

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

June 27, 2023

PRESENT           Greg Adams, Jonathan Berry, Hannah Earnshaw, Nicole Gatto, Bill Gould, Julianne Hines, Al Hughes, Crystal Jones, Cathy Keig, Staci Kennelly, Mike Kinman, Walter Little, Karen Meier, Norweeta Milburn, Rosemary Muñiz, Janet Carol Norton, Jonathan Quinn, Andie Reid, Tim Stratz, Erica Tamblyn, Risë Worthy Deamer

EXCUSED           Mason Baughman, Blaine Cavena, Rainer Colombo, Elizabeth Eilers, Eliza LeMoine, Claudia Shields, Keith Holeman, Ahren Martinez

ALSO PRESENT    Mark Chase, Thomas Diaz, Alfredo Feregrino, Melissa Hayes, Sally Howard, Sarah Nolan, Susan Russell, Nina Scherer, Kathy Onoye

The meeting was called to order at 6:07 pm by the Rector in the Forum and using Zoom Webinar. He focused on when we were young and the messages we received from family about money. The vestry listened to three scriptures passages on money. There are many ways of looking at money and loving God and doing the work faithfully. He then offered an opening prayer.

Worthy Deamer welcomed the visitors.

Keig led the vestry 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 Gatto and seconded by Tamblyn and the vestry unanimously approved the minutes.

Appointment of Vestry Nominating Committee

Keig announced that the committee will include retiring vestry Earnshaw, Milburn, Worthy Deamer, Hines, Muniz, and Baughman, the Rector, Wardens and people at large and staff includes Howard, Diaz, and Scherer.

**BUDGET TIMELINE/ FOLLOW UP LAST VESTRY MEETING**

Howard reported that answers to the questions asked were sent to vestry. Please continue to send questions and they will be answer. Meier went over a financial statement with the vestry and noted that we are getting caught up. The vestry then asked questions. Monthly accountability meetings with key players are addressing checks and balances. Kinman commended Karen Meier, Samantha Kramer, Sally Howard and Erin Sacco Pineda for their work on this process.

## **FINANCE COMMITTEE**

Stratz noted that the Finance Committee approved the January financials. It was moved to accept the financials and seconded, the vestry unanimously accepted them. Stratz reported on the ESG (Environmental, Social, and Governance) investing. He discussed the challenges. Kinman thanked CIG Financial and Tim Stratz, and Mike Pools for their work on our portfolio.

## **GIVING REPORT/PLEDGING**

Nolan shared the work currently. They are creating efficiency and getting all data updated on week received. The Annual Campaign is moving forward. Report is in the packet. She is looking into grants and writing grants to raise funds. Howard commended Sarah Nolan for her work.

## **WARDENS REPORT**

Keig asked the vestry to please pay Worthy Deamer for the dinners. She is not receiving the funds and covering it herself. Keig also reported that they are ready to complete Mike Kinman's evaluation but the vestry response was low. They spoke on his goals, those goals that were completed and his goals for this coming year.

Worthy Deamer asked the vestry to attend the PACES Tour and Safe Church training. She asked the vestry to consider their pledge for this coming year by September.

## **RECTOR'S REPORT**

Kinman will resend the job descriptions for the associate rectors. Please look at the areas of responsibilities for the associate rectors.

Kinman reminded the vestry about telling the whole story. He spoke of the stages of reconciliation. The groups have presented step one has presented their findings. He is forming the next groups for repairing relations. He is starting another group on St. Barnabas Church.

He is working with CLUE Justice (Clergy and Laity United for Economic Justice) to support United Local 11. They are also working with Los Angeles Interfaith Queer Clergy Council on places like school board meetings. We will be working on non-violence and de-escalation training that can be of great benefit.

Kinman addressed the diocesan mission share fund. It is moving to a 12% mandatory contribution. We believe that we will need several years to get there. Mission Share Fund is very crucial in important ministry across the diocese. Bishop wants to create affordable housing in 25% of campuses across the diocese.

Kinman is talking with two other large churches in the area. They will problem solve together. They are all facing the same issues.

## **LOOSE ENDS**

- Milburn revisit evaluation

## **COMMUNICATION BACK TO THE PARISH**

- **Financials**

## **APPRECIATIONS AND REGRETS**

- Kinman shared that on September 10 Erica Tamblyn will be receiving the ICUJP (Interfaith Communities United for Justice and Peace) George Regas award.
- Kinman commended those who worked on PRIDE Month. It was phenomenal.
- Hines commended Karen Meier and everyone who worked on the budget.

