

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

October 3, 2023

PRESENT Mason Baughman, Jonathan Berry, Blaine Cavena, Rainer Colombo, Hannah Earnshaw, Elizabeth Eilers, Nicole Gatto, Bill Gould, Julianne Hines, Al Hughes, Crystal Jones, Cathy Keig, Staci Kennelly, Eliza LeMoine, Walter Little, Karen Meier, Norweeta Milburn, Rosemary Muniz, Janet Carol Norton, Jonathan Quinn, Claudia Shields, Tim Stratz, Erica Tamblyn, Risë Worthy Deamer

EXCUSED Greg Adams, Andie Reid

ALSO PRESENT Mark Chase, Thomas Diaz, Alfredo Feregrino, Melissa Hayes, Keith Holeman, Sally Howard, Mike Kinman, Samantha Kramer, Sarah Nolan, Susan Russell, Nina Scherer, Erin Sacco Pineda, Verna Zamora, Kathy Onoye

The meeting was called to order at 6:05 pm by the Rector in the Sweetland Hall and via Zoom. He focused the vestry with silence and shared Matthew 11:28. He focused on sharing the burden together. He then offered an opening prayer.

Worthy Deamer welcomed the visitors.

Keig 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 and seconded and added to the St Barnabas discussion that “Gould raised that there is a need for oversight of the RJOB 2018 Racial Justice. Recommendations and specifically the recommendation related to ASC’s need to do work on St. Barnabas work - which was included in those recommendations that the Vestry voted on and passed in 2018. The vestry unanimously approved the amended minutes and committee reports.

Report of the Treasurer

Meier reported that the July and August financial statements have been completed and presented to the finance committee and we are now up to date on financial statements. Meier thanked Erin Sacco Pineda and her team and our staff for their work. The Employee Retention Credit funds were received in August. We applied for \$530,000 and received \$590,000 including accumulated interest adjusted by the IRS. The audit for 2021 and 2022 are continuing. They are now working on building accountability for large capital projects. They are working to know how much has been paid out and how much remains on major capital projects.

FINANCE COMMITTEE

Stratz reported the committee is reviewing the financial statements. They will have them ready for presentation at the next vestry meeting. Thanks to Karen Meier and Erin Sacco Pineda for getting us caught up. We are now able to revisit our policies and procedures to better understand our expenditures.

Cavena reported that the Economic Sustainability Task Force has looked at where we are, where we are going if nothing changes, what we can do and communicating the findings. He thanked Erin Sacco Pineda, Sarah Nolan and Phil Naecker for their work on this. He shared the future without changes, which shows a large and growing gap between expenses and income over the next three years. He compared giving trends with the national church and asked how we keep people attending. He also presented some of our giving statistics, including medians and our heavy dependence on large donors. We need input on how to increase income, keep our parishioners, and ideas in saving money without making changes in our environment that makes us All Saints. The vestry had time to ask questions.

BUILDINGS AND GROUNDS REPORT

Phil Naecker presented the spreadsheet, which showed the projects currently under work including the stained glass window repair, phase one the roof on Regas House, and phase two Regas House. He explained the spreadsheet. Budgeted amount, contracted amounts, and payments made. We have \$3.91 million in estimates on work \$2.7 million contracted work, and paid out \$1.5 million to date.

HEALTH BENEFIT RECOMMENDATION

Sacco Pineda explained the changes in proposed healthy benefits. All Saints is currently paying full benefits. For employees who are hired after October 1, 2023 and are regularly scheduled for between 1,000 and 1,500 hours per year. All Saints will make employer contributions toward medical and dental plan premiums on a pro rata basis commensurate with employees' regular scheduled hours. All Saints medical plan coverage for full-time employees is equal to 100% of the premium for Anthem BCBS Bluecard PPO 80 or Kaiser EPO 80. In addition, All Saints will contribute 100% of the premium for Delta Comprehensive dental coverage for full time employees. This would mean that our cost is flat rather than the 6% increase in cost benefits. Quinn asked to table the motion and that failed with only four yes. It was moved by Meier, seconded by Cavena and the vestry had time for questions and discussion. The vestry voted seven yes, nine no and one abstention. The motion failed. Kinman thank Erin Sacco Pineda, Samantha Kramer and Sally Howard for their work on this.

