector Mike Kinman called the meeting to order at 6:02 pm in Sweetland Hall and using Zoom Webinar. He welcomed Bishop Taylor and asked the vestry to introduce themselves and say where their grandparents came from. Kinman ended with a prayer.

Hines welcomed the visitors.

Worthy Deamer had the Vestry read the mission statement of All Saints Church aloud together.

**ITEMS FOR DECISION**

Approval of the Consent Agenda

- Report of the Clerk: It was moved by Little, seconded by Jones, and the vestry unanimously approved the minutes of the January 26, 2023 meeting and committee reports as submitted.

Report of the Treasurer

Meier reported that the finance committee reviewed a document, put together by Howard, establishing a Financial Accountability Structure, which outlines governing and regulatory items that we need to follow. The document addresses responsibilities, communication and oversight for staff, vestry, and officers. It establishes an internal oversight team that will meet quarterly, which includes the rector, convener of the administrative circle, controller, director of giving, associate of giving, and director of IT. The chair of the finance committee is to present the finance reports to the Vestry. The finance committee reviewed and accepted the report.

Kinman thanked Karen Meier, Tim Stratz and Sally Howard for this amazing work that will set us up for the future.

**FINANCE COMMITTEE**

Stratz reported that the committee has updated policies and procedures on expenditures and a gift acceptance policy. They are looking at the financial statements and will hopefully bring them to the vestry by the next meeting. A committee is starting to look at a policy around contracting for people of color.

## **DIOCESAN CONVENTION DELEGATES**

Hines presented the slate of nominees for the Diocesan Convention to include Risë Worthy Deamer, Blaine Cavena, Thomas Diaz, Tim Stratz, Crystal Jones and Julianne Hines. It was moved, seconded, and the Vestry unanimously approved the slate to be approved by the congregation at the Annual Meeting.

## **UPDATE: TELLING THE WHOLE STORY: STAINED GLASS**

Steve Williams chairs the committee. He described their process. He referred to the books by Jack LeVan and Bill Doulos as great resources. He described the deep research that the committee has done. The committee will not make a decision on the stained glass but will collect information and present what they found, and it will be up to the vestry to make any decisions. Discussion followed.

## **UPDATE: TELLING THE WHOLE STORY: LAND**

Earnshaw shared the task of the Land committee. They described the research that has been done as well as the archival work done prior to All Saints existed. The Forum on March 25 will cover the research and the historical and archival work done. They asked the vestry to attend. Kinman described the process of reconciliation.

## **UPDATE: PACES**

Eddie King reported that there are three major areas at this point including HVAC and roof repair, the rectory upgrade, and replacing Scott Hall.

## **UPDATE: STRATEGIC DIRECTION**

Tony Jackson shared that their work is almost complete. The final report will be ready for delivery in March. There are four main sections including the process, aspirational vision, three main goals, and recommendations. He suggested that the Vestry/Staff Conference would be a good place to work deeply on this. He also recommended a committee structure to make the vestry continuously effective.

## **RT. REV. JOHN H. TAYLOR, BISHOP OF DIOCESE OF LOS ANGELES**

Bishop Taylor shared his appreciation to those All Saints leaders who make a difference in the wider church. He described the disparity and self-sacrifice. He described five observations. Without the broad Episcopal Anglican view, the nation would be doomed to slip into the heresy of white male supremacy. The diocese thrives on the re-distribution of wealth and privilege. Our diocese is the best way to respond to homelessness by the use our property. Our diocese cannot survive from sale of property and liquidating capital funds. Finally, listening to people and learning how people are living their lives will lead to empathy and lead to relationship and reconciliation. He then opened it to questions and comments.

## **ANNOUNCEMENT OF SENIOR WARDEN**

Kinman thanked Julianne Hines for her amazing leadership. He announced that the new Senior Warden is Risë Worthy Deamer. Worthy Deamer asked for prayers and expressed gratitude for the vote of confidence from Kinman and the support and leadership of Hines.

### **UPDATE: VESTRY/STAFF CONFERENCE**

Worthy Deamer reminded the vestry that the Vestry/Staff Conference will be on March 17 and 18. Friday is dinner at the rectory and Saturday will be at the church. We will take a deeper dive into the strategic direction report. Please plan to attend.

### **WARDENS REPORT**

Hines reminded the vestry that the PACES tours will begin on February 26. Sign up for one of the tours. She will send the link for signing up.

We need volunteers for both Family Hour and Children's Chapel. Please sign up. It shows the importance of our children's ministry. Kinman said it is very fun, and reminded vestry that they can think about inviting others to do this.