The meeting was adjourned at 7:46 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,  
Kathy Onoye

**Vestry Committee Reports**  
*Second June Meeting 2023*  
*Addendum to June 27, 2023 Vestry Minutes*

**NO REPORT:**

Children, Youth & Families  
Finance  
Pastoral Care Healing & Health  
Peace & Justice  
Personnel

**BUILDINGS & GROUNDS**

Submitted by Erica Tamblyn

- Regas House renovation: Sprinkler system was inspected and approved, demolition underway with pathway to street being maintained for removal of materials to street. Chutes will be used to transport materials from roof. HVAC system installation mechanical and electrical plans complete. Structural design underway. Equipment ordered and some has been received.
- North Transept: Stained glass window renovation is almost complete. Installation scheduled for July 10<sup>th</sup>
- Sanctuary 1923 Cornerstone: A box of memorabilia was placed in the church when it was dedicated. We are working to locate it.
- Rectory Residence: Appliances need repair

**GIVING**

The Giving Committee gathered on 6/8 for its first meeting with new Director of Giving. This team was assembled last year to support Rick and Marilyn. The goal of the meeting was to connect, identify buckets of responsibility (Annual Giving, Centennial Celebration, Planned Giving), discuss the Annual Giving Campaign and consider additional members. The bulk of the meeting was focused on our upcoming pledge/annual giving campaign for 2024. Please see discussed goals below:

- ~ We will keep the theme of Joy-Filled Generosity for another year (this will be good stewardship of time and existing resources)
- ~ We will confirm dates of campaign in July meeting (likely Oct 16 – Nov 19)
- ~ Initial Goals of Campaign: 1) Support efforts to build community, connections and depth; 2) Develop and elevate clear pathways to giving and pledging; 3) Increase participation numbers for pledgers; 4) Identify and connect with major donors, new donors and lapsed donors.

We are still working to better understand an accurate number of current pledgers/pledges, non-pledge donations and recurring gifts to get a better understanding of our goals and potential.

## **CONGREGATIONAL DEVELOPMENT**

Submitted June 22, 2023 by Nancy Naecker

Last Meeting: June 8, 2023

Next Gathering: August 22, 2023

### **Welcome Ministry**

- Welcome Cards received for May 2023: 20
  - › Interests checked
    - ✓ AAPI: 0
    - ✓ CYF: 2
    - ✓ CYF Choirs: 0
    - ✓ Latino/Hispanic Ministry: 0
    - ✓ LGBTQ+: 4
    - ✓ Music: 4
    - ✓ PCHH: 1
    - ✓ Peace & Justice: 8
    - ✓ Senior Saints: 0
    - ✓ Spiritual Formation: 7
    - ✓ Small Groups: 2
    - ✓ 20/30's: 4
    - ✓ 40/50's: 2
    - ✓ Women's Community: 4
    - ✓ Volunteering: 6
- 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 May.

### **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 Greeter – Erica Loewe!
- 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.
- Resources to help with these challenges
  - ✓ Here is the updated ["Who Do I Contact"](#) handout.
  - ✓ Here is the [Event/Publicity Request](#) form. Please use this form to communicate clearly with the staff regarding your upcoming events. Note that staff need these requests at least three weeks in advance (the earlier the better).
  - ✓ Your group's budget is now available. If you have questions about your budget, contact your staff support person for the line-item budget for your group. We encourage you to make an appointment with your staff person to talk specifically about the budget.
  - ✓ The Leadership Support & Development Committee and the Congregational Development Vestry Committee are working on strategies to enhance volunteer engagement. Details coming soon.
- Leading a Ministry or Committee Class Training on August 27, 12-1:30pm in the Guild Room, led by the Leadership Support & Development team.

### **Parish Celebrations**

- Planning has started for Homecoming, September 17, 2023. Look for new and fun activities!

### **Senior Saints**

- 44 Senior Saints participated in a delightful presentation by Ahren Martinez, Children's Ministry.
- Senior Saints Movie scheduled for July 20 from 3-5pm in the Forum.

### **LGBTQ+ Ministry**

- Pride Month – June 2023 – was a huge success
  - 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 preached
  - June 16, Friday: Pride Movie Night "The Wizard of Oz" in the Forum

- June 19, Sunday: Canon Carla Robinson did a heartwarming sermon followed by a festive Pride Flags event on the lawn and Juneteenth Cake on the lawn.
- June 25, Sunday: Jonathan Quinn will preach followed by tea time with music on the lawn.

### **Women's Community**

- Voice of the Heart lunch honoring the amazing Anna Davalous was on June 11 in Sweetland Hall. 70 folks attended!

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

- 40/50's group will meet with Dori Torrey and *The Circle of Life* group on July 25
- 40/50's are working on plans for a retreat on Oct 27-28 at the Mater Dolorosa Retreat Center in Sierra Madre.

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

- 20/30's Social Hour next on Sunday, June 25, 12-2pm at the Congregation Ale House.

### **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.
- Episcopal Dodger Night, Sept 1 at 7pm: Tickets will be on sale on the lawn on July 2, 9 and 16. We hope to be able to sell 75 scholarship tickets for Foster Youth.

### **Education Formation**

- Summer Sundays: Education, Formation & Fellowship – in the Guild Room at 9am from July 2 – Aug 27. We have a great line up of presenters – and donuts will be served.

### **Front Desk Volunteers**

- Mary Pillot started in June as our first front desk volunteer!
- Sara McGah and Ken Roehrs are onboarding in July.