VESTRY YOUTH REPORT

Colombo reported that the interim youth leader is doing very well. Joe is supporting the Wednesday Youth Group. They discussed what they would like and they want it expanded beyond Wednesday night. LeMoine share that they want other ministry groups to be involved with the youth. The youth can get to know the different ministries and they can learn from our youth. We are looking for volunteers for Wednesday night. Kinman shared that volunteering is fun. Cavena commended Jonathan Berry for his work with Children's Chapel.

GIVING REPORT/PLEDGING REPORT

Nolan reported that the Kickoff Stewardship Sunday is October 15. Holeman and Nolan are working on the campaign materials. The Donor Dinner will be on November 17. Nolan spoke on giving's role in community formation. It is part of building ongoing connections. She asked the vestry to please make their pledge. She also asked the vestry to please get involved to thank the pledgers, phone callers, and events. Nolan also asked for formation team members to share our story around economic justice.

WARDENS REPORT

Worthy Deamer announced that the vestry youth dinner will be on March 13, 2024. The Annual Meetings is on February 18 and March 17. The vestry staff conference is on February 23-24. Vestry meeting is on March 12. Palm Sunday is March 24 and Easter Sunday is March 31.

Worthy Deamer also said that they are working on the rector's evaluation tool. Sally Howard, Samantha Kramer and the Vestry Personnel Committee are designing a new feedback tool. It follows the core values. It is extremely important that everyone fill it out. Keig asked that a letter be included in the minutes from CYF.

RECTOR'S REPORT

Kinman reported that he is ongoing meeting with the rectors of St Matthew's Pacific Palisades and All Saints Beverly Hills. The Diocese is moving to a 12% assessment in 2024. We will not be able to get to 12% immediately. We need to have a process to get there.

We had the Telling the Whole Story Land Team presentation to the vestry. We are ready for the next steps. We have some people on the next steps team. Hannah Earnshaw, Becky Nicolaides, Rosemary Muniz, Jonathan Quinn and Mike Kinman will be on that team. If anyone else wants to join the team please let Kinman know.

LOOSE ENDS

- Hines shared her experience with a man during Celebration of Ministries. His behavior was unacceptable and mocked people of Asian descent. Hines gave an impassioned plea that racist behavior such as this is exactly why we need to continue our focus on dismantling racism and the culture that perpetuates it, that we must live into our value of following a Revolutionary Jesus so that all people have a place of belonging here.
- Norton shared a letter from the Television Academy that was well written and effective. She will share with the communication with our stewardship group.
- Tamblyn asked about the Artist in Residence. Kinman shared that it was not put on the agenda but will be included next month. Tamblyn shared that liability is a concern.
- Quinn asked about the Centennial. Russell shared the planned activities. Bill Cunliff is composing a centennial piece for All Saints. Next Sunday is Cornerstone Sunday including an open house in the Learning Center, cornerstone cookies on the lawn and a scavenger hunt.

COMMUNICATION BACK TO THE PARISH

- Youth Report
- Telling the Whole Story – the Land next steps
- Buildings and Grounds Report
- Economic Sustainability Task Force

APPRECIATIONS AND REGRETS

- Howard thanked the vestry for their thoughtful discussion on health benefits.
- Milburn expressed her sympathy to Hines for her experience and appreciation to Hines for sharing her experience. She commended giving for sharing the median giving.

- Jones is so glad that she comes to a place where we are committed to trying to be the best we can be. We grapple with issues that are difficult issues. What we hear from the pulpit gives her life. We make hard decisions here.
- Norton felt the reports were so thoughtful. She thanked Phil Naecker and Lonnie Shields for educating us on our buildings and needs. We are in great hands

The meeting was adjourned at 8:23 p.m. with Mark Chase asking the vestry to take a moment of silence for what Julianne Hines shared.

Respectfully submitted,
Kathy Onoye

Vestry Committee Reports
October Meeting
Addendum to October 3, 2023 Vestry Minutes

NO REPORT:

Finance
Peace & Justice
Personnel

BUILDING AND GROUNDS REPORT

Submitted by Erica Tamblyn:

Minutes of the virtual Zoom meeting held on September 14, 2023

Attendees: Lonnie Schield, chair, Risë Deamer, Phil Naecker, Chris Runco, Erica Tamblyn, Ryan Wijesinghe, Kristen McDonald

Staff: Veronica Flores, Verna Zamora, Alfredo Feregrino, Associate Rector (Reactor's Representative to the B&G Committee).

Opening Prayer: Lonnie Schield

Homeless Connect Day was discussed

Deferred Maintenance

We are in good shape on Phase 1. Will make the grand opening on October 8.

