

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

January 10, 2023

PRESENT Pat Coulter, Elisabeth Eilers, Kimberly Farnham, Bill Gould, Julianne Hines, Kimberli Hudson, Crystal Jones, Staci Kennelly, Ava King, Eddie King, Mike Kinman, Elizabeth Lashley-Haynes, Walter Little, Art McDermott, Karen Meier, Juan Mejia, Norweeta Milburn, Rosemary Muñiz, Janet Carol Norton, Andie Reid, Claudia Shields, Tim Stratz, Erica Tamblyn, Risë Worthy Deamer

EXCUSED Mason Baughman, Hannah Earnshaw, Nicole Gatto, Lola Piñon, Thomas Diaz, Nina Scherer

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

The meeting was called to order at 6:02 pm by Rector Mike Kinman in Sweetland Hall and using Zoom Webinar. He opened with a meditation, shared two stories of crisis and healing, and shared the importance of focus on the individual as well as the community. He ended with a prayer.

Hines welcomed the visitors.

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

ENDORSEMENT CANDIDATES FOR HOLY ORDER

Russell explained the process to ordination. She introduced Mel Soriano and Jonathan Stoner and each described their work since their last meeting with the Vestry. They are now ready to become candidates for holy order.

It was moved and seconded and with one abstention, the Vestry endorsed Mel Soriano for Holy Orders.

It was moved and seconded and with one abstention, the Vestry endorsed Jonathan Stoner for Holy Orders.

BUSINESS ITEMS

Approval of the Consent Agenda

- Report of the Clerk: There was one edit to the RJAB report in the minutes: replace “there is a baseline assessment” with “there **should be** a baseline assessment”. It was moved by Jones, seconded by Milburn, and the Vestry unanimously approved the minutes from the November 10, 2022 meeting with the noted edit and the committee reports as submitted.

Report of the Treasurer

Meier shared that there are no new financials. The controller, Erin Sacco Pineda, has been redirected to work with the Giving Department so that the end-of-year giving statements can be sent out in a timely manner. August is completed. She is working on credit card charges. A Budget Committee will be called in late January. We are reviewing our process. The Vestry expressed their thanks to Erin and to Sally Howard, Karen Meier and Rick Felton.

Clergy Housing Allowance

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.

It was moved, seconded and the vestry unanimously approved the resolution.

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 -- \$20,800 per year (\$866.67 per pay period)*
- 4) Mark Chase -- \$47,540 per year (\$1,980.83 per pay period); and*

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

It was moved, seconded and the vestry unanimously approved the resolution.

FINANCE COMMITTEE

Stratz reported that they received the August financials and hope to have more to report at the next meeting. The Gift Policy is being reviewed and updated by Terry Knowles, Gloria Pitzer, Kimberli Hudson, Sally Howard, and Rick Felton. They also hope to have more by the next meeting.

GIVING REPORT/PLEDGING

Felton reported that we have challenges and they are contacting those who pledged last year and have not yet pledged this year. Last year at this time, we had 539 pledges for \$2,580, 319. This year we currently have 369 pledges for \$1,916, 565. There will be some personal contacts with major pledgers. We started late this year, but Felton feels confident that we will make a significant dent in this deficit.

VESTRY SLATE UPDATE

Hines reported that people have been invited and are discerning now. We will have a slate by the end of the week. Vestry will vote electronically for the full slate when it is available.

STRATEGIC DIRECTION COMMITTEE UPDATE

Tony Jackson shared an update on the work of the Strategic Direction Committee. Kinman thanked Jackson. Jackson shared the process and where we are now. It included a survey and listening sessions, which gave us rich thoughts and data. There are three big goals and directions. Hope to have the report ready to present to the Vestry by the March meeting. Kinman shared the three goals:

1. Who and How God is calling us to be a congregation
2. What and How God is calling us to do and be in the world.
3. How we can refresh our physical space to facilitate and amplify this direction

Kinman shared that we are called to dismantle White Supremacy and become a beloved community. Everyone has a role to play and everyone needs to be seen and heard. We need to continue the work to build relationships. We need to shape our diversity to move beyond inclusion to radical belonging.

We need to evolve our communications platform. We need to build capacity to organize and collaborate. We need to balance reflection and action. The theological formation unifies without uniformity. We need to partner with progressive faith communities and organizations. We need to focus our education and activism.