### **RECTOR'S REPORT**

Kinman reported on his experience in Chicago. There are large churches around the United States that are progressive and that we can learn from. We started with Trinity United Church of Christ and the Reverend Otis Moss. Team members who went shared their experience with the vestry. They spoke of intentionality, the Beloved Community being present, warmth and welcome, building a safe space where people can be who they are, how they communicate what they are doing in God's presence. Kinman suggested we can look at All Saints as an Afro Futuristic church.

### **LOOSE ENDS**

- Diaz reminded vestry to get the message out about all of our Lenten offerings.
- Feregrino offered the Getting Connected class to the vestry to get deeper into the Episcopal Church and the Book of Common Prayer. It is an opportunity to get deeper into our church.
- Howard shared that the choir will be mask optional going forward. She thanked Nicole Gatto for her leadership during COVID.
- Hayes announced that the Homeless Memorial is planned for Monday, March 6 at 6pm.
- Gould commended Sunday's Forum. It was a fantastic discussion.
- Cole announced that Brandi Miller will be with us from Christ Church in Seattle. She is a gifted preacher and will be here for a whole weekend in March.

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

- Bishop's Remarks
- Updates on Telling the Whole Story, PACES, Strategic Direction
- Diocesan Convention Delegates
- Risë Worthy Deamer named as Senior Warden
- Trip to Trinity Church of Christ in Chicago
- Annual Meeting Part I will be Sunday, February 19.

**APPRECIATIONS AND REGRETS**

- Diaz thanked the vestry for celebrating his birthday with him. He appreciates being able to work here.
- Kinman thanked the bishop.
- Hines appreciated Worthy Deamer for saying yes to being Senior Warden.

The meeting was adjourned at 8:35 p.m. with a closing blessing by Mark Chase.

Respectfully submitted,  
Kathy Onoye

**Vestry Committee Reports**  
*February Meeting 2023*  
*Addendum to February 7, 2023 Vestry Minutes*

**NO REPORT:**

Buildings & Grounds  
Finance  
Giving  
Pastoral Care Healing & Health  
Peace & Justice  
Personnel

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

The Children, Youth, and Families Committee met on January 17<sup>th</sup> via Zoom. The next CYF Committee meeting is on Tuesday, February 28 at 7:00 p.m. via Zoom.

*In attendance: Jonathan Berry, Joy Bustrum, Christine Hartman, Staci Kennelly, Ava King, Ahren Martinez, Phil Naecker (guest), Kim Roura, Nina Scherer*

**SCOTT HALL UPDATE**

- Phil Naecker gave an update on Scott Hall improvements that will make it safe for childcare to take place there again. Phil, Toni Boucher, Chris Runco, Verna Zamora, Nina Scherer and Lonnie Schield have been working together on a plan. Please see link here. It's a work in progress so may change periodically.  
<https://docs.google.com/spreadsheets/d/11Hqqw6ZBXtCpnTY6JWf071wmvs5wL4dkYFGQ3K9b7YE/edit?usp=sharing>
- Some improvements are cosmetic (paint, ceiling tiles), which Trevor (handyman) will help with.
- Some improvements are safety-related, such as: figuring out how to heat the space; if there is mold or mildew and, if so, eradicating it; cleaning/replacing the sand in the back; fixing unsafe sidewalks; bringing emergency exit ramp up to code.
- **We are asking for \$10,000** (likely will not use it all) from Finance. Phil suggested that CYF bring the request for funds, Christine has asked if it should rather come from B&G. Either way, we'll be asking for these funds soon.

**OTHER PROGRAM UPDATES**

- Big Playground
  - Umbrellas have been delivered and picnic tables are on the way.
  - The tables will require some assembly, we are looking for volunteers to help with that. Nina will let us know when the assembly is scheduled, Phil Naecker is looking into what tools would be helpful.
  - UPDATE: the picnic tables have been assembled! If you see Lonnie Schield please give him a big THANK YOU!!
- Children's Chapel and Family Hour
  - Children's Chapel continues to be filled with kids, some from new families. We are still looking for volunteers each Sunday to help especially as there are younger kids in attendance. See sign up below.