Phase 2 - we are making progress. We have not tackled some of the more problematic items like the leaks in the choir room, but that is coming up soon. We got back better than expected numbers on repairs especially the damage done by the leak in the electrical vault. This is encouraging news, as it will likely cost 15,000 rather than 20,000. There are a few other costs savings here and there, which are balancing out some cost overruns. Over all we are looking pretty good.

It has been suggested that we remove the "temporary" office that was built in the Regas House Hallway for CYF. The group discussed and decided that we are in favor of doing this. Lonnie was going to reach out to Sally and Mike to discuss the matter and get a decision.

The issue of the proposed Artist in Residence in Scott Hall was discussed. The committee agreed that a commitment was made that legal document was going to be prepared. Alfredo agreed to follow up with the rector on the document. The concerns of the committee was discussed regarding liability of potential damage to the artwork and concerns that opening a studio in Scott Hall was sending mixed messages to parishioners when we are asking for the building to be replaced with a new one as it is in such bad shape. Verna is working with Samantha on insurance issues. The complexity of the issues was discussed. Alfredo suggested that he and Verna discuss further.

CONGREGATIONAL DEVELOPMENT

Submitted by Nancy Naecker:

Last Gathering: Sept 24, 2023

Next Gathering: October 17, 2023

Welcome Ministry

- Welcome Cards received for September 2023: 12
 - Interests checked
- AAPI: 0
- CYF: 4
- CYF Choirs: 0
- Latino/Hispanic Ministry: 1
- LGBTQ+: 5
- Music: 5
- PCHH: 3
- Peace & Justice: 5
- Senior Saints: 0
- Spiritual Formation: 2
- Small Groups: 4
- 20/30's: 5
- 40/50's: 2
- Women's Community: 5
- Volunteering: 4
- 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 June, July and August.
- Welcome Coffee
 - Sept 10 relaunched our Welcome Coffee with staff member Thomas Diaz and greeter Dan McCarrel
 - 10 people participated!
 - Next Welcome Coffee is October 8

Congregational Development Vestry Committee Goal 2023-2024

1. Improve volunteer engagement and interest by enhancing our volunteer experience.

Greeters

- New Greeter – Dale Camacho
- Jenn McGaw continues to host the online coffee after the 10am service with 5 – 8 attendees.

Parish Celebrations

- Homecoming Celebrations, Sept 17
 - Under the leadership of Leah Nelson, Parish Celebration put on a joyous Homecoming Celebration on the lawn for Sept 17.
 - Lunch following the 10am service of grilled hot dogs.
 - Latin Hour musicians with Bill Cunliffe (organized by Alfredo)
 - Volunteers: Rosemary Occhiogrosso, Rosemary Hyde, Debbie Bump, Barbara Washington, Karen Robles, Al Hughes, Maddie Gavel-Briggs and Patrick Briggs.

Celebration of Ministry – We Belong Together

- 40 ministry groups were represented on the lawn for a fun exploration of the many engaging opportunities for community and spiritual reflection at All Saints Church.
- Thanks for the amazing organization of Amanda McCormick and Thomas Diaz.

Latino / Hispanic Ministry

- Latin Hour: Next Latin Hour is November 12 with live music on the lawn.
- Escuela de Ministerios: in partnership with the Diocese of Oregon. The program, taught entirely in Spanish, started on Sept 23. The next classes are on October 7, October 21, November 4 and November 18.
- Misa de Sanación: First healing service in Spanish was on Sept 10 with 37 people attending. Next service is October 15 and November 26 at 5PM

Senior Saints

- Sept 7 Senior Saints was well attend with 30 senior and presenter Sarah Nolan, Director of Giving.
- Next Senior Saints is Thursday, October 5 at 12:30 p.m. in Sweetland Hall with special guest, Ukelele Troubadour and parishioner Cory Brendel.

40/50's & Friends

- Hiking + Brunch, Saturday October 14, 8AM at the JPL Parking Lot, 10:30AM at Fox's Restaurant
- 40/50's & Friends Fall Retreat at Mater Dolorosa Retreat Center in Sierra Madre on Oct 28 – 29. Ten folks registered so far.

20/30's Ministry

- 20/30's September Social Hour was at Homecoming.
- 20/30's October Social – Pumpkin Carving, with message on generosity by Sarah Nolan, Director of Giving.

Getting Connected Class

- Starts Oct 1 and runs for five consecutive Sundays from 12-1:30pm
- 20 folks registered so far!
- Small group facilitator: Maddie Briggs, Patrick Gavel-Briggs, Ben Martin, Isabel Ramirez, Bill Rainer.
- Getting Connected Team: Ana Camacho, Alfredo Feregrino, Thomas Diaz, and Nancy Naecker.
- Oct 1 – Mike Kinman will talk on welcome and the mission of ASC.

Education Formation

- September 10 - panel discussion on the All Saints Story and the Saints Barnabas Story in Sweetland Hall.

Women's Community

- Oct 22 - Lunch of Compassion Honoring Heavenly Hughes in Sweetland Hall

Front Desk Volunteers

- Cindy Bishop and Marilyn Coffman have recently joined the front desk volunteer team with Ken Roehrs, Sara McGah, Marshall Rutter, and Mary Pillot.

CYF COMMITTEE REPORT

Submitted by Staci Kennelly:

CYF Committee Report, October '23 Nina is the only staff member currently on CYF. We are creating three part-time positions to help run CYF. We have hired an interim part time children and youth minister, who will start 9/25.

We had our first meeting of the program year on September 19th. We have reorganized how the CYF committee operates, adding specific leadership roles and responsibilities for most of our programs.

We have a working idea of who will serve in many of our leadership roles and plan to nail them down by our next meeting in October. We continue to invite Vestry Members to help serve in the Children's Chapel on Sunday mornings. It is a 20-minute commitment. The sign-up sheet is here:

<https://www.signupgenius.com/go/10C084FA8A923A4FAC43-family/153181915#/>

GIVING REPORT

Submitted By Sarah Nolan:

Current Giving Financials (broad strokes):

Annual Giving Campaign Kick Off on October 15

2023 Pledge Data – As of 9/25/23

Pledges Recorded: 529 | **Pledge Contributions Recorded:** 636 (discrepancy due to data entry and follow up issues)

Current Pledge Contributions: \$1,901,909

Outstanding: \$981,287 (based on those 529 pledges that have outstanding balances)

Forecasted Year End Pledge Total - \$2,883,196 (assuming most pledges are fulfilled, with some non-fulfillment)

2023 Budgeted for Pledge Income - \$2,897,160

2023 Overall Giving Data vs. 2022 Giving

As of Sept. 25, 2023

Pledge Contributions –

Total Dollars: \$1,901,909

Median: \$1000.00

Contributors: 636

Plate Contributions –

Total Dollars: \$66,319.75

Median: \$59.00

Contributors: 174

Compared to Sept. 25, 2022

Total Dollars: \$1,962,640.24

Median: \$1,080.00

Contributors: 717

Total Dollars: \$78,596.90

Median: \$72.50

Contributors: 180

Online Contributions -

Total Dollars: \$40,146.02

Median: \$100.00

Contributors: 158

Total Dollars: \$43,081.62

Median: \$100.00

Contributors: 133

Special Gifts –

Total Dollars: \$39,900.78

Contributors: 6

Total Dollars: \$25,000

Contributors: 1

Bequests & Memorial Gifts –

Total Dollars: \$171,105.70

Median: \$3,967.25

Contributors: 10

Total Dollars: \$121,200.40

Median: \$121,200.40

Contributors: 1

Other Giving (Flowers, Easter, Christmas, Music, etc.) –

Total Dollars: \$55,981.23

Contributors: 268

Total Dollars: \$60,618.33

Contributors: 257

*** This is generally accurate but rough data drawn from our giving database. There will likely be some recategorizations that will happen.

PASTORAL CARE, HEALING & HEALTH

Submitted by Christina Folz:

Ministry Name Grief and Loss for the months of August, 2023

Ministry Leader or Leaders: Chris Folz, Richard Redman

✓ This Update prepared by X Leader(s)

Please complete, as applicable, for ministry participation and activities in the prior month.

Number of ministry participants in the month:

Leading, delivering, counseling, serving or otherwise supporting 2 **facilitators** Being served, counseled or otherwise supported: **5 - 9 per week**

If your ministry had any meetings in the month, what was the...

Location	Attendance	Purpose
(church or ?)	(number)	(regular meeting or ?)

Zoom and starting in May 2022 in person _____

Comments or requests? Successes or achievements? Issues or concerns? Church support?
We have seen an increase in the number of people coming to G & L, most of whom are showing up in person

Overall ministry health?

Excellent

Good

Could be better

Needs attention