One PACES goal has been chosen to achieve. We have to address critical deferred maintenance.

The vestry was then able to ask questions.

VESTRY MANUAL UPDATE

Howard appreciated the feedback given so far. She confirmed it is a manual, not a handbook, and it is not a legally binding document. The committee that produced the manual is Trula Worthy-Clayton, Maren Tompkins, Samantha Kramer and Sally Howard, with input from Sharon Browning and Neil Barker.

Howard asked the Vestry to continue to review the manual and share thoughts. Send all comments/edits to the Vestry Personnel Committee at VPC@allsaints-pas.org. Personnel committee members include Trula Worthy-Clayton, Chris Folz and Samantha Kramer and consultant Michelle Wheetman,

WARDENS REPORT

Hines shared that Vestry members need to review the Safe Church training video and material. Tip is to read the material. The Bishop is coming to the February 7 meeting and would like all to complete the training. She encouraged everyone to attend that meeting in person if possible. Risë will send an email.

RECTOR'S REPORT

Eddie King reported that we have serious leaks in the north transept from the recent rain. We need to address this issue. King suggests that we need an endowment for the maintenance.

Kinman shared that Dr. Wil Gafney will be here for part of Lent and Holy Week. Bishop Gene Robinson will be here the week following Easter for confirmation.

This is Art McDermott's last vestry meeting. The Vestry Nominating Committee is putting forward Jonathan Quinn to finish Art's term. It was moved by McDermott, seconded by Eddie King and the Vestry unanimously approved Jonathan Quinn to fill the unexpired term of Art McDermott. Kinman then recognized McDermott for his work and said goodbye.

COMMUNICATION BACK TO THE PARISH

- Jonathan Quinn elected to Vestry
- Jonathan Stoner and Mel Soriano endorsed as candidates for Holy Orders
- Update on Strategic Direction

APPRECIATIONS AND REGRETS

- Meier thanked Tim Stratz for giving the Treasurer's Report last meeting
- Little announced that LA County has declared homelessness a state of emergency as has the city of LA.
- Kinman appreciated Elizabeth Lashley-Haynes for putting herself up for judge this last election.
- Hines appreciated McDermott and looks forward to seeing him in France.

The meeting adjourned at 7:58 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports
January Meeting 2023
Addendum to January 10, 2023 Vestry Minutes

NO REPORT:

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

CHILDREN, YOUTH, AND FAMILIES (CYF)

The Children, Youth, and Families Committee met on November 29 via Zoom. The next CYF Committee meeting is on Tuesday, January 17 at 7:00 p.m. via Zoom. We will NOT meet in December.

In attendance: Beatriz Beltran, Jonathan Berry, Joy Bustrum, Kenyon Harbison, Christine Hartman, Ava King, Ahren Martinez, Risë Worthy Deamer

UPDATES

- Ahren is settling in well and she thanked everyone for their help and support.
- Playgrounds
 - Umbrellas and benches still TBD, but they have been ordered.
 - Verna from B&G will be working with the Buildings & Grounds committee to figure out next steps for replacing the sand behind Scott Hall. Please note: Replacing the sand with wood chips is **very** important as we cannot open it up to children safely until that is complete. If young families are the future of All Saints, we need to provide good support for them.
- Children's Chapel and Family Hour
 - Children's Chapel is going well, there are some new kids in attendance and Ahren is changing up week to week so that it's not the same all the time.
 - THANK YOU to Marianne Ryan, Risë Worthy Deamer, and Staci Kennelly who have signed up for Children's Chapel slots.
 - UPDATE: anyone who is volunteering for chapel coming from the chancel, please meet the kids by coming down the front stairs, not the back stairs. This increases visibility of involved adults and gives the kids another person to gather around. Thank you!
 - Family Hour is still lightly attended, sometimes with no one in attendance. We recognize this will take some time to build an audience, and Ahren mentioned that there have been some families who have come to All Saints only for family hour as that works best for them. Also a valuable time if parents want to attend the forum without kids. THANK YOU to Damon Russell who has volunteered for family hour!
 - **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 dinner is cancelled this week as we are being cautious about COVID and RSV. Masks will be required indoors for both youth group and choir.
 - Youth group dinner decisions will be made on a week by week basis depending on current situation.

