

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

March 7, 2023

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

EXCUSED Mason Baughman, Pat Coulter, Ava King, Rosemary Muñiz, Lola Piñon, Andie Reid, Thomas Diaz, Rick Felton, Melissa Hayes, Keith Holeman, Nina Scherer

ALSO PRESENT Mark Chase, Alfredo Feregrino, Sally Howard, Mike Kinman, Susan Russell, Kathy Onoye

GUESTS Greg Adams, Jonathan Berry, Blaine Cavena, Al Hughes, Cathy Keig, Tony Jackson, Phil Naecker, Lonnie Schield

The meeting was called to order at 6:00 pm by the rector Mike Kinman in Sweetland Hall and using Zoom Webinar. Sally Howard led the Vestry through guided meditation and 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 Milburn, and the Vestry unanimously approved the committee reports and the minutes of the February 7, 2023 meeting as submitted.

Junior Warden Update

Worthy Deamer shared the recommendation that Cathy Keig be nominated for Junior Warden for the 2023-2024 Vestry session. It was moved by Little, seconded by Quinn, and the Vestry unanimously confirmed Cathy Keig as Junior Warden.

Report of the Treasurer

Meier reported that the report will be part of budget conversation.

UPDATE: VESTRY/STAFF CONFERENCE

Hines reviewed the schedule for the conference and critical discussions including the strategic direction goals.

UPDATE: BUILDING & GROUNDS

Lonnie Schield and Phil Naecker presented the unexpected expenses that are urgent issues including roof leaks and window leaks. The \$1.3 million approved previously may not be enough to cover the additional issues. The Vestry is encouraged to attend the campus tours.

UPDATE: STRATEGIC DIRECTION

Tony Jackson presented the final report of Strategic Direction. The goals are

- Goal 1: Accelerate All Saints' becoming a beloved community of belonging.
- Goal 2. Strengthen our capacity and infrastructure for effective activism.
- Goal 3. Initiate a bold, comprehensive campus revitalization project: *Sacred Sanctuaries*

Each goal has possible strategies and possible next steps. The Strategic Direction will be the focus of the Vestry/Staff Conference. Tony Jackson and the task force were commended for this comprehensive report.

EXPENDITURE AND GIFT ACCEPTANCE POLICIES

Stratz presented the Expenditure Policy, which was approved by the Finance Committee. It was moved by Stratz and the Finance Committee, seconded by Little, and the Vestry unanimously approved the policy.

Stratz presented the Gift Acceptance Policies & Procedures, which was approved by the Finance Committee. It was moved by Stratz and the Finance Committee, seconded by Earnshaw, and the Vestry unanimously approved the policy.

Stratz and the committee were commended for both policies.

> > > ADJOURNED TO CLOSED EXECUTIVE SESSION < < <

2023 BUDGET

It was moved by Stratz and seconded by Hines to adopt the proposed budget for 2023. Following discussion the budget passed with 15 to approve, five not to approve and one abstention.

WARDENS REPORT

Hines reminded the Vestry to attend the annual meeting on March 19 and take a PACES campus tour.

RECTOR'S REPORT

Kinman announced that we can now accept direct giving.

Kinman shared plans for the Centennial Team and the plans for the next year to celebrate 100 years of All Saints.

Kinman announced that the Rev. Dr. Wil Gafney will preach on Palm Sunday, April 2. She will be in Pasadena from March 20 – April 14. Gene Robinson will be here on April 16 to preach and confirm new members.

COMMUNICATION BACK TO THE PARISH

- Budget was approved.
- Cathy Keig approved as Junior Warden.
- Communicate the repairs needed and the tours of the physical plant through PACES.
- Expenditure Policy approved
- Gift Acceptance Policies & Procedures approved.

APPRECIATIONS AND REGRETS

- Tamblyn appreciated Melissa Hayes and Thomas Diaz for their work on the Homeless Memorial Service. Tamblyn announced that the 20th and 21st persons have been placed in housing.
- Hines appreciated all of the Vestry and staff. This is her last meeting as Senior Warden. There is a caring about this community and a vision for its future. We are willing to do the hard work.
- Worthy Deamer appreciated those going off the Vestry, including Pat Coulter, Kimberly Farnham, Kimberli Hudson, Ava King, Eddie King, Elizabeth Lashley-Haynes, Juan Mejia and Lola Piñon.
- Kinman thanked Kimberli Hudson for her long distance attendance and serving on the Vestry from Indianapolis. Kinman thanked the wardens for their service this year.