- THANK YOU to Marianne Ryan, Risë Worthy Deamer, and Staci Kennelly who continue to sign up for Children’s Chapel slots.
- There is now a cell phone that will be publicized for Children’s Chapel so that parents can get in contact as needed.
- Family Hour is starting to pick up with attendance, we’ll continue to see how this goes.
- **We still need volunteers for both Children’s Chapel and Family Hour.** 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 is still going strong. Youth dinners will be outside at least through January as we are being cautious about COVID and RSV. Masks will be required indoors for both youth group and choir. Future requirements will be determined based on recommendations from Sally and Nicole.
  - There is an upcoming LGBTQ+ panel at youth group, should be great!
- Angel Tree
  - Forgot to announce at the meeting but All Saints provided 355 gift cards totaling over \$12,000. AMAZING! Some folks expressed they missed giving actual gifts, the feedback from DCFS is that the gift cards made things much more streamlined. We’ll work with them next year to see what makes sense.
- Childcare
  - See Scott Hall update above. We still need to get childcare in place even with Scott Hall in progress. Nina is working on different options, including the family room on the first floor of Regas House and the Junior High room on the 2<sup>nd</sup> floor. **There are budget meetings happening and we need to make sure that we have ample budget to accommodate childcare for our growing number of families.**
- New Families
  - We talked about being more intentional about welcoming families with children during the 10 am service. For example, during the welcome before the service begins make sure that folks know about the rug on the side, as well as affirming that we love having children in church (it’s a “joyful noise” or something like that) and we want parents to feel comfortable staying. It would be great to put this in every week as boiler plate language. **What do we need to do to make that happen?**
- OWL
  - Neighborhood UCC is offering OWL classes and a few All Saints families have signed up. Unfortunately, the classes take place during our 10 a.m. service time, but there is definitely a need here. Assuming that we can get the volunteers in place, we are working to ramp up OWL again.
- Volunteer Opportunities
  - As mentioned above, **we need leaders in our community (priests, 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 (slots available through March):  
<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 (slots available through March):  
<https://www.signupgenius.com/go/10c044daba62ea5f94-sundays1>
- ✓ Help with Youth ministry
  - 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).

## **CONGREGATIONAL DEVELOPMENT**

Submitted by Nancy Naecker

Last Meeting: Jan 17, 2023

Next Gathering: Mar 21, 2023

### **Welcome Ministry**

- Welcome Cards received for January 2023: 23
  - Interests checked
    - ✓ CYF: 8
    - ✓ CYF Choirs: 0
    - ✓ Latino/Hispanic Ministry: 2
    - ✓ LGBTQ+: 10
    - ✓ Music: 7
    - ✓ PCHH: 8
    - ✓ Peace & Justice: 10
    - ✓ Senior Saints: 0
    - ✓ Spiritual Formation: 8
    - ✓ Small Groups: 7
    - ✓ 20/30's: 0
    - ✓ Women's Community: 5
    - ✓ Volunteering: 7
- 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 in January.
- New pamphlets are at the welcome table describing the four areas of engagement: Worship/Healing, Parish Life/Mission, CYF, Service Opportunities.

## 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

- Melissa Hayes has proposed a lunch following the 10:00am service for each usher/greeter team to meet to rebuild community within their teams.

### Spring Getting Connected Class

- Five consecutive Sundays starting on Feb 26, 12:00 – 1:30pm on campus with staff presentations and small groups breakouts.
- Eight folks registered so far.
- Welcome Ceremony at the Easter Vigil on April 8.
- Small Group Facilitators: confirmed so far - Gloria Antall

### Education and Formation

- **Dig In & Dig Deeper: Episcopal Church 101:** a series of presentations, discussions and small group meetings designed for anyone wanting to go deeper into the history, theology and core values of the Episcopal Church. The five sessions hybrid (in person and online) course will be held on Thursday evenings March 2, 9, 16, 23 & 30 from 6:00-7:30 p.m. The program concludes with the opportunity to receive the sacramental rite of Confirmation when **Bishop Gene Robinson** visits All Saints on Sunday, April 16.

### Lenten Groups

- **20/30's Lenten Book Group:** starts Feb 26 from 12:00 – 1:30pm in the Senior High Room and continues for 5 Sundays. Facilitated by Jonathan Quinn.
- **Blurring the Color Line: Chinese in the Segregated South A Documentary Film Presentation:** Feb 25, at 2:00 – 4:00pm in the Forum, followed by a Q & A with Director, Crystal Kwok. Facilitated by Racial Justice Ministry and the AAPI Ministry.
- **Boethius's and the Consolation of Philosophy: Why do bad things happen to good people?:** Starts Thursday Feb 23 for 5 sessions at 6:00pm on Zoom. Facilitated by David Hunt.
- **Campus Tours** by PACES: starts Feb 26 and continues for 5 Sundays immediately following the 10:00am service. Facilitated by Lonnie Schield and Phil Naecker.
- **Dancing in the Darkness: Spiritual Lessons for Thriving in Turbulent Times,** Book Study; Author - Rev Otis Moss III: starts March 1 and continues for 5 Wednesdays on Zoom. Facilitated by Mike Kinman.
- **Dig In & Dig Deeper: Episcopal Church 101:** starts Mar 2 for 4 Thursdays.
- **Escuela de Ministerios:** the program taught entirely in Spanish, consists of five modules of formation – this session is Sacraments & Liturgy. Facilitated by Alfredo Feregrino.
- **Jesus, Friends of My Soul by Joyce Rupp Lenten Book Group:** starts on Tuesday Feb. 21 for 5 consecutive Tuesdays at 7:00 p.m. in the Junior High Room. Facilitated by Susan Adkins.
- **LGBTQ+ Mardi Gras party:** Feb 17 at church. Open to LGBTQ+ community and allies.
- **Movie Night:** Sundays: Mar 5, 12, 19, 26 with CYF, LGBTQ+, Women's Community and Racial Justice Ministry at 6:00pm in the Forum. Facilitated by Mike Kinman.