- Angel Tree
 - We have committed to providing 350 gift cards to DCFS to provide children and youth with gifts this holiday season. As of this past Sunday, we have 180 cards committed for almost \$4500. So we really need to push this last week. All cards are due December 11 and can be done physically or online. If you haven't participated yet, please do so as you are able. All information can be found here:
<https://www.signupgenius.com/go/10c044daba62ea5f94-angel2>
- COVID Memorial Tree
 - The COVID memorial tree on the playground was dedicated after the service on All Saints Sunday (11/6) followed by our march to the polls. It was a very special time. THANK YOU to Risè Worthy-Deamer for everything she did to coordinate this wonderful event.
- Childcare
 - **SAME FROM LAST THREE 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. There are a few who need smaller sizes; we're working with choir inventory to get that figured out. Once all teams have done this, we'll start the washing and organizing of all of the other robes. Kenyon has agreed to lead this when the time comes.
 - Many of the acolyte robes are pretty tattered. All Saints is going to need to order new stock to incorporate into current stock sometime soon. This is a budget item that needs to be addressed. We might be able to limp along this program year, but this needs to be looked at.
- New Families
 - There was a Thanksgiving potluck with a few new families, as we continue to find different ways to engage. All CYF Committee members are encouraged to approach new folks (even if they are just new to you!) to create connections.
- Advent/Christmas
 - There was light decorating and hot chocolate after the Advent I service on 11/27.
 - Plans are still being made for the afternoon service on Christmas Eve.
 - If you have questions about tree/wreath orders and/or volunteering next weekend please contact Jenny Tisi.
- 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 (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
 - 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

Submitted by Nancy Naecker

Last Meeting: Dec 8, 2022 (Christmas Party)

Next Gathering: Jan 17, 2023

Welcome Ministry

- Welcome Cards received for November + December 2022: 35
 - Interests checked
 - CYF: 12
 - CYF Choirs: 0
 - Latino/Hispanic Ministry: 1
 - LGBTQ+: 13
 - Music: 13
 - PCHH: 3
 - Peace & Justice: 12
 - Senior Saints: 2
 - Spiritual Formation: 4
 - Small Groups: 7
 - 20/30's: 7
 - Women's Community: 7
 - Volunteering: 15
- 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 November and December.
- Welcome bags for the Christmas/New Year holidays were prepared by our welcome bag team, Ted Von der Ahe, Susan Brown and Patti Cuffia.

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

- New greeters: Heidi Bower and Rosemary Occhiogrosso (thank you to Cindy Bishop and Dan McCarrel for their recruitment efforts).
- Greeters were present and happy to welcome parishioners and visitors at all the Christmas and New Year's services.

Fall Getting Connected Class

- 15 folks were welcomed at the 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.

Education and Formation

- Baptisms: November 13 – 8 children were baptized
- Confirmation: planning is starting for an adult Confirmation class during Lent

Leadership Support and Development Committee

- The Art of Listening class on Nov 3 from 6:30 – 8:00pm via Zoom had 10 participants. Feedback from the class is folks would prefer these classes to be in-person when possible.
- Training to Facilitate a Small Group is scheduled for Sunday, January 29, 12:00 – 1:30pm in the Seminar Room.
- The Winter Ministry Leader newsletter is scheduled to be sent to all Ministry Leaders and Small Group facilitators on January 9.

Parish Celebrations

- Thank you to the Parish Celebrations team for decorating the church for Christmas! Volunteers: Jim Janson, Cameron Hoover, Julie Jenkins, Michael Paul Wong, Leah Nelson, Walter Little, William Murray, Karen Robles, Devika Wijesinghe, Marlan Clarke and Gary Leonard.

Small Groups

- Karen Swanson facilitated the 91101 Neighborhood Small Group for with four members. They used the book "Advent Meditations".
- Advent Small Groups – 4 weeks during Advent
 - Preparing for Christmas by Richard Rohr Book Study Group facilitated by Susan Adkins – 14 folks registered for in-person class and 5 folks for the separate zoom portion.
 - Christ's Nativity in Art and Literature: An Advent Journey facilitated by Wendy Furman-Adams – 10 folks registered for in-person class.