The meeting was adjourned at 8:49 p.m. with a closing prayer by Alfredo Feregrino.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports
March Meeting 2023
Addendum to March 7, 2023 Vestry Minutes

NO REPORT:

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

GIVING

As of February 28th, we have received 499 pledges totaling \$2,512,042. We still have 30 or so outstanding pledges of \$5,000 or more which Mike and I are working on securing. A few of those will probably not renew or will renew at a reduced amount due to specific personal issues with the donors. Otherwise, I believe we will be able secure most of them in the next couple of weeks.

A special shout out to Marshall Rutter who volunteered to contact pledgers under \$5,000. He has been amazing and has secured many additional renewals. Encouraging generosity runs in the family!!!

We continue to be blessed by the heroic work of Marilyn Coffman, Amanda McCormick and Debbie Daniels. Those three people stepped in at a very crucial and difficult time to help keep the Giving Office on track. They continue to provide wisdom and skill with grace, good humor and a commitment to All Saints that is transformational. Marilyn Coffman has worked almost non-stop since before Christmas to “catch up” with all that needed to be done.

While we delayed providing pledge envelopes longer than we would have liked, the delay resulted in us being able to reduce the number of pledge envelope packets we needed to order by 50%. That reduced our costs and cut in half the amount of paper we used. As the demographics continue to change at All Saints, I believe the use of pledge envelopes will continue to reduce in favor of online giving and less weekly giving. May Joy Filled Generosity continue to energize giving throughout 2023.

CHILDREN, YOUTH, AND FAMILIES (CYF)

The Children, Youth, and Families Committee met on February 28th via Zoom. The next CYF Committee meeting is on Tuesday, March 28 at 7:00 p.m. via Zoom.

In attendance: Beatriz Beltran, Jonathan Berry, Christine Hartman, Ahren Martinez, Kim Roura

CHILD CARE UPDATE

- The mold found in Scott Hall was within parameters that we could have managed it ourselves; however, upon further exploration of the space, there were a number of leaks from the roof that, if not repaired, would contribute to ongoing issues. In light of the uncertain future of Scott Hall, and recognizing that a roof replacement is not a current option, members of CYF staff, committee (represented by Christine and Staci), Buildings & Grounds staff and committee decided that Scott Hall is not a viable option for childcare at this time.

- Nina is working with Buildings & Grounds and others to come up with a plan that works for childcare needs in other spaces on campus.
- We are close to hiring our other two childcare workers in addition to Anamaria. We are hoping to have childcare up and running by Easter.

OTHER PROGRAM UPDATES

- Youth/Children Programs
 - Seekers retreat is March 10-12.
 - Wednesday Youth dinners are back indoors.
 - We will have youth preachers coming up in March.
 - The next parent potluck for families with kids up to 5th grade is on March 16 from 6-7 p.m. (after Unidad rehearsal).
- Children's Chapel and Family Hour
 - **We need volunteers for Children's Chapel every Sunday and especially on these dates:**
 - March 5 (Youth Chamber Choir singing)
 - March 12 (Ahren on Seekers retreat)
 - April 2 (Unidad singing)
 - If you can sign up to volunteer, please do so here :
<https://www.signupgenius.com/go/10c044daba62ea5f94-sundays1>
- New Families
 - We talked about having a couple of sentences about Children's Chapel in the liturgy so that new families (or folks who know families) have an idea of what it's all about.
 - The weekly update is being printed out in color and distributed on Sundays. This will give everyone a good idea of what is going on. We are trying to get it attached to the service leaflet as well.

CONGREGATIONAL DEVELOPMENT

Submitted 3/1/23 by Nancy Naecker

Last Meeting: Jan 17, 2023; Next Gathering: Mar 21, 2023

Welcome Ministry

- Welcome Cards received for February 2023: 23
 - Interests checked
 - ✓ CYF: 4
 - ✓ CYF Choirs: 0
 - ✓ Latino/Hispanic Ministry: 2
 - ✓ LGBTQ+: 5
 - ✓ Music: 9
 - ✓ PCHH: 1
 - ✓ Peace & Justice: 9
 - ✓ Senior Saints: 1
 - ✓ Spiritual Formation: 3
 - ✓ Small Groups: 8
 - ✓ 20/30's: 0
 - ✓ Women's Community: 6
 - ✓ Volunteering: 10

- 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 February.

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

- Name buttons will soon be available with option for magnetic clasps.

Spring Getting Connected Class

- First session went very well on Feb 26, 12:00 – 1:30pm in the Guild Room with presentation by Sally Howard and Thomas Diaz on Joyful Spirituality, followed small group breakouts.
- 30 folks registered
- Small Group Facilitators: Gloria Antall, Billie Rainer, Mary Pillot, Isabel Ramirez, Patrick Briggs and Maddie Gavel-Briggs.

