

**REGULAR MEETING OF THE VESTRY  
ALL SAINTS CHURCH, PASADENA  
September 12, 2023**

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

EXCUSED Crystal Jones, Norweeta Milburn, Andie Reid, Claudia Shields,

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 6:03 pm by the Rector in the Forum and via Zoom. He focused the vestry and Kennelly read Ephesians 4:1-16. He shared that we have been through a lot. We need each other and each has gifts. We need to speak the truth, listen and receive others in love. 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 and seconded and the vestry unanimously approved the minutes and committee reports.

Artist-in-Residence Proposal

Kinman introduced the proposal. Mike Hernandez is a parishioner and he has been working with Zamora. Kinman read the proposal as first reading. Vestry then asked questions and clarifications.

Appointment of Vestry Nominating Committee

Keig reported that we now have a full nominating committee with the addition of Christine Hartman, Elizabeth Tatum and Chase. The committee also includes retiring vestry, wardens and the Rector.

Endorsement for Ordination to the Priesthood

Russell introduced the process. Mel Soriano and Jonathan Stoner have submitted their letters of progress. It was moved and seconded that Mel Soriano and moved and seconded that Jonathan Stoner be endorsed. The vestry unanimously endorsed Mel Soriano and Jonathan Stoner for ordination to the priesthood.

Russell shared that ordination will be at St. John's Cathedral on Saturday, January 13. Kinman appreciated Susan Russell for her work on ordination

### Report of the Treasurer

Meier reported that the financial statements are up to date through June. Financial Accountability Team is meeting monthly. The Economic Stability Task Force under the leadership of Cavena is now getting started. We are working on putting internal controls on our corporate credit cards. The 2020 audit is the last we approved. We are now working on the audit of 2021 and 2022. We feel the numbers from this year are solid. Past audits have been "qualified opinion". We plan to look for a new auditor fir next year. The vestry appreciated Karen Meier, Erin Sacco Pineda, and Tim Stratz for their work.

### **FINANCE COMMITTEE**

Stratz reported we are now moving forward. Our numbers are almost up to date. The Finance Committee met and reviewed the financial statements for April, May and June. The Financial Committee found them acceptable as presented and recommended approval. It was moved and seconded. Discussion followed and the vestry approved the April, May, and June financials with one abstention.

Cavena presented the Economic Sustainability Task Force. We are spending more than we are bringing in. This task force will generate options for closing the gap. The committee includes Gloria Pitzer, Tony Jackson, Tim Stratz, Lonnie Schield, Karen Meier, Greg Adams, Risë Worthy-Deamer, Cathy Keig, Mike Kinman, Sally Howard, Erin Sacco Pineda, Sarah Nolan, and chair Blaine Cavena. We are gathering data to support a forecast forward three years and understand how we might address the issues. Discussion by the vestry followed.

### **GIVING REPORT/PLEDGING**

Nolan reported she is working to make sure that giving data is accurate. Her task is also how we can grow pledges and increase our giving in 2024. Nolan invited the vestry to consider their giving as we moving into the fall, as we will be pledging in October. Giving is about planning for the coming year. Nolan will be in touch and it is a rich time for growth. She distributed a giving report for the month. Discussion followed.

### **CENTENNIAL COMMITTEE REPORT**

Anina Minotto reported that they are working on three themes, which are commemoration, reflection and celebration. The goals are:

1. Connect and reconnect with new and past parishioners and organizations that are in the orbit at All Saints.
2. Educate the parish on the work with all the various parts of Telling the Whole Story (land acknowledgement, white iconography and St Barnabas), church history / milestones, and a look at the strategic plan.
3. Raise awareness of All Saints Church in the community by connecting with our neighbors in the Pasadena area.
4. Increase financial support toward the church and its campus. (Possible fundraising opportunities).

Kinman thanked Anina Minotto for her work as verger and all she does for the church.

### **CYF REPORT**

Scherer shared a heartfelt report on the state of Children, Youth and Families. They are a broad ministry that needs resources. The ministry is sadly understaffed and is working so hard to serve the needs of the children, youth and families. The youth and children need the investment and CYF should to be considered a priority of this church. She shared the depth of new programs and she had strong statements regarding the lack of support both in financing and volunteering. Kinman asked for he vestry to reflect on her words. He also added ways that he will volunteer and ways others can support our children and youth.