Senior Saints

- Field trip to Union Station Homeless Services Family Center for a tour was canceled due to a flu outbreak at the family center.
- December 5 presentation by Juliana Serrano was postponed.
- December 15 Senior Saints Christmas party was a huge success with 70 attendees at the home of Robin and Mike Kinman. Thanks to the organizing efforts of Grace and Steve Galton, Barbara Beckham, Frank Wells and Patrice Gibson, Amanda McCormick, Ana Camacho and Nancy Naecker.

- Jan 5 Senior Saints will feature Michal Connors, soloist for the Canterbury Choir. Mr. Connor has a particular emphasis on Slave songs created before the Civil War and will present a set of Spirituals that he has arranged and composed. He is emphasizing the lasting legacy of an enslaved people's potent artistry, not just surviving under inhumane conditions, but leaving behind a musical testament to their resilient and undaunted spirits.

LGBTQ+ Ministry

- LGBTQ+ Christmas party held at the home of Terry Moore and Harry Prince on December 18 was well attended
- LGBTQ+ Study group resumes on Jan 5

Women's Community

- The Women's Community Holiday Party benefitting the Safe Haven program was postponed due to weather and will be rescheduled in January.

Latino/Hispanic Ministry

- Escuela de Ministerios en Español, led by Alfredo Feregrino, on winter break. The program, taught in Spanish, consists of four modules of formation that will be taught through the liturgical year.
- Latin Hour on December 17 on the lawn after the 10am Our Lady of Guadalupe service with Bill Cunliffe was a success thanks to our Buildings & Grounds team for setting up canopies and heaters to accommodate outdoor dining during the rain.

40/50's Ministry

- The newly formed 40/50's Ministry was the creation of Connie Chung and Nikoo Berenji.
- Nikoo and Connie compiled results from a survey of types of activities the 40/50's would like to do.
- First gathering was November 11 via Zoom with 13 40/50's folks attending!
- Second gathering Dec 17 at the Latin Hour with 10 folks in attendance.
- Next up is a backyard gathering at the home of Nikoo Berenji on January 8 from 12 – 2pm.

AAPI Ministry

- Initial AAPI Leadership Group met on November 14 via Zoom with Connie Chung, Terry Gock, Julianne Hines and Thomas Diaz. Other folks to bring into the work are Gillian and Bernard Garcia.
- Plans are being made to celebrate the Lunar New Year on the lawn after the 10am service on January 22 with food, decorations and games. Planning committee for the reception is Julianne Hines, Louise Zhou, Connie Chung, Weicheng Zhao and Fang Gao.

20/30's

- November 20 Social was well attended with 15 folks at the Congregation Ale House.
- December 17 Social at the Latin Hour had four folks attend.
- 20/30's Spring Retreat scheduled for **May 5-7, 2023 at Camp Stevens.**

GIVING AND STEWARDSHIP REPORT

Pledge Drive

We continue to work on securing pledges for 2023. As of January 3, 2023, we had received 340 pledges totaling \$1,849,785. We are behind last year in number of pledges received and we're ahead of last year in dollars pledged. January is always a critical month for personally following up to secure pledges.

We are sending out a follow-up letter to everyone who pledged last year but has not yet pledged for 2023. We will also be sending out an e-blast to our entire list to invite more people to pledge.

We will be following up on some pledges that have issues around credit cards and automatic deposits.

End of Year Giving

We are still processing end of year gifts. We will make sure gifts are credited to the appropriate year so our end of year statements accurately reflect our donors' generosity.

Special Gratitude

While the Giving Office has experienced some significant personnel challenges, four people deserve special thanks. Marilyn Coffman has worked creatively and tirelessly to keep the office functioning and entering most of the giving data. Amanda McCormick, in addition to her duties for other departments has been entering all of the pledging information. And since there was a period of time early in 2022 when pledges were not entered, she has been going back to enter that information based on pledge cards retained in our files. Debbie Daniels, in addition to her duties for other departments, has produced all of pledge Thank You letters. Finally, Erin has stepped in to help enter donations that have come through credit cards and automatic deposits.

We've also been strengthened by Nader Eldahaby's innovative counsel, Samantha Kramer's guidance and Mike and Sally's unwavering support.