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.
- 17 folks are registered – nine participating by Zoom and eight in-person.

Lenten Groups

- **20/30's Lenten Book Group: My Body is Not a Prayer Request**, started Feb 26 from 12:00 – 1:30pm in the Junior High Room and continues for 5 Sundays. Facilitated by Jonathan Quinn. Five participants registered.
- **Blurring the Color Line: Chinese in the Segregated South A Documentary Film Presentation:** Feb 25, followed by a Q & A with Director, Crystal Kwok. Facilitated by Racial Justice Ministry and the APAI Ministry. Approximately 25 folks participated.
- **Boethius's and the Consolation of Philosophy: Why do bad things happen to good people?:** Started Thursday Feb 23 and will continue for 5 sessions at 6:00pm on Zoom. Facilitated by David Hunt. 19 folks are participating.
- **Campus Tours by PACES:** started Feb 26 with a tour for the vestry – 17 folks participated. Tours continue for 4 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.

- **Escuela de Ministerios:** the program taught entirely in Spanish, consists of five modules of formation – this session is Sacraments & Liturgy. Facilitated by Alfredo Feregrino. 20 folks are participating.
- **Jesus, Friends of My Soul by Joyce Rupp Lenten Book Group:** started on Tuesday Feb. 21 and will continue for 5 consecutive Tuesdays at 7:00 p.m. in the Junior High Room. Facilitated by Susan Adkins. Nine folks are participating in-person and four are on Zoom.
- **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:** started Feb 11 and will continue for seven sessions on Saturdays, 9:00 - 11:00am. Facilitated by Dori Torrey and Conchetta Fabares. Seven folks are participating.
- **The Whole Language: The Power of Extravagant Tenderness by Greg Boyle Book Study:** started on February 27 and continues on March 6, 20, and 27. Facilitated by Sally Howard. 27 folks are participating.

Leadership Support and Development Committee

- Ministry Leader / Small Group Facilitator Appreciation Reception on Saturday, March 24 from 4:00 – 5:30pm at the home of Mike and Robin Kinman.
- Each Ministry Leader and Small Group Facilitator will receive a handwritten thank you note with a \$5 gift card to Jones Coffee at the reception.

Parish Celebrations

- Mardi Gras on the Lawn: Feb 19 in combination with Latin Hour was a HUGE success! Parish Celebrations served donuts, fresh popped popcorn and cookies. Thanks to the leadership of Walter Little and Shannon Bankhead.
 - It was recommended that Parish Celebrations and Congregational Development more intentionally include CYF in future planning of after service lawn events.

Small Groups

- The Small Group Ministry is planning ahead for the late spring/summer small groups – stay tuned.

Senior Saints

- March 2 Senior Saints will feature John Ahart, theater director, designer and Professor of Theater. John will be speaking on - *Only Aging Can Do It: how life-changing experiences affect our interactions with others.*
- Lunch will be served in Sweetland Hall prior to the presentation thanks to the leadership of Grace and Steve Galton, Barbara Beckham, Frank Wells and Patrice Gibson.
- New Senior Saints volunteers are Debbie and Dan Bump.

LGBTQ+ Ministry

- **LGBTQ+ Mardi Gras party:** Feb 17 at church was a lovely event with food, dancing and game in Sweetland Hall with 25 folks participating.
- **LGBTQ+ Study Group:** after a successful run, this group facilitated by Jonathan Quinn has decided to conclude due to low attendance.

Women's Community

- The Women's Community Party on Feb 12 benefitting the Safe Haven program took in approximately \$2250. Congratulations!
- April 23: Lunch of Compassion
- June Event: Voices from the Heart Brunch will feature Anna Davalos.

Latino/Hispanic Ministry

- **Escuela de Ministerios:** the program taught entirely in Spanish, consists of five modules of formation – this session started on Feb 18 with Sacraments & Liturgy. Facilitated by Alfredo Feregrino.
- **Latin Hour** in combination with Mardi Gras celebration on the lawn after the 10am on Feb 19 was a delightful event with musicians organized by Bill Cunliffe.

40/50's Ministry

- The newly formed 40/50's Ministry was the creation of Connie Chung and Nikoo Berenji.
- 40/50s Social on Feb 19 at CPK was attended by 12 folks including Thomas Diaz and Alfredo Feregrino.

20/30's

- Lenten Book Group started Feb 26 from 12:00 – 1:30pm in the Junior 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

- Met on Feb 28 to continue to box oldest papers and photos from 1900 to 1960s in acid free boxes. Thank you to Sally Layne and Kimberly Douglas.
- The group is trying to find a suitable spot for temporary storage of archive boxes.