### **St. BARNABAS RESOLUTION - Resolution Condemning and Committing to Repairing All Saints Church Pasadena's History of Racial Segregation**

Chase gave background to the resolution. Earnshaw read the resolution as the first reading. Kinman asked for any questions, clarification, and concerns. Discussion followed. If the vestry is interested in working on this, please get in touch with Kinman.

### **WARDENS REPORT**

Keig reminded the vestry that next Sunday is Homecoming and volunteers are needed. Please help in every way in giving. She read a poem "For a Leader" by John O'Donohue.

Worthy Deamer commended those who completed the Safe Church training or attended a PACES tour this summer. She encouraged the vestry to help at Homecoming.

### **RECTOR'S REPORT**

Kinman reminded the vestry that this is Homecoming Sunday. The next Sunday is Celebration of Ministries. Rev. Gayle Fisher-Stewart will here that Sunday to preach. Sunday October 22 will be an event at Leo Beck Temple when they will give four fellowships. The keynote speaker will be Nancy Pelosi. It is our way to support the work of Leo Beck Temple.

### **LOOSE ENDS**

- Tamblin announced that All Saints will be hosting another Connect Day for the Unhoused with 31 different agencies here. It is for the unhoused with many organizations providing needed services. She asked that you consider coming and invite those unhoused you know.
- Keig asked vestry to please come to the vestry meeting in person next month. We will be making our pledges.
- Hines reported that her name was no longer on the website as vestry and asked if that could be corrected.
- Cavena asked for quick response for ideas on how to bring people in the doors or bring them back.
- Chase shared that we are not alone in current financial difficulties. We need to share resources and ideas with other churches in the area. Kinman shared that he is meeting with other churches in the diocese to share strategies.

- Formation of the Economic Stability Task Force.
- Unanimous recommended Mel Soriano and Jonathan Stoner for ordination to the priesthood.
- We need to find a way to share with the parish what Nina Scherer shared.
- Weave in what was shared last Sunday
- How do we connect sharing the need to investment in our youth and volunteers. How do we make them feel appreciated. It is a pivotal opportunity to speak of our economic challenges. We need to support and appreciate our staff and volunteers.

**APPRECIATIONS AND REGRETS.**

Kennelly asked **COMMUNICATION BACK TO THE PARISH**

- The vestry to sign up for children's chapel. It is an electronic signup and will be sent by email.

The meeting was adjourned at 8:39 p.m. with a closing prayer by Sally Howard.

Respectfully submitted,  
Kathy Onoye

**Vestry Committee Reports**  
*September Meeting 2023*  
*Addendum to September 12, 2023 Vestry Minutes*

**NO REPORT:**

Finance

Giving

Pastoral Care Healing & Health

Peace & Justice

Personnel

**Building and Grounds Report**

Submitted by Erica Tamblyn:

A Building and Grounds Committee meeting was held on August 10. There was not a quorum present, so no decisions were made. The next meeting will be held on September 14<sup>th</sup>.

In the meeting the following was discussed:

The Regas House Roofing Installation is complete.

The HVAC installation in Regas House is underway. Much of the equipment is on site with some materials expected to be delivered in October. Final design allowed us to use the higher efficiency indoor fan coils (Efficiency of 26SEER vs 16SEER). The mechanical and electric design is complete

The Regas House East Wall restoration is in progress and the contractor is adding a “drip strip” to prevent intrusion. We are in the process of adding a painting contractor and the current restoration contractor will do the priming prior to replacing window putty.

The Gas meter relocation will take place soon.

The choir changing room leak repair quotes have come in around \$27k. We expect the project to cost \$30k. A design change is under consideration.

Projects on Hold for discussion at next meeting:

Removal-of protection boxes on south side

Campus Signage

Manual for utility shut off valves and switches.

Perfect parking month to month contract

Plan to deal with parking lot lighting.