- **The Gifts of Imperfection by Dr Brene Brown Lenten Group:** Wednesdays: March 1, 8, 15, 22, 29 at 7:00pm on Zoom. Facilitated by Thomas Diaz and Staci Kennelly.
- **The Way of Love:** Saturdays at church starting Feb 11 for 7 sessions from 9:00 - 11:00am and Tuesdays on Zoom starting Feb 14 for 7 sessions from 6:30 - 8:30pm. Facilitated by Dori Torrey and Conchetta Fabares.
- **The Whole Language: The Power of Extravagant Tenderness by Greg Boyle Book Study:** Mondays February 27, March 6, 20, 27. Facilitated by Sally Howard.

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

- 17 folks attended the Training to Facilitate a Small Group on Sunday, January 29, 12:00 – 1:30pm in the Seminar Room. 10 new small group facilitators were trained by Dan McCarrel, Terry Moore, Roz Duhon, Nancy Reynolds, Alfredo Feregrino and Nancy Naecker.
- Ministry Leader / Small Group Facilitator Appreciation Reception on Saturday, March 24 from 4:00 – 5:30pm.

### **Parish Celebrations**

- Mardi Gras on the Lawn: Feb 19 in combination with Latin Hour includes donuts (including vegan and gluten-free), fresh popped popcorn and cookies. Games and art activities on the lawn for all ages thanks to the leadership of Walter Little and Shannon Bankhead.

### **Small Groups**

- Ten new small group facilitators attended the Facilitating Small Group Class: David Hunt, Wendy Adams-Furman, Deborah Santana, Patti Sanchez, Troy Wise, Le Wang, Mary Pillot, Patrick Briggs, Maddie Gavel-Briggs and Rebecca Adams.
- Neighborhood Groups:
  - Monrovia / Duarte Neighborhood Group in formation. Possible facilitators: Deb Ogden and Susan Brown.

### **Senior Saints**

- Feb 2 Senior Saints will feature Julianna Serrano, the Vice President of Advocacy &
- Equity at Planned Parenthood Pasadena and San Gabriel Valley (PPPSGV). She creates and leads the vision and strategy for our community affairs, government affairs, and advocacy work, and she also leads the organization's diversity, equity and inclusion (DEI) initiatives. Lunch will be served in Sweetland Hall prior to the Julianna's presentation thanks to the leadership of Grace and Steve Galton, Barbara Beckham, Frank Wells and Patrice Gibson.

### **LGBTQ+ Ministry**

- **LGBGQ+ Mardi Gras party:** Feb 17 at church. Open to LGBTQ+ community and allies.

### **Women's Community**

- The Women's Community Holiday Party benefitting the Safe Haven program is Sunday, February 12 in Sweetland Hall.

### **Latino/Hispanic Ministry**

- **Escuela de Ministerios:** the program taught entirely in Spanish, consists of five modules of formation – this session starting on Feb 18 is Sacraments & Liturgy. Facilitated by Alfredo Feregrino.

- **Latin Hour** in combination with Mardi Gras celebration on the lawn after the 10am on Feb 19. Bill Cunliffe will provide music.

#### **40/50's Ministry**

- The newly formed 40/50's Ministry was the creation of Connie Chung and Nikoo Berenji.
- Five Small Group "Sabbath Suppers" are planned for February hosted in parishioner's homes at local parks. Hosts so far are Connie Chung, Nikoo Berenji, Maddie Gavel-Briggs and Patrick Briggs, China Tomiko and Albert Giang. Details coming soon.

#### **AAPI Ministry**

- Lunar New Year on the lawn after the 10am service on January 22 with food, decorations and games was wonderful! Thank you to the planning committee for the reception - Julianne Hines, Louise Zhou, Connie Chung, Weicheng Zhao and Fang Gao.

#### **20/30's**

- January Social on the 15<sup>th</sup> at Congregation Ale House with 15 attendees.
- Lenten Book Group starts Feb 26 from 12:00 – 1:30pm in the Senior High Room and continues for 5 Sundays. Facilitated by Jonathan Quinn.
- 20/30's Spring Retreat scheduled for **May 5-7, 2023 at Camp Stevens**.

#### **Archives Ministry**

- Restarted their work from pre-pandemic to identify the archives at various locations on the campus.
- Boxed some of the oldest papers and photos from 1900 to 1960s in acid-free boxes. Thank you to Sally Layne and Kimberly Douglas.
- Next step: to find a suitable spot for temporary storage to continue the work.