

REGULAR MEETING OF THE VESTRY
ALL SAINTS CHURCH, PASADENA
May 30, 2023

PRESENT Greg Adams, Jonathan Berry, Blaine Cavena, Hannah Earnshaw, Elisabeth Eilers, Nicole Gatto, Bill Gould, Al Hughes, Cathy Keig, Mike Kinman, Eliza LeMoine, Walter Little, Karen Meier, Rosemary Muñiz, Janet Carol Norton, Jonathan Quinn, Andie Reid, Claudia Shields, Tim Stratz, Erica Tamblyn, Risë Worthy Deamer

EXCUSED Mason Baughman, Rainer Colombo, Julianne Hines, Crystal Jones, Staci Kennelly, Norweeta Milburn, Alfredo Feregrino, Sally Howard

ALSO PRESENT Mark Chase, Thomas Diaz, Melissa Hayes, Keith Holeman, Ahren Martinez, Sarah Nolan, Susan Russell, Nina Scherer, Kathy Onoye

GUESTS Lonnie Schield, Phil Naecker

The meeting was called to order at 6:03 p.m. by Rector Mike Kinman in Sweetland Hall and using Zoom Webinar. Kinman recalled that seven years ago he began his journey at All Saints and reminded the Vestry of a reading of 1 Samuel 8:6 “give us a king”. He reminded the Vestry that leadership is within the community with a vision that we carry out into the world. He focused the Vestry on the goals and core values that are our foundation that we stand on, and he offered an opening prayer.

Worthy Deamer welcomed the visitors.

Keig led the Vestry in reading the mission statement of All Saints Church aloud together.

BUSINESS ITEMS

Approval of the Consent Agenda

- Report of the Clerk: It was moved by Eilers, seconded by Little, and the Vestry approved the minutes of the April 18, 2023 meeting and the current committee reports as submitted, with one abstention.

Approval of Parochial Report

Kinman explained the Parochial Report and expressed gratitude to Susan Russell. Hughes moved the report be accepted. It was seconded it by Gatto. Discussion followed. The Vestry approved the report with one abstention. Russell appreciated Phil Naecker for his data work on the report.

Report of the Treasurer

Meier reported that the January financials were received by the Finance Committee. There are financial structure reporting issues. Erin, our controller, has completed re-formatting our credit accounts. We should have February and March financials by June. There will be monthly accountability meetings of all who have financial responsibilities.

FINANCE COMMITTEE REPORT

Stratz reported that work is being done on separating restricted funds. This work is to assure that funds that are donated are spent as the donor intended. This has been a huge transition for our staff. All Vestry members are welcome to attend the Finance Committee meetings.

GIVING REPORT

Sarah Nolan reported that she has been here a month and she is working with the finance team to create clear and efficient processes in relation to giving. She is working on getting the 2024 giving campaign going. We currently have 532 pledgers totaling \$2.5 million for 2023.

UPDATE: STRATEGIC DIRECTION / PLANNING

Kinman gave background and what we will work on moving forward. The three proposed North Star 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

It was moved and seconded that the goals be accepted. Discussion followed

Goal 1 amendment process:

- First amendment: Add "flourishing" so the goal reads: *Accelerate All Saints' becoming a flourishing and beloved community of belonging*. Reid moved, Shields seconded, and the amendment passed with 1 vote opposed.
- Amendment to the amendment: Add "and connection" so the goal reads: *Accelerate All Saints becoming a flourishing and beloved community of belonging and connection*. This amendment to the original amendment was moved and seconded, and did not pass, with a vote of 5 yes, 11 no and with 3 abstentions.
- Second amendment to the amendment: Delete "becoming a" so the goal reads: *Accelerate All Saints' flourishing as a beloved community of belonging*. It was moved by Gatto, seconded by Norton and passed by the Vestry, with 12 yes and 6 no votes.

Goal 2 amendment process:

- First amendment: Add "prophetic ministry" in place of "effective activism", so the goal reads: *Strengthen our capacity and infrastructure for prophetic ministry*. It was moved by Adams and seconded by Cavena. Discussion followed.
- Amendment to the amendment: Add "within the Episcopal Church" so the goal reads: *Strengthen our capacity and infrastructure for prophetic ministry within the Episcopal Church*. Moved by Gatto, seconded by Norton. After discussion, this amendment was withdrawn.
- Second amendment to the amendment: Add "effective activism" so the goal reads: *Strengthen our capacity and infrastructure for prophetic ministry and effective activism*. This amendment to the amendment was moved by Little, seconded by Quinn and passed by the Vestry with 10 yes, 7 no and 1 abstention.
- Goal 2 as amended, *Strengthen our capacity and infrastructure for prophetic ministry and effective activism*, passed with 12 yes, 5 no and 1 abstention.

Goal 3 amendment:

- Delete “Sacred Sanctuary” so the goal reads: *Initiate a bold, comprehensive campus revitalization project.* It was moved by Quinn, seconded, and passed by the Vestry.

The question was called to vote to adopt the three North Star Goals as amended:

Goal 1: Accelerate All Saints’ flourishing as a beloved community of belonging.

Goal 2. Strengthen our capacity and infrastructure for prophetic ministry and effective activism.

Goal 3. Initiate a bold, comprehensive campus revitalization project.

The three amended goals were unanimously approved by the Vestry.

UPDATE: BUILDINGS & GROUNDS

Schild reported that there are many deferred maintenance issues. Naecker gave background on what has happened, work that must be done and the reality of the deferred damage. He reviewed the necessary projects. The Finance Committee has recommended approval of \$400,000 to complete work. It was moved by Keig, seconded by Gatto, and the Vestry approved the \$400,000 expenditure with one no vote.

ANNOUNCEMENT OF CLERGY RESPONSIBILITIES/UPDATE ON CIRCLES

Kinman will send the responsibilities via email and the Vestry will follow up on this at the June 27 meeting.

RESOLUTION CONDEMNING ANTI-TRANS AND OTHER ANTI-LGBTQ LEGISLATION

Diaz shared recent events and asked the Vestry to listen to the first reading of the resolution by Jonathan Quinn and Hannah Earnshaw. Vestry had time to give input. The second reading will be in June. Kinman thanked the committee that crafted the resolution.

WARDENS REPORT

Keig asked any Vestry who have yet to respond to the rector’s evaluation to do so by Monday. She commended the Vestry for their work and attention tonight.

Worthy Deamer asked Tamblyn for a report on security. We will have security at all the LGBTQ events and any meetings.

RECTOR’S REPORT

Kinman thanked the Vestry for their response and courage and love. He commended Melissa Hayes for her work on security. He shared the preaching for pride month in June. He encouraged everyone to participate in the events.

LOOSE ENDS

- Tamblyn shared that we are hosting Connect Day for the Unhoused. She hoped that Vestry members will drop by. It is on June 12 from 9:00-1:00. It is the 50th anniversary of Union Station. LA County will come every other Monday for health care.
- Meier encouraged everyone to come to the Spring concert this Sunday. It will be quite an event with very challenging music.
- Norton commended the end of year youth events. It was really special.

- Kinman reminded that people in the Writer’s Guild are going through tough times. Keep them in your prayers.
- Shields shared that her university has a community service outreach. The students can help with homeless services.

COMMUNICATION BACK TO THE PARISH

- We will work on the communication / roll out of our goals

APPRECIATIONS AND REGRETS

- Norton appreciated Erica Tamblyn for coming to the children/youth concert and providing extra security. It was very appreciated and added special presence.
- Kinman appreciated the Vestry for the work done. This is a deliberative body at its best.

The meeting adjourned at 8:31 p.m. with a closing prayer by Mark Chase.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports

May Meeting 2023

Addendum to May 30, 2023 Vestry Minutes

NO REPORT:

Children, Youth & Families

Finance

Giving

Pastoral Care Healing & Health

Peace & Justice

Personnel

BUILDINGS & GROUNDS

Submitted by Erica Tamblyn

Recent B&G activity includes:

- New fire sprinklers are being installed. Old pipes have been removed and new ones installed.
- New HVAC and roof work to begin on June 5 and is anticipated to run through September.
- Correction to last report: Eddie King will **not** supervise this project. A project manager has been retained.
- The Gas Meter for Regas House is being relocated as required by the Gas Company.
- The North Transept Stained Glass renovation work by Judson Studios continues. Completion expected in June.
- Leak remediation work continues.

CONGREGATIONAL DEVELOPMENT

Submitted May 17 by Nancy Naecker

Last Meeting: May 11, 2023; Next Gathering: June 8, 2023

Welcome Ministry

- Welcome Cards received for April 2023: 30
 - Interests checked
 - ✓ AAPI: 0
 - ✓ CYF: 2
 - ✓ CYF Choirs: 0
 - ✓ Latino/Hispanic Ministry: 3
 - ✓ LGBTQ+: 7
 - ✓ Music: 11
 - ✓ PCHH: 3
 - ✓ Peace & Justice: 10
 - ✓ Senior Saints: 3
 - ✓ Spiritual Formation: 6
 - ✓ Small Groups: 9

- ✓ 20/30's: 5
 - ✓ 40/50's: 2
 - ✓ Women's Community: 8
 - ✓ Volunteering: 9
- Two new "interests" were added to the welcome card: AAPI and 40/50's.
 - 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 April.

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

- We currently have 29 active Greeters. That is down from 60 greeters pre-pandemic. The current greeter teams are able to cover the welcome table but not able to expand onto the lawn or south entrance.
- Dan, Cindy, Alfredo, Thomas and Nancy are working to recruit more greeters to welcome our visitors and new families.
- Jenn McGaw continues to host the online coffee after the 10am service with 5 – 8 attendees.

Leadership Support and Development Committee

- The takeaways from the Ministry Leader Reception are:
 - Highlights of their ministry
 - ✓ It's good to meet in-person once again!
 - ✓ Zoom and technology was a great way to keep our groups together. The use of Zoom allowed us to bring people together who do not live in this area and are new.
 - ✓ Many groups describe their volunteers as enthusiastic and participation is growing.
 - ✓ There were many positive things mentioned about staff support – yay to the administrative staff!
 - Challenges experienced with their ministry
 - ✓ Resources: Budgets were not always communicated or ministry leaders were not aware of how to find budget information.
 - ✓ Communication with staff support is not always perfect.
 - ✓ Recruiting volunteers: some groups are having challenges recruiting volunteers
 - ✓ Since the pandemic and online church, it has been doubly difficult for people to find a good volunteer match.
- In conjunction with the Congregational Development Vestry Committee, the LS&D committee is exploring ways to improve our volunteer management.
- A big shout out of thanks to Maren for compiling the All Saints Church Volunteer Handbook. This is a very handy tool for volunteers.

Parish Celebrations

- Parish Celebrations helped to serve nachos, popcorn and cake at the Latin Hour / Confirmation Reception on April 23. A good time was had by all (and we ran out of food!)
- May 28 Pentecost Sunday – Cake on the Lawn!!
- Planning has started for Homecoming, September 17, 2023. Look for new and fun activities!

Senior Saints

- 41 Senior Saints participated in a thoughtful lecture by parishioner Don Miller.
- The June 1 lunch gathering will feature Ahren Martinez, Children’s Minister, followed by a celebration of the ministry of Grace and Steve Galton as they retire from Senior Saints leadership.

LGBTQ+ Ministry

- The *Afternoon Tea with Bishop Gene Robinson* on Saturday, April 15 at 2:30pm in Sweetland Hall was a HUGE success with 50 in attendance.
- There has been an outpouring of concern and love for the LGBTQ+ community after the threats received by All Saints.
- The LGBTQ+ Sharing Group on Tuesdays went to an online platform temporarily after the threats.
- Liz Supple-Burman will be stepping down as the LGBTQ+ co-chair. Billie Rainer will take over as the LGBTQ+ co-chair, and Troy Wise will continue to co-chair. A HUGE thank you to Liz!
- Pride Month – June 2023
 - June 2, Friday: Queer Prom “Somewhere Over the Rainbow” in the Forum.
 - June 4, Sunday: Thomas Diaz preaches followed by Drag Queen Bingo on the lawn after the 10am service.
 - June 11, Sunday: Susan Russell preaches followed by CYF activities on the lawn for the young and young at heart.
 - June 16, Friday: Pride Movie Night “The Wizard of Oz” in the Forum
 - June 19, Sunday: Canon Carla Robinson preaches followed by a festive Pride Flags event on the lawn.
 - June 25, Sunday: Jonathan Quinn preaches followed by festive tea time with music on the lawn.

Women’s Community

- Voice of the Heart lunch honoring the amazing Anna Davalos on June 11 in Sweetland Hall.

Latino/Hispanic Ministry

- **Latin Hour** in combination with a Confirmation Reception celebration on the lawn after the 10am on April 16 with musicians organized by Bill Cunliffe was lovely! This is a very good community-building event.

40/50’s Ministry

- Potluck Lunch Social on May 31 at the home of a parishioner.
- They are planning a fall retreat, possibility at the Cathedral Center.

20/30's Ministry

- 20/30's Spring Retreat scheduled for **May 5-7, 2023 at Camp Stevens** was cancelled due to low participation.
- May 21 Social to join The Garden Party at the home of Bishop Taylor.

Summer Fun!

- Fun activities after the 10am service are planned for every Sunday from July 2 to Sept 10 on the lawn.
- Activities to include: popsicles, fresh popped popcorn, picnic lunch, games on the lawn and Latin Hour with live music.

Front Desk Volunteers

- We stalled a bit but are going to tackle it again – Thomas, Marilyn, Samantha and Nancy N are organizing volunteers to staff the receptionist desk in the church office Monday-Thursday.

Archives Ministry

- During May 1 – 12, the Archives Ministry organized, sorted by date, and rehoused in acid-free folders all of the Vestry Minutes and papers on campus. All the Vestry papers are now stored together in the file cabinet in the closet under the office stairs. Prior to this, the Vestry papers were stored in various unsuitable locations throughout the campus.
- The next project is to collect, organize, sort by date and rehouse all of the liturgies.