**CONGREGATIONAL DEVELOPMENT**

Submitted by Nancy Naecker:

Last Meeting: June 8, 2023

Next Gathering: October 17, 2023

## **Welcome Ministry**

- Welcome Cards received for June, July and August 2023: 38
  - Interests checked
    - AAPI: 1
    - CYF: 1
    - CYF Choirs: 0
    - Latino/Hispanic Ministry: 0
    - LGBTQ+: 6
    - Music: 4
    - PCHH: 4
    - Peace & Justice: 4
    - Senior Saints: 2
    - Spiritual Formation: 2
    - Small Groups: 2
    - 20/30's: 3
    - 40/50's: 0
    - Women's Community: 5
    - Volunteering: 3
- 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: we are restarting the welcome coffee on Sept 10 immediately following the 10am service in the Guild Room and will continue every 2<sup>nd</sup> Sunday of the month. Sept 10 will feature staff member Thomas Diaz and greeter Dan McCarrel.

## **Congregational Development Vestry Committee Goal 2023-2024**

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

## **Greeters**

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

## **Leadership Support and Development Committee**

- Leading a Ministry or Committee Class Training on August 27, 12-1:30pm in the OCC Conference Room was led by the Leadership Support & Development team of Dan McCarrel, Terry Moore, Rosalind Duhon, Nancy Naecker and Alfredo Feregrino.
  - 12 new or returning ministry leaders participated: Kim Douglas, Clara Hill-Williams, Margie Hope, Richard Hope, Al Hughes, Sally Roberts, Kim Sainten, Erica Tamblyn, Troy Wise and Edie Hovey.
  - The ASC Emergency Plan along with the My All Saints video tutorial and ministry leader walk thru emailed to class.

## **Parish Celebrations**

- Homecoming, Sept 17

- Under the leadership of Leah Nelson, Parish Celebration is planning a joyous Homecoming Celebration on the lawn for Sept 17.
- Lunch following the 10am service of grilled hot dogs.
- Latin Hour musicians will be on the lawn.
- Volunteers still needed to help serve lunch.

### **Latino / Hispanic Ministry**

- Latin Hour: Sept 17 in conjunction with Homecoming
- Escuela de Ministerios: in partnership with the Diocese of Oregon. The program, taught entirely in Spanish, consists of six modules of formation that will be conducted throughout the liturgical year – and you can join at any time during any module. This program is offered for anyone interested in learning and engaging in an immersive Spanish Theological experience. Classes are every other week on Saturdays, 5:00 – 7:00 p.m. The subjects to be offered in the six modules are: Theology and Spirituality, Theological Reflection, Sacred Scriptures: Hebrew Bible and New Testament, Church History and Anglican-Episcopal Tradition, Sacraments and Liturgy, and Mission: Our Baptismal Covenant. The Fall Session will center around Mission: Our Baptismal Covenant. In baptism, we are “marked as Christ’s own forever.” This class will be taught on September 23, October 7, October 21, November 4 and November 18 by the Most Rev. Naudal Alves Gomes, who was previous presiding bishop and primate of the Anglican Episcopal Church of Brazil.
- Misa de Sanación: Anyone seeking hope and healing in body, mind or spirit for themselves or someone they love is invited to attend our Eucharist service conducted entirely in Spanish with Laying on of Hands and Anointing on September 10 at 5PM at All Saints Church.

### **Senior Saints**

- Senior Saints Movie scheduled for July 20 from 3-5pm in the Forum had 25 participants. Unfortunately, the technology for showing the movie did not work but all enjoyed popcorn and snacks.
- Sept 7 Senior Saints: Sarah Nolan, Director of Giving, is the presenter
- Following the Senior Saints lunch is a team of seniors exploring the possibility of a team of ministry leaders to lead after Grace Galton’s retirement.

### **40/50’s Ministry**

- Saturday September 23, 8:30am: 5K run/walk with Homeboy: Join groups from All Saints for a fundraiser 5K run/walk with Homeboys!
- Hiking + Brunch, Saturday October 14, 8AM at the JPL Parking Lot & 10:30AM at Fox's Restaurant: Come join the 40s/50s Ministry for a 4-5 mile moderate-level hike and optional brunch. Meet at the JPL trail at 8 AM. The parking lot is a gravel area at the entrance to JPL. Brunch will be at 10:30 AM at [Fox's Restaurant](#) in Altadena: 2352 Lake Ave, Altadena, CA 91001. Rain cancels the hike but not brunch!

### **20/30’s Ministry**

- 20/30’s August Social Hour was on Sunday, June 25, 12-2pm at the Dog Haus with 8 people.

- 20/30's September Social at the Homecoming

### **Summer Fun!**

- Fun activities after the 10am service are planned for every Sunday from July 2 to Sept 10 on the lawn.
- Episcopal Dodger Night, Sept 1 at 7pm: We sold 75 scholarship tickets for Foster Youth plus spending for food.

### **Education Formation**

- Summer Sundays: Education, Formation & Fellowship – in the Guild Room at 9am from July 2 – Sept 10 has been a huge hit with 30 – 40 participants every week.
- September 10 in a panel discussion on the All Saints Story and the Saints Barnabas Story.

### **Front Desk Volunteers**

Marshal Rutter is a new front desk volunteer and joins Ken Roehrs, Sara McGah and Mary Pilment

### **CYF Committee Report**

Submitted by Staci Kennelly:

It is with great sadness that we would like to share with you, that Ahren Martinez will not be returning this upcoming program year. You may have seen the announcement this week (see below) or have heard about it from friends at church already, and we regret that we are informing you this late to the game. For any staff, staff transition, or communications-related questions, please contact Mike Kinman and Sally Howard directly.

Here are a few words Ahren has shared with us to share with you:

“God has called me in a different direction, and I am following that calling. But I’m grateful for the opportunity to have served as Associate Director of CYF and for the ways this position has helped me grow and enhance my leadership capabilities. Much love, blessings and thank you to all of the children, youth and families that I’ve had the pleasure of getting to know this past year!”

Even within her short time at All Saints church, she has been a vital part of the CYF department and we will miss her dearly. For these past few weeks, Ahren worked diligently to make the transition as smooth as possible and to make sure that programming can move forward with a comprehensive plan. We have already started the hiring search and will keep you updated along the way.

For the next few weeks we are creating a CYF support team, calling on parents, volunteers, vestry and clergy to come together so we can continue to provide a rich and engaging and continuous program for our children and youth.

Please consider volunteering in Children’s Chapel or Youth group, be on the CYF committee or support the Children, Youth and Families department in other ways! We need your help! You can



sign up on line here: <https://www.signupgenius.com/go/10C084FA8A923A4FAC43-family/153181915#/>

We are happy to announce that we are able to offer childcare again! Childcare is available starting soon for children birth-Kindergarten in the Seminar Room in Regas House from 8am-1pm.

### **Giving Report**

Submitted By Sarah Nolan:

Updates:

We are excited to launch our Fall Giving Campaign on October 15 with our continued theme of Joy-filled Giving. All vestry members are encouraged to make their pledge before the October 3 Vestry meeting. Please reach out to Sarah Nolan with any questions at [snolan@allsaints-pas.org](mailto:snolan@allsaints-pas.org). We will be discussing pledging and annual giving at the Sept. 12 vestry meeting.

The giving task force had its second meeting regarding the Annual Giving Campaign on August 17. We are still working on getting correct statements sent out.

#### Current Giving Financials (broad strokes):

As of Sept. 7, 2023

Total: \$2,158,303.09

Compared to Sept. 7, 2022

Total: \$2,165,456.45

Pledge Contributions –

Total Dollars: \$1,796,814.77

Median: \$900.00

Contributors: 626

Total Dollars: \$1,858,695.45

Median: \$1,000.00

Contributors: 709

Plate Contributions –

Total Dollars: \$62,963.99

Median: \$65.00

Contributors: 170

Total Dollars: \$64,794.61

Median: \$70.00

Contributors: 167

Online Contributions -

Total Dollars: \$38,152.62

Median: \$100.00

Contributors: 149

Total Dollars: \$35,147.66

Median: \$100.00

Contributors: 117

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: \$49,365.23

Contributors: 265

